



Adam Wightwick

07/07/2017 04:53 PM

To Consultation/DTF@DTF
cc
bcc
Subject Submission to Fire Service Select
Committee

2 attachments



A Wightwick - FRV Legislation Submission.docx Supporting Documents.zip

Please find my submission and supporting documents attached.

Could you please remove my personal phone number and email address from the header of Word document prior to uploading my submission in order to retain some level of privacy? I'm happy for you to keep those details on file though should you need to contact me, I would prefer that random members of the public who can read the submissions online not be given that information though.

Kind Regards,
Adam

Adam Wightwick

MFB Station 34



06/07/2017

Assistant Clerk Committees
Department of the Legislative Council
Fire Service Bill Select Committee
Parliament House, Sprint Street
East Melbourne VIC 3002

Honorable members of the committee,

I make my submission to you as an operational Qualified Firefighter with 5 years of service to CFA as a volunteer & 5 years of service to Melbourne professionally with the Metropolitan Fire Brigade. In my time with CFA & MFB I have been able to gather a lot of information from both sides of the fence to help make this submission & I hope it proves useful.

I'd like to briefly cover the main reasons for making this submission in support of reforming Victoria's Fire Service & creating the new body Fire Rescue Victoria. The main components of this submission are:

- Volunteer Response
- Urban Response, Management & Union
- Culture
- FRV Impact

Thankyou for taking the time to consider this submission & improving Fire Service response in Victoria.

Kind Regards,

Adam Wightwick

VOLUNTEER RESPONSE

Speaking from experience Volunteers have lives. They have family, jobs, friends & the usual stresses of everyday life. Life can throw curveballs whether that is illness, stress, hardship or any number of other difficulties that can impact on their availability. CFA has 35,263 frontline operational firefighters as of July 1, 2017.

That figure is a far cry from the press figure of 60,000 that will be impacted by this legislation. You then need to consider that of those 35,263 how many are at the integrated stations where these changes will come into effect? Take Springvale CFA for example, they have 37 members (26 operational members / 11 non-operational members), assuming similar breakdowns at other integrated stations (lets be generous and use an average of 50 operational members) that would mean only approx. 1,750 members would be affected or 4.96%.

When you look at all of these figures at any time it fluctuates severely, members take leave of absence, they suffer injuries or illness, they have a birthday party on the weekend and I could go on. The point I am trying to make is that even if you ask all the volunteers to respond you will very, very rarely ever see a 100% response rate from all members (unless it is a significant event) for any number of the reasons mentioned above. Even those that do respond may not have the qualifications required for the task at hand.

This leads to my next point is that on top of all life's expectations & commitments a volunteer can then choose whether or not to respond to a call. If they see a pager message for a smoke detector call at 3am, why get out of bed when they have to go to work in the morning? I am speaking from experience again I had to (at times) turn the pager off & I know many other volunteers at career stations have done it. This is generally no issue unless of course that smoke detector picked up a fire inside a wall cavity, half of the factory is suddenly on fire & requires 10 pumpers & a ladder truck to extinguish it. As a professional first on the scene you are then hoping, enough volunteers wake up, those that do decide that they are fit and able to respond, then you hope all the other variables lead to a driver turning up and they are all appropriately qualified. Statistics are showing that this is not the case with many Brigades failing to meet CFA's minimum delivery standards.

In summary, a very minimal number of frontline operational members will be impacted by this reform, volunteers can never be truly 100% reliable given increasing work commitments & life events, even when they are available they may not be appropriately trained & that is if they choose to respond.

How can full time career firefighters in these urban areas be given the guaranteed backup they deserve?

URBAN RESPONSE, MANAGEMENT & UNION

It is a sad fact I had to include this section to detail aspects about career operations. Ideally, we would all like to think that our management has our safety & best interest at heart, yet all too often mistakes are made mostly through poor communication where decisions are made without consultation that impact frontline safety.

From the onset I should point out, I have not been coerced to make this submission, there has been no pressure. I should also point out no one is forced to join the United Firefighters Union, it is a personal decision & one where the individual is free to stay or leave at any time. Volunteers conversely are not afforded this right, their Charter established VFBV to speak for all of them whether they agree to or not & this presents conflict of interest & is fundamentally flawed in many ways.

The reason the Union has such a strong membership (98% of the workforce) is because management have not made the best decisions all the time. Only through consultation are we afforded to have a say in what uniform protects us from the searing heat of a house fire, what nozzle we use to provide the best water cover on a fire, which trucks have the best configuration to safely transport us to fires & stow all the equipment we require.

Some poor management decisions (pushed through without consultation) was new ladder trucks that had an unsafe working platform (there was no proper ladder at the end of it if you can believe that!) & firefighters responding in cars to medical calls with only 2 firefighters on board. The ladder was outright dangerous, trying to jump across a 2m gap in an emergency with 20kg of safety clothing plus a 15kg Breathing Apparatus is a recipe for disaster. Sending 2 firefighters in cars to medical calls may seem like a reasonable request but we are not paramedics, we have great initial response training, though we cannot provide advanced life support (unlike Paramedics) which means we would be doing CPR compressions much, much longer with only 2 persons as opposed to a regular EMR crew of 4 firefighters.

Other issues in metro Melbourne exist & our Union continues to advocate on our behalf to rectify these problems. For example MFB have several Water Tankers (trucks designed for bushfire firefighting) servicing areas such as Glen Waverly & Highett. These trucks can only carry 3 firefighters & for an area like Highett which covers suburbs from Brighton down to as far as Aspendale, these vehicles are completely inappropriate for the risks. Highett's area also encompasses high risk facilities like Moorabbin Airport, Southland Shopping Centre, the High Pressure Oil Pipeline at Moorabbin Rail Station & multiple high risk factories in the area. This could mean if the Pumper at Highett is unavailable & the Water Tanker is sent with the Pumper from Ormond, only 6 full time firefighters are being responded to a high risk fire in metropolitan Melbourne which is unheard of & not standard practice internationally.

The Union has and always will have firefighter safety as its prime mission.

CULTURE

It is no secret this issue has become politicised. The 'Hands Off CFA' campaign was to have no Union "veto" or consultation in CFA volunteer matters. In the height of hypocrisy, the VFBV are now complaining that they were not consulted?

Years and years of front page headlines in the Herald Sun have not helped either. With little-to-no defence from our management, full time firefighter morale and standing in the community is at an all-time low. This reform will go a long way to restoring that, it will break a deadlock and instill measures to ensure that community safety is based on statistics and facts so politics and "turf-wars" will become a thing of the past (where they belong).

This is an opportunity to create a modern workforce that can continue to work and train alongside CFA volunteers. We need volunteers, there is no doubt about that in any professional firefighters mind. What we can all agree on is that we cannot continue in the way we are and this reform is exactly that, reform. I have not heard any suggestions or better ideas on how to fix the situation. This was reform was Labor's idea, all I have heard from the Liberal Party is that they don't want to change it, with no counter proposals on how to fix the situation.

The greatest idea so far to further ensure this type of denigration does not happen again is the accord that will be setup between FRV & UFU. "Committing both organisations to working together to reset the culture and improve relationships between management and the workforce. This will be based on a successful model from Canada."

This reform is needed desperately.

FRV Impact

The impact of this legislation is minimal yet simple. It will provide the community with greater access to reliable firefighting services and modernise a fire service that has been stuck in the 1920's.

- We will have more reliable rescue services for victims of car accidents.
- Control for which appliances are dispatched to what areas as opposed to Brigades being able to pick and choose who they want to attend set areas.
- An independent regulatory body deciding when a community requires access to permanent fire fighting services and when boundaries need adjustment.
- Persons living in currently CFA class areas will get greater value for money (Fire Service Levy fees) when they are reclassified as FRV areas.

I fail to see any disadvantages to the community in implementing this legislation.

Please find a list of documents to provide context to some areas of concern mentioned in this submission and thankyou for reading this far.

Outdated dispatch, assignment rules, communication and training contributed to loss of house at the 2016 Crib Point grass fire:

<https://youtu.be/BZ23OL8x8Fg>

An example of why the changes are needed to provide more skills and equipment to full-time firefighters to increase and enhance road rescue capabilities:

<https://youtu.be/sUE6vwkig4c>

Attached:

- 1: PDF - "MFB Heatwave EMR Response" Pages 6-16
- 2: IMAGE – "Dangerous Ladder Platform Replacement"
- 3: PDF - "CFA SDS failed rescue response"
- 4: IMAGE – "12 Months of the Herald Sun"
- 5: PDF – "District 8 - SDS Results (October 2013)"
- 6: IMAGE – "CFA v MFB Trench Rescue"



FRONT PAGE ARTICLE

FRONT PAGE COLUMNS

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

Section 225 Application for termination of enterprise agreements after their nominal expiry date

WITNESS STATEMENT OF ROBERT ANDREW PSAILA

I, Robert Andrew Psaila, Leading Firefighter (**LFF**) with the Metropolitan Fire and Emergency Services Board (**MFB**), of 3 Mitchell Street Northcote, in the State of Victoria, say as follows:

1. I have been employed by the MFB for sixteen years. I currently hold the rank of LFF and I have held that rank for eleven years. I hold the following current specialist qualifications:
 - High Angle Rescue Techniques (**HART**)
 - Urban Search and Rescue (**USAR**)
 - Trench Rescue
 - Teleboom
 - Gas Flare Off
2. I am also a qualified motor mechanic and prior to being a firefighter I worked in this role for about five years.

Committee Membership

3. I am currently a member of the Branch Committee of Management (**BCOM**) of the United Firefighters Union (**UFU**) as a Trustee. I have been on BCOM for about three and a half years and prior to that I was a Shop Steward for the UFU for twenty years, sixteen of those representing MFB firefighters in Northern and Central districts and four representing private firefighters at the Puckapunyal Army Base.
4. I currently sit on the Vehicle and Equipment (V&E) subcommittee as a UFU nominee as part of the consultation committees set up under the UFU MFB Operational Staff

Lodged on behalf of: United Firefighters Union
 Address for service: Ryan Carlisle Thomas
 Level 10, 533 Little Lonsdale Street
 Melbourne VIC 3000

Contact: Philip Gardner
 Tel: (03) 9240 1414
 Fax: (03) 9240 1449
 Email: pgardner@rctlaw.com.au

Enterprise Agreement 2010. The role of this subcommittee is to review and make recommendations on all aspects of new and current vehicles and appliances and any modifications to those vehicles as well as with respect to new equipment or modifications to equipment that is used by firefighters.

5. This committee, under the terms of reference, sits below the head Consultative Committee and its role is to investigate, review and make recommendations to the head committee for endorsement.
6. The committee brings together subject matter experts across the MFB workforce including OH&S Representatives, UFU representatives, management representatives from the relevant departments, being fleet, Emergency Response Management (ERM) and workshops.
7. I have sat on this committee for two years as a UFU representative.
8. The committee has undertaken highly valuable work in the development of MFB equipment and appliances used by firefighters making our job more efficient, leading to improved productivity, and significantly, our work safer over the years.

Ultra large Pumper

9. For example, the V&E Committee developed the Ultra Large Pumper which is now in commission in the MFB. It provides a high volume pump and foam system for use within petro-chemical and CBD high-rise fires, allowing for more efficient firefighting at these events than previously.

Thermal Imaging Cameras

10. Thermal Imaging Cameras are another example of the work of the consultation process. About two years ago the MFB and CFA were looking at entering a joint tender for the purchase of thermal imaging cameras to be provided on all appliances.
11. Thermal imaging cameras allow for firefighters to rapidly locate victims in a fire where there is extremely heavy smoke logging or low to no visibility. Also, they enable firefighters to more quickly find the seat of fire which is where the fire is in fact burning, including where the fire may be in a concealed space such as a ceiling or wall space. This allows for more efficient and rapid extinguishment. The equipment does this by identifying heat signatures in a room.
12. The MFB and CFA initially were considering doing a joint tender for the purchase of the product and it is my understanding that there was potential for a more inferior product to be purchased that would not have provided the benefits that the product we ultimately purchased does.
13. Under the auspices of V&E and Consultative Committee a smaller working group was developed to research the products on the market comprising UFU

representatives (being myself) and LFF Mick Whitty and management rep SSO John Garvin.

14. This working group was reporting via V&E and the Consultative Committee.
15. Under the auspices of this working group and the consultative process we undertook separate trials of thermal imaging cameras on the market. The trials clearly showed that the Drager product was the best on the market due to their compatibility with our radio systems, their ease of operation, and their ergonomic acceptability. Also parts and service were easily available.
16. The working group reported on the outcomes of that process to the V&E committee who were able to recommend the endorsement of the Drager product to the Consultative Committee. The purchase of this product was endorsed in June 2012 and they are now in operational across the MFB.
17. Without the consultative process providing the oversight to the implementation and purchase of this new product, it is quite likely that the MFB would have simply purchase the inferior product which they were initially considering.
18. This product can directly affect firefighter safety in two major ways.
19. First, they are used to locate a firefighter under duress.
20. Secondly, in being able to more quickly extinguish a fire by identifying the seat of the fire faster, we lower the risk of "flashover" and "backdraft" which are phenomenons that are more likely to occur the longer a fire burns. These two events pose the most risk to a firefighter as they involve rapid ignition or expansion of combustion effectively creating an explosion in the room.

HART Equipment

21. In the last twelve months we have also consulted regarding the implementation of a range of new HART equipment. Consultation on this equipment occurred in late 2013-early 2014.
22. The equipment included:
 - confined space casualty rescue harness and spreader bar
 - mobile fall arrest device and integral shock absorber
 - child's harness
 - paediatric rescue carrier
 - multi-purpose device
 - arizona vortex multi-purpose edge
23. This equipment was presented with all the necessary information we needed at committee and subcommittee level in order to allow us to progress these items

smoothly and quickly. As a consequence of the consultation, the products were endorsed practically immediately for use.

24. It is my understanding that many have now been introduced into operation and have provided for enhanced safety for the community and HART technicians in doing their specialised job.
25. It has become apparent in my time on the Committee that when the MFB fail to appropriately consult, we often end up with deficient or inferior equipment that is not fit for purpose.

Telesquirt

26. An example of this involved the recent purchase of a new appliance referred to as the 'telesquirt' which is an aerial appliance.
27. Consultation was occurring regarding the purchase of a new aerial appliance within the MFB because the current aerial appliances need replacing due to their age. Aerial appliances are typically used for overhead attack in large fires and to perform rescues from above ground as well as for reconnaissance. In that sense they are specialist appliances.
28. Consultation regarding this issue began in or about 2010. Unfortunately, in or about 2012 the MFB went ahead, without endorsement, and purchased an appliance despite some people raising concerns about that particular model.
29. On purchase, they then sought to enter into consultation via the subcommittee. It became apparent on an inspection of the appliance that the appliance purchased had multiple OH&S issues, faults and deficiencies and was not fit for purpose.
30. These problems included:
 - a. When jacks are at full height the vehicle is too high to get equipment from. A firefighter reaching for equipment could not even see what is contained in some areas;
 - b. Not enough room to store necessary hose;
 - c. Pump controls hard to reach and foam controls can't be reached at full height;
 - d. Wireless remote does not have any lighting on switch indicators and can't be seen at night;
 - e. The cable on the tethered remote is grey in color and can easily be tripped on when used;
 - f. The teleboom ladder cannot be accessed at different rotated angles and creates a fall hazard;
 - g. The BA cradle cannot be operated unless the boom is directly over the front of the vehicle;
 - h. Hand rails are not rated for harness points;

- i. Firefighters cannot access foam transfer tube when truck is jacked up;
 - j. Cannot reach rear upper locker door (above rear jacks) once the door is open;
 - k. Seat BA releases are on the outside of seat, causing a hang or grab point for exiting firefighters;
 - l. Firefighters cannot access the cabin when the truck is jacked up, cabin is way too high. If a firefighter is in the cabin and climbs out, injury could occur from a fall due to the height. Firefighters require equipment in cabin and vehicle to be accessible at all times;
 - m. Concern about ladder rung alignment lights fitting;
 - n. RFI testing on wireless boom controls not conducted;
 - o. OASES locker fit out not completed.
31. The MFB are now utilising the consultative process in trying to rectify the issues to allow the appliance to come into commission. I refer to this matter later in this Statement in my response to MFB witness Mr McQuade.

Mark V 60 Series Appliances

32. More recently, the MFB sought to purchase new Mark V 60 series appliances. These are effectively a newer version of the Mark Vs we have in commission currently.
33. In or around 2012 the MFB purchased nine new pumpers which we were informed were like for like appliances. On delivery, through my enquiries, we discovered however there were numerous differences.
34. These differences included that the appliances had been fitted with electronic stability control which no firefighter in the MFB at that point was trained to drive.
35. The electronic pump governor which governs the pump pressure was different and firefighters were not trained in its use and they, were also faulty.
36. The foam injection systems which create the correct amount of foam for use on scene were also found to be completely out of calibration, meaning they would produce incorrect foam quantities.
37. Due to these issues, the appliances could not be brought into operation.
38. For example, electronic stability creates entirely different driving conditions in that the appliance can automatically correct itself. While this is ultimately safer, without training, whilst driving in emergency conditions (i.e. at high speeds) the vehicle will react differently resulting in the driver having less control over the vehicle if they do not have knowledge as to how to drive it.

39. The governor issue was also a safety issue as it was found that constant and safe pressures for water and foam could not be maintained in automatic mode, resulting pressure fluctuation for the firefighters operating the hose lines which ultimately put them in danger of injury due to either not enough pressure, too much pressure or fluctuation of pressure. For example, a rapid increase in pressure could throw a hose line operator off his feet and could lead to loss of control of a hose which could potentially hit a firefighter. I note that the branch on the end of the hose could weigh approximately 3 kilos and is made of steel so if it were to hit a person, on a whipping end of hose, severe injuries could result.
40. In regards to the incorrect calibration of foam, this is also a safety issue. For example, if a firefighter places too little foam on a polar solvent spill (which is when we use foam) it could lead to the firefighter not having knowledge that the spill is continuing to give off fumes which can ignite and lead to an explosion. Foam production at the correct percentage rates is critical to operations at chemical and fuel spills.
41. If too much foam is delivered, the Officer may have incorrect information in making calculations regarding the amount of foam available to do the job again resulting in the dangerous situation described above.
42. As a result of these differences, the appliances needed mechanical works done on them, as well as the development and delivery of training before they could be entered into operations.
43. Unfortunately, due to an ongoing industrial dispute with the workshops employees, there was protected industrial action in place and as such the mechanical works could not take place.
44. However, from my knowledge, during that time, the MFB also did not develop the training package despite no industrial action affecting this component.

2014 Heatwave EMR

45. In January this year, the MFB attempted to implement a proposal which would have involved firefighters responding in cars to persons suffering heat stress events in an upcoming heatwave.
46. By email dated 13 January 2014 [REDACTED] proposed a strategy to provide the MFB with enhanced EMR service delivery capacity. Melbourne was facing an extreme heatwave in the following days and [REDACTED] had made some commitment to Ambulance Victoria that the MFB would provide enhanced capacity to

assist them in responding to heat related medical events. One option [REDACTED] proposed was the commissioning of MFB light fleet vehicles which are effectively sedans, for firefighters to respond to such events. [REDACTED] was seemingly to introduce a plan at 8am the next morning with his email sent to Chief Officer Peter Rau and ACFO Terry Hunter at 12.24pm on 13 January 2014. [REDACTED] did not discuss his proposals with the UFU or other relevant operational personnel.

Now produced and shown to me and marked **RP-1** is a copy of the email of 13 January 2014.

47. On 13 January 2014, by email at 5.47PM Mr Rau advised the UFU that the MFB was considering “putting in place plans to commission additional vehicles (both appliances and light fleet response vehicle) to respond as necessary should a significant surge in EMR events occurs” and that they were considering implementing such plan at 8am the next morning.

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48. The UFU had concerns with the proposal, which was lacking any detail, from the MFB. These concerns included the following:
- a. Firefighters (other than Commander and ACFOs) do not respond in light fleet vehicles or sedans. Firefighters are trained to respond with an appliance which will be carrying equipment necessary to perform their tasks. In EMR events this equipment is specific and specialised equipment.
 - b. Firefighters are only trained in basic levels of EMR and are not trained to provide patient care in cases of, for example, extreme dehydration where a intravenous drip is required to provide fluids.
 - c. That firefighters would be exposed to situations where they would not have the necessary equipment, skills and training and could be potentially liable for any action or inaction.
 - d. That a process would be put in place that would expose the public to potential risks.

49. Due to its concerns, on the night of 13 January 2014, the UFU notified the MFB of a grievance.

Now produced and shown to me and marked **RP-3** is a copy of the grievance notice.

50. Advice from the Ambulance Employees Association and the former coordinator of the Emergency Medical Response (EMR) Department Allan Morton to UFU was that treatment of this type of patient without training could result in the worsening of the patient's condition, potentially resulting in death.

51. The parties attended an urgent EMR subcommittee meeting in the morning of 14 January 2014 where the UFU made available relevant subject matter experts including, Allan Morton (EMR subject matter expert) Danny Hill (paramedic) and myself (UFU representative and V&E Committee member). At the meeting the UFU raised with the MFB the concerns as listed above in more details. Further, I advised that gas cylinders cannot be stored unsecured in cars, as this poses a safety risk and was against relevant Australian safety codes. The MFB was unaware of this. The UFU advised the MFB that they would put a list of concerns and questions to them regarding the MFB's idea and would consider developing an alternative proposal. Mr. Marshall also raised the issue regarding immunity from prosecution if the firefighters acted outside their competence and training.

52. In the afternoon of 14 January 2014 the UFU sent correspondence to the MFB attaching a list of questions as follows:

“ Questions in relation to matter notified to UFU on 13 January 2014:

Note: this list is provided as quickly as possible and therefore may not be exhaustive and is also arising on the basis of the limited information provided to date.

- 1. Why is AV seeking assistance from MFB in dealing with ambulance work?*
- 2. Why has this proposal been left until a day before an expected heat wave?*
- 3. Please provide all MFB briefing papers and documentation which articulates the MFB reasoning and explains the proposals, including but not limited to the T Hunter documents referred to in discussions and the 2009 report.*
- 4. Please provide minutes from yesterday's SEMT meeting where these issues apparently arose?*
- 5. Please provide clearly articulated and details of the request, expectations and briefing from AV to MFB in relation to this increased response.*

6. *What other advice has AV provided MFB in relation to the expected increase in calls? Please provide all such advice.*
7. *In discussion, Paul Holeman referred to hotspots identified in an April 2009 report, what are the locations of the hot spots referred to by Paul Holeman?*
8. *What are the locations intended for deployment by AV of MFB resources?*
9. *What will be the mechanism for deployment of MFB resources to AV identified areas and to EMR incidents?*
10. *What extra AV resources will be located in these areas?*
11. *What are the exact number of extra emergency ambulance resources which will be put into service over the period?*
12. *Is there any intention that there be any circumstances where MFB EMR crews will be utilised outside of the agreed dispatch grid for EMR?*
13. *It is our understanding that under code orange that codes can be upgraded, resulting in UFU members being responded to heat illness incidents which they are not trained to respond to. What guarantee do AV and MFB provide that this will not occur.*
14. *How many and what type of vehicles will be utilised for the additional response?*
15. *Will these intended vehicles be equipped with the full complement of EMR equipment, additional PPC and facilities for storage of contaminated clothing as per current MFB EMR capable appliances?*
16. *Is the proposed enhanced response model within and consistent with the MFB AV MOU for EMR?*
17. *What additional resources are proposed for FSCC's in relation to the increased response?*
18. *Given the expected frequency and intensity of the EMR call load for these appliances, what arrangements are being put in place to ensure staff health and safety and welfare?*
19. *How does the MFB intend to manage firefighter fatigue given the increased EMR resources?*
20. *Given that MFB EMR crews will be confronted with clinical situations outside of those for which they have been trained, can you confirm that MFB crews will be fully indemnified should an adverse patient outcome occur?*

21. *Has the MFB sought legal advice as to whether the organisation is at risk from litigation by sending firefighters to incidents outside their training and skills?*
22. *Given that MFB EMR crews will be confronted with clinical situations outside of those for which they have been trained, what training, clinical skill sets and equipment does the MFB intend to provide the additional crews?*
23. *Is there any intention to utilise additional CFA resources as part of this proposal?*
24. *How many and from what areas/departments will the crews be drawn from to staff the additional appliances?*
25. *Will off duty employees be recalled or will day duty staff be utilised and under what systems and arrangements?*
26. *What will be the agreed trigger points for the deployment of these additional resources over the next week and into the future?*
27. *What are the intended duration and hours of operation of the additional resources?*
28. *Where will the additional resources be located?*
29. *What facilities will be provided for the crews at the locations?*
30. *Has the MFB EMR medical officer been consulted and is in agreement to this proposal?*
31. *Is it intended that the additional appliances be part of CAD or as strike teams as articulated by Peter Rau today?*
32. *As stated by Peter Rau today that the response is under strike team arrangement, under what protocols and systems of work will the additional appliances be deployed, i.e. as per current strike team arrangements for deployment into CFA areas?*
33. *If CAD is to be utilised, how will the additional resources be recognised and utilised by that system?*
34. *What will be the crewing arrangements including rank numbers, rank type and qualifications for the appliances?*
35. *Given that it is expected that AV resources will be in higher demand, what is the expected on scene duration prior to AV arrival for MFB EMR responders?*

36. *Will AV resources be re-allocated to other jobs on the basis that MFB is on scene?*
37. *What guarantee do you provide that in all circumstances MFB will be co-responded with AV to all EMR calls?*
38. *Given the expected extreme weather what additional resources will the MFB be deploying to meet the expected fire threat and does the additional EMR resource proposal compromise the MFB's ability to meet the expected fire threat?"*

Now produced and shown to me and marked **RP-4** is a copy of the correspondence

53. Further to its email of questions and in line with the agreed outcomes of the meeting, later on the evening of 14 January 2014 the UFU sent the MFB the following alternative proposal:

"UFU Alternative Proposal in relation to MFB EMR proposal

The UFU has not been provided any evidence to suggest that the MFB's current capacity based on its business model is not able to accommodate the increase in cardiac events over the expected conditions. However the UFU is willing to consider the following:

1. *This proposal shall operate for the period of the current heatwave. The parties will explore future arrangements by agreement.*
2. *The areas identified as hot spots are of serious concern and should be covered by a full complement of ALS, MICA and EMR response to deal with all scenarios given that any increased number of calls is due to the heat wave. This proposal will ensure the safety of all emergency services personnel and the community. All response to EMR calls will be as per current arrangements, that is co-response to the agreed AMPDS dispatch call types with Ambulance Victoria, i.e. simultaneous dispatch.*
3. *Ambulance resources will not be downgraded or diverted as a result of MFB EMR response.*
4. *AV to provide proposed deployment areas to parties and identified resource shortfalls. UFU to provide further response on this issue and on related matters once this has been provided.*
5. *UFU to provide further proposal on further details in relation to MFB's proposed deployment arrangements (i.e. use of CAD or other systems). UFU*

to provide further response on this issue and on related matters once this has been provided.

6. All facilities to be agreed between the parties.

7. Additional MFB resources will only be housed at MFB firestations and only where there is capacity for the additional appliance/s and crew/s.

8. The current agreement for the utilisation of MFB EMR capable appliances in terms of type and EMR equipment cache is to stand, e.g. no cars to be utilised.

9. All additional appliances to be crewed by 4 EMR qualified staff due to the nature and duration of the work and to minimise stress and fatigue.

10. Only current EMR clinically certified operational personnel from day work and operational positions are to be utilised for this role. Personnel recalled from on shift positions, shall only be recalled whilst on their second and third days off.

11. For the duration of the enhanced deployment an additional cache of EMR consumables are to be located at each district station as well as a driver with car at each district station to ensure timely support given the expected increase in consumable usage levels.

12. For the period of enhanced deployment all rehabilitation units to be fully crewed.”

Now produced and shown to me and marked **RP -5** is a copy of the 14 January 2014 correspondence

54. The MFB provided its response to the UFU's questions and a discussion document on 14 January 2014.

Now produced and shown to me and marked **RP-5A** is a copy of the email and attached material.

55. On the morning of 15 January 2014, [REDACTED] advised the UFU that the MFB proposal was now to bring into commission the new Mark V appliances to be used for enhanced EMR capacity. This was despite the fact that these appliances were faulty and posed a safety risk to firefighters and the Victorian Community and were therefore not in use. I refer to the safety issues above at paragraph 34 and following.

Now produced and shown to me and marked **RP-6** is a copy of the correspondence.

56. It was [REDACTED] who initially proposed the use of light fleet vehicles and only changed the proposal following consultation with the UFU where the MFB was advised that this proposal was potentially in breach of safety standards. Within 24 hours, the MFB was advancing an entirely different proposal which also had significant safety issues.

57. The UFU provided a response to the MFB on 15 January 2014 as follows:

"Dear [REDACTED]

Re EMR Matters and MFB proposal re additional primary appliances

We note your letter of this morning in relation to the above matters and note that the MFB is now not proposing an enhanced EMR capacity, but is in fact putting forth a new proposal to increase additional primary appliances.

The MFB has not sufficiently responded to the UFU questions, or the UFU alternative proposal in relation to the enhanced EMR matter.

However, given the MFB has put forward a new proposal in relation to primary appliances, the UFU provides a response below in relation to this new proposal.

The UFU is agreeable to consider the proposed increase in primary appliances across the MFD subject to concerns as outlined below.

The MFB is proposing to utilise appliances which have been identified by the MFB and UFU as significantly requiring either modifications or further training for employees. Through the consultation processes potential resolutions to these issues have been identified but agreed resolutions are yet to be implemented.

We understand that the MFB is now seeking to implement such appliances for a short term and temporary basis. We seek clarification on the intended term of operation.

We also understand that the MFB is seeking to implement 'familiarisation' of dynamic stability control and pump governor issues. Details of these proposals and their implementation are not properly articulated in the MFB correspondence

Further, the MFB is intending to implement appliances which are not functional with respect to foam making. There has been no articulation in the MFB correspondence as to how such arrangements would be implemented and how the appliances would be distinguished and utilised differently from other appliances.

Finally, the MFB has not articulated in a meaningful way how the appliances are intended to be utilised and controlled in a more general sense, whether as task forces or as part of the CAD system. The MFB proposal correspondence of today refers to appliance use as additional primary appliances, but also refers to OWI19. In essence the MFB is seeking to implement appliances into the MFB fleet for use at operational incidents where employees have not been properly trained for the use of such appliances and where such appliances do not function in accordance with normal appliances.

Despite our extreme concern with respect to these matters, the UFU is amenable to meeting at short notice with an extraordinary Vehicle and Equipment Sub-Committee combined with the Training Subcommittee with a view to seeking to resolve these matters and obviously other items which might be identified by the experts on these committees.

We propose a meeting be convened for 10am tomorrow morning (16 January) at the Burnley Complex.

In the interim, the MFB are requested to provide all documentation and details of proposals with respect to these new proposals, including the familiarisation program and systems of work with respect to the appliances being implemented without foam making functionality as well as the details of the appliances utilisation.

Furthermore, the UFU seeks clarification prior to the meeting as to where the MFB intends to locate the additional appliances, for what time period, and how employees will be selected for crewing the additional appliances.”

58. Within a period of 2 hours, despite the UFU stating, as above, that “*The UFU is agreeable to consider the proposed increase in primary appliances across the MFD subject to concerns as outlined below.*”, the MFB filed an application to the

FWC seeking an order to stop unprotected industrial action which the MFB alleged the UFU and its members were participating in. (See DAY-46 page 341).

59. At the Commission, the parties convened into conference and for the first time, had some meaningful discussion regarding the MFB's proposal. I attended the Commission proceedings. Following these discussions the UFU and MFB were able to reach an agreed resolution which allowed for the introduction of the Mark V appliances into commission with limitations based on advice from UFU representatives, including myself, which would allow them to be used safely. The safety limitations included the following:
- a. A sufficient number of drivers needed to be trained in the driving of the Mark V's due the electronic stability control on the appliances.
 - b. agreement that the foam system, due to the calibration issues, would not be used and the Mark V's would have to be co-responded to the fireground with another appliance that was in calibration so foam could be used on scene.
 - c. That the nine new appliances will when deployed meet the MFB's requirements to be fully commissioned for operational purpose.
 - d. The governors on the appliances will be used in manual mode only.
 - e. In any response utilising one of the nine appliances the MFB will use its best endeavours to ensure such appliances will co-respond with a currently commissioned appliance, provided that at the first instance, the nine appliances will not be deployed at adjoining stations.
60. These limitations were imposed to address the concerns referred to in paragraph 34 above and following.
61. On reaching this resolution the MFB also took the UFU up on its previous offer to convene an urgent, exceptional joint meeting of the training subcommittee and V&E subcommittee to resolve outstanding issues, reach agreement on a training package for the electronic stability and a process for the roll out of that training and confirming the requirements around operations of the vehicle.
62. That meeting was held the next day on the 16 January 2014 where all the relevant subject matter experts attended including myself.
63. At that meeting David Bruce spoke in relation the driver training issues. He indicated that he had spoken to MFB's Officer in Charge of the driving department and that they were comfortable with a training package that involved a two hour theory assessment and 1 hour of practical driving.
64. This effectively meant that the appliances were in use as of that day, as the UFU had previously agreed to this the previous night and into the morning.

65. As a result of that meeting we also discussed the process for the appliances to come into commission permanently and agreed on an outcome for that.
66. The outcome was that foam testing would be conducted on each appliance and new governors would be fitted before permanent commissioning, with training for firefighters on the new governors upon delivery.
67. The agreement surrounding the short term solution was initially for the MFB to use the appliance during the heat wave event that was only anticipated to last 3-4 days inclusive.
68. I am aware however, that through January and into February fire conditions across the state worsened and the UFU proposed that the MFB continue to use the appliances in order to have the enhanced capability.
69. These offers were made to the MFB on the UFU's own initiative due to concerns about fleet depletion and coverage across the MFD and Victoria in what I believe has been the worst fire season we have faced since Black Saturday.

V & E Consultation

70. I am aware that the MFB claims that consultation can be cumbersome. That view needs to be balanced against the role and value of the consultation process. In 2013 as a snap shot the V&E Committee has finalised the following items:
 - a. Crash Recovery System
 - b. Collector Heads
 - c. Forced Entry Tool
 - d. QRAE Multi-Gas Detector Replacement
 - e. Personal Flotation Devices
 - f. Stowage arrangements on prototype Mark V Pumper Tanker
 - g. remote area lighting system on fire duty pod and rescue units
 - h. Californian Mountain Company Multi-Purpose Device
 - i. Hose Key for High Rise Packs
 - j. Arizona Vortex Multipod edge management system
 - k. use of additional CBES collapsible dams
 - l. Mobile Fall Arrestor Device and Integral Shock absorber
 - m. Children's Harness for HART and Ladder Platform.
71. These items were finalised in those 12 months. However many more are still progressing through the committee.

72. Some items are left outstanding, not because of the committee but because the relevant MFB sponsor of the project does not attend the committee for many months at a time meaning, we can't do our work quickly.
73. For example, the Nilfisk Air Vacuum has been sitting on the agenda as an open item for over 12 months, without the MFB providing any update or report on the status of the project.

Ladder Platform

74. An item that has taken up much time on the V&E subcommittee was in regard to the purchase of a new ladder platform.
75. Ladder platforms are specialist aerial appliances that reach up to 44 metres in the air and are used for rescuing of victims trapped at heights and also as a high water tower for fighting major fires such as factory fires where the fire is too far to access for normal hand lines (hoses). This appliance allows us to direct large amounts of water from a height to heavily involved areas of fire resulting in a reduction in the spread of fire to neighbouring buildings.
76. I am not certain about any early consultation regarding the purchasing of new ladder platforms. However, I am aware that the MFB purchased two new ladder platforms and informed us that they were like for like appliances which generally speaking does not require significant, if any, consultation.
77. On delivery however I was informed by other UFU members that there were some difference with the appliances and therefore a side by side inspection of the old appliance with the new was arranged.
78. I attended that inspection, I recall that Darren Davies was in attendance at this inspection. I cannot recall who else was present.
79. It was discovered at the inspection that not only were the appliances not like for like but there was a major OH&S design flaw in the new appliance.
80. The appliance has a 44 metre extension boom which raises a personnel bucket to the required height to perform duties from that height. Attached to the boom is an escape ladder which is used for two main purposes. One is to provide an escape route from the personnel bucket should there be a malfunction of the appliance and the boom cannot be lowered either manually or electronically.
81. The omen is that by positioning the ladder against a building to perform multiple rescues from multiple floors on high rise buildings, it can be used as an external stair like a fire escape.
82. The ladder portion is therefore a crucial portion of this appliance. It is especially necessary for firefighting safety such as a firefighter who might need to quickly

- self-rescue (i.e. get out of the bucket) if the fire intensity rapidly changed and the firefighter needed to quickly exit the bucket via the ladder.
83. Further, it is more generally used as the back-up escape route if the system malfunctions.
84. The two ladder platform that the MFB had purchased however had a gap in the ladder of approximately two and a half metres at approximately the 40 metre mark effectively meaning that this vital back-up system could not be used.
85. During the inspection the MFB informed us that the safety systems on this appliance would make it almost impossible for the appliance to fail, therefore they were not concerned about this issue.
86. They also informed us that the safety system were exactly the same as a current ladder platform in place stationed at FS 35.
87. The appliance at FS 35 was deployed to a fire in Clifton Hill on 6 January 2014. Whilst in position over the top of the fire with a firefighter in the bucket, the appliance unexpectedly and without any definite cause, had a complete systems failure meaning the boom could be moved away from the fire and was therefore stuck above the fire, using either the main system or the backup system. In this case the firefighter had to use the escape ladder to exit the bucket. Without that ladder he would have been trapped for an unknown time and his life would have been directly in danger. I am aware of this as the firefighter trapped, John Barry, so informed me.
88. Further, Mr Barry also advised me that the same total systems failure occurred again on 25 May 2014.
89. At the inspection, due to the obvious concerns we had with the appliance, I requested that MFB undertake a risk assessment of the appliance. They agreed to this request.
90. The risk assessment was undertaken within the next month or so by suitably qualified MFB OH&S personnel. They provided a report which indicated that amongst other safety issues, the gap in the ladder was unsafe.
91. As such, the MFB determined that they would source an engineering solution to fix the gap in the ladder.
92. I note that this solution the MFB determined to pursue this solution on its own. We did not disagree with this process, but we in no way requested or sought it.
93. Consultation on that engineering issue and other safety issues regarding this appliance has continued since then.

94. The only reason the appliances were not being used was because the MFB needed to find the engineering solution, and I know now that they have sourced a fix and are waiting on the arrival of the manufactured sections to install.
95. There are also other minor OH&S issues in the report which workshops are simultaneously rectifying.
96. The UFU and consultation committee process are not delaying the introduction of these appliances. We are in fact simply consulting to ensure they are safe to use and it was the MFB themselves who did not seek to put the appliances into commission at this time as they were working on the engineering solutions to the problem.

Statement of Darren McQuade: Replacement Appliances

97. I refer to paragraphs 27-29 of the Witness Statement of Commander Darren McQuade ("Mr McQuade") and note that the MFB has consulted regarding replacement appliances prior to the 2010 Operations Agreement. Where the MFB advises the committee that it is a like for like replacement of an appliance, generally the process is that the Committee is advised and an inspection is carried out to confirm this is the case. Further, where the MFB is purchasing equipment that is exactly the same the MFB do not consult. eg. if they were purchasing new hose keys that were the same make as the previous hose key, no consultation would occur.

McQuade: The consultation process

98. I refer to paragraph 37 of Mr McQuade's statement and say that whilst he may be of the view the consultative process is very cumbersome, in my experience the consultative process provides an appropriate balance between the needs to progress matters efficiently and ensuring the best outcomes for firefighters' safety. This is because the consultative committee and its subcommittees are made up of the relevant subject matter experts, representatives of employees who approach issues from their perspective, and employer representatives who convene in the same place once a month to discuss and resolve issues.
99. In 2011 the MFB and UFU agreed, via a dispute, to the terms of reference of the committees in 2011 to ensure their efficient operation.

McQuade: Teleboom replacement project

100. I refer to paragraph 50 of Mr McQuade's statement and deny that consensus was reached to the extent of supporting the MFB's purchase of this appliance. The parties were considering its purchasing but concerns had been raised both by a UFU representative, Mick Tisbury who inspected the appliance in New Zealand, and the Health and Safety Representative Haydn Allingham. Mr. Allingham, who was part of the working party following his visit to New Zealand, sent a report to the MFB outlining his concerns.

Now produced and shown to me and marked **RP-7** is a copy of the report.

101. Following the MFB notifying the UFU that it had purchased this appliance, given the level of concern of the UFU representatives and the Health and Safety representative, the UFU notified of a dispute to ensure the appliance did not come into commission without full consultation and agreement. The dispute is at DM-2.

102. The parties over the following months met and discussed the matter with a view to resolving the dispute. In 2012 the parties agreed to consult regarding this appliance. The consultation to take place was a full consultation as it should have been from the beginning and as if the MFB had never purchased the appliance.

103. From late 2012 the parties met and began consultation. No meeting was held previously as the MFB did not contact the UFU to begin the consultative process. At the first meeting on 20 December 2012 the UFU requested that the MFB provide a comparison of specifications between the current teleboom and the newly purchased Bronto.

104. On 26 March 2013, the MFB provided a written comparison of the specifications in a further meeting, and other issues were discussed.

105. A physical comparison could not be undertaken at this time as the MFB had not accepted delivery of the vehicle which was still with the manufacturer in Queensland.

106. On 22 November 2013, not 2012 as suggested by Mr McQuade, the parties attended Thomastown fire station and conducted a side by side comparison to compare the current teleboom with the MFB's newly purchased Bronto teleboom. I attended the inspection as UFU representative. At this time the MFB still had not accepted delivery of the appliance, as it was then with SCANIA, the manufacturer of

the chassis section, and it was arranged for the appliance to be inspected on that day. That inspection only lasted for up to an hour and a half and was not a full inspection, as to undertake a full risk assessment would require approximately a full day. At that inspection I advised Mr. McQuade of the initial concerns listed in paragraph 30 above.

107. I refer to paragraph 63 of Mr McQuade's statement and say that, it is necessary to jack the appliance up on a regular occasion. The appliance must be jacked up whenever the boom is extended to stabilise the appliance. In fact, the boom cannot be operated unless the jacks have been deployed. Further, I discussed with the representative from Bronto that the appliance could be used on a hill at a much steeper angle than the current model allowed. In these circumstances it would require one end of the truck to be jacked up substantially higher than the other end. This would result in the firefighter being unable to access areas of the appliance and the risk of falling from a height.

108. I refer to paragraph 65 of Mr McQuade's statement and say that, the firefighters to whom he is referring were firefighters who were working at the Thomastown fire station at the time and were not involved in the inspection. The comments made by them were purely superficial as to the aesthetics of the appliance and not its functionality. In fact, I agreed with the firefighters that the appliance looked great on a superficial viewing prior to inspection.

109. I refer to paragraph 66 of Mr McQuade's statement and note that the representative from Bronto was not a firefighter and would not need to rely on this equipment in a dangerous situation.

110. I refer to paragraphs 67-71 of Mr McQuade's statement and note that as I had in fact advised Mr. McQuade of my concerns, I assumed that Mr. McQuade would convene a further meeting to progress consultation. No further meeting was convened by the MFB regarding the permanent commissioning of this appliance, nor did they seek to progress the matter through consultation, until 20 May 2014. I was in attendance at that meeting where it was discussed what equipment would be required to be stored on the appliance including the hose required. I note that UFU has not agreed to the permanent commissioning of the teleboom because the MFB has not addressed any concerns nor sought to progress the matter whatsoever.

McQuade: Current status of the Bronto

111. I refer to paragraphs 72-75 of Mr McQuade's statement and say that the appliance was used by South Australian firefighters at Hazelwood. This was because the

appliance wasn't in commission in Victoria and as such no MFB firefighters were trained in its use. The MFB needed extra aerial appliances at Hazelwood, so despite the fact that the appliance had safety issues, the UFU agreed to its use on the proviso that MFB operators would be trained. The closest people available to train MFB firefighters were from South Australia where I understand the appliance is in use. These firefighters attended the incident initially to train MFB personnel. However, given the seriousness of the Hazelwood fire, they remained and operated the appliance themselves.

112. I refer to paragraph 76 of Mr McQuade's statement. I was in attendance at Hazelwood on numerous occasions and spoke to the South Australian (SA) Firefighters on several occasions. All those firefighters (approximately 6) advised me that they were glad that they only had one of these appliances and had not purchased any more in SA as they agreed with the concerns I had raised. I had also previously been informed by a SA firefighter who was researching replacement telebooms in SA that the SA fire service will never purchase another of this type of teleboom because of its significant issues.

113. I refer to paragraphs 77-79 of Mr McQuade's statement. Any decision by the MFB to "shelve" the project is unknown to the UFU. Further, the UFU has not refused agreement but has sought proper consultation and rectification of its concerns before the appliance is commissioned.

114. I refer to paragraph 80 of Mr McQuade's statement. His assertion that no other company is able to supply an appliance that satisfies the MFB's brief of requirements is misleading. The UFU is aware, for example, that a manufacturer called American La France makes a teleboom which is almost identical to that which is currently used in the MFB. The UFU has advised the MFB of this information.

115. I refer to paragraph 81 of Mr McQuade's statement. The UFU and I agree that the replacement of the telebooms is critical and we are disappointed that the MFB purchased an appliance which is substandard to the existing teleboom, and that the MFB thereby has not sought to rectify the problems, progress consultation or explore alternative options exposing the Victorian community and MFB firefighters to risk.

116. I refer to paragraph 87 and say as follows:

- a. The teleboom is not in commission because the MFB purchased an appliance that was not fit for purpose and had numerous OH&S concerns despite both UFU representatives and OH&S representatives raising concerns with the MFB prior to their purchase as outlined above. I further note that the side by side comparison only occurred on 22 November 2013. The MFB did not

accept delivery of the appliance until some time after that date. From there the appliance was deployed to Hazelwood under the special arrangements in place for that incident and I understand that on return the appliance needed significant mechanical repairs as it broke down on numerous occasions both on the way to Hazelwood and on scene. To date, the appliance is still undergoing mechanical works to fix faults and the MFB still needs to undertake OH&S risk assessment and rectify the problems that have been identified by the parties.

- b. [REDACTED]. The UFU usually enters into consultation and final endorsement of a proposal, in this case the teleboom, occurs when the committee is satisfied that the appliance is ready to go into operation. Further, whilst the appliance has approximately 2.8 metres of compartment space over and above that of the teleboom it is to replace, it is my opinion that this space has a design fault. This design fault is that the appliance has no compartment space in the back of the appliance. Hose needs to be stored in the rear of an appliance as firefighters will connect hose to a hydrant and then drive towards the fire with the hose being laid out in the rear of the appliance. This is in accordance with the MFB's current training standards and ensures that water is delivered to the scene in a timely manner. For example, at times, as the closest hydrant may be some 120 metres away from the fire, a firefighter cannot physically carry the hose that distance and connect it to the hydrant and run back, as not only would the hose be too heavy, this would take too long. It is necessary therefore that the hose can be laid via this method of driving whilst it runs out the back of the appliance. This teleboom can only be configured in such a way that the compartment space is on the side of the appliance which will not allow this necessary hose laying technique. I cannot see how this could be altered without significant costs being incurred.
- c. I dispute Mr. McQuade's recommendation that the appliance stabilisers not be deployed the full height. It makes no sense that an appliance should not be used to its full extent. Firefighters, in saving lives and property will use appliances and equipment to their fullest capabilities to ensure the best outcome for the protection of the Victorian public and their fellow firefighters. If a firefighter could save a life by raising the appliance to its fullest extent, they will use this option. As such, the MFB has an obligation to its firefighters to ensure that appliances and equipment are configured so that they can be

used to their fullest capability. The South Australian Operating Manual for the Telescopic Aerial Pumper (Bronto) provides that in positioning the appliance, enough room is to be provided for full jacking (Pg24). The Manual contains no recommendation that it not be used to its full height.

McQuade: Ladder platform replacement project

117. The MFB advised the UFU at the V&E subcommittee meeting on 16 June 2010 via the tabling of the Fleet Development-Project Status Report that it intended to purchase two new ladder platform appliances that were "like for like" with the current appliance. (See "DM- 6" page 132).
118. Upon the MFB purchasing the ladder platforms, I was informed by other firefighters that there were some differences with the appliances and hence they were not like for like.
119. On 30 May 2011, the UFU lodged a grievance regarding the MFB's failure to fully consult regarding the purchase of these ladder platforms and the teleboom as referred to above.
120. I refer to paragraph 96 of Mr McQuade's statement. I am surprised that the MFB would spend \$2.8 million on appliances without ensuring that they were "like for like" prior to purchasing the appliances. Had the MFB undertaken due diligence they would have discovered that they were purchasing appliances that were not like for like. They should have consulted properly.
121. The dispute was eventually resolved in or around mid-2012 and consultation proceeded from that date.
122. On 23 October 2012 a side by side inspection was held between the newly purchased ladder platforms and the ones currently in commission to establish the differences. I attended this inspection at the MFB workshops in Thornbury. It was discovered at the inspection that not only were the appliances not like for like but that there was a major OH&S design flaw in the appliance. I refer to paragraphs 80 and following above in respect of these issues.
123. I refer to paragraph 111 of Mr McQuade's statement. I cannot envisage that the appliance would have been intentionally designed with such a serious fault. However, despite this, the UFU maintains that the appliance cannot currently be safely used by firefighters as a result of the gap in the ladder.
124. At the inspection on 23 October 2012, due to the obvious concerns we had with the appliance, I requested that the MFB undertake a full risk assessment of the appliance.

They agreed to this request and the need for the risk assessment was subsequently agreed to through the V&E subcommittee and the Consultative Committee.

125. On 13 November 2013 a full risk assessment was undertaken by the MFB. A report was produced (See "DM- 13" page 175) which documents that amongst other OH&S issues: the gap was

- a. significant risk;
- b. the consequences that may arise in using the appliance are "major" in that it could lead to a fatality, serious injury or serious environmental impact; and
- c. the likelihood of an injury or illness resulting from exposure to this risk could very easily occur.

126. At the V&E subcommittee meeting on 28 November 2012 Mr McQuade provided an update on the project and highlighted the outcomes of the risk assessment and stated that operational input was required to identify an appropriate course of action. Further the subcommittee recommended that the consultative committee approve the commencement of the commission stage subject to the following:

- a. Issues identified within the risk assessment are addressed;
and
- b. OASES fit out principles be applied.

127. On 9 January 2013 an informal meeting was held in lieu of the consultative committee meeting. The minutes reflect that the MFB wished to refer the ladder platform to the training subcommittee. The UFU considered this request was inappropriate. This was because until the appliance is finalised, training materials cannot be fully developed that reflect the final appliance operation and configuration. By email on 15 January 2013 UFU advised as follows:

"Dear Mr. Bruce,

In relation to our discussions concerning referring the matter of the ladder platform to the training subcommittee, the UFU's position is that giving consideration to the serious safety issues involved this matter should not be referred to the training subcommittee until it has been full discussed at the V&E subcommittee the outcomes reported back to the Consultative Committee.

The UFU will determine its position about referring the issue to other subcommittees following this process."

128. The matter was subsequently referred back to the V&E subcommittee and at the subcommittee meeting of 27 February 2013 it was agreed that rectification of faults which will address all issues identified in the risk assessment are still being carried out on the appliance and the consultative committee would be advised on completion of this work for a referral to the training subcommittee. (See "DM-14" page 191)
129. At the Consultative Committee on 7 August 2013 a paper was tabled which advised that the matter was progressing through V&E subcommittee but that it had been established that a design change was needed to the ladder to meet operational requirements and to manufacture a new section of the ladder to ensure that it could be extended to its full length and meet operational requirements. The minutes of that meeting reflect that this solution was agreed to by the parties and that the modifications would continue to be overseen by the V&E subcommittee. (see DM -16 and DM-17 pages 204 and 222)
130. I refer to paragraph 129 of Mr McQuade's statement and am concerned by the apparent comfort and assurance reflected in it, since despite what other fire services may or may not have done, the examples provided above of two complete systems failures of all redundancy systems, fully justify the consultative process decisions to address the risks concerned.
131. To date, as far as I am aware, the MFB is working through rectifying this problem. At the 28 May 2014 V&E subcommittee meeting the UFU representative in attendance noted that the item had been removed from the outstanding items list, and requested that it be placed back on the agenda. The UFU is uncertain why the appliance is not in commission and what its current status is. The MFB have not indicated to the UFU that the appliance is ready to be commissioned.

Now produced and shown to and marked **RP-8** is a draft copy of the V&E subcommittee minutes of meeting 28 May 2014.

132. I refer to paragraphs 132-133 of Mr McQuade's statement. On the basis of my experience in this matter, if it were not for the consultative process, the MFB would have commissioned these ladder platforms with this significant safety issue. If not for the UFU's insistence on full and proper consultation regarding the introduction of these appliances, the MFB would most likely have not undertaken a full risk assessment as this is not generally done when commissioning appliances that are considered like for like as the MFB claimed these were. This outcome would have been completely unacceptable and lead to a real risk as identified in the MFB's own risk assessment. Despite the obligations of the MFB as an employer, the UFU has a

legitimate interest in protecting the health and safety of its members. The MFB agreed to the consultative arrangements under the 2010 Operations Agreement. In this case they have lead to a better and safer outcome.

McQuade:Ultra large pumper replacement

133. I refer to paragraph 142 of Mr McQuade's statement and say that the consultative process is not hoops to be jumped through. As Mr McQuade acknowledges himself, it is important and necessary to work with end users to develop requirements and specifications. The consultative process as currently arranged provides a process for this to occur. This process was agreed between the UFU and MFB following the terms of reference dispute which resulted in Commissioner Roe issuing a recommendation in October 2011 which included the agreed terms of reference for the consultation process. Prior to the current terms of reference being established it was recognised that there were too many subcommittees, working groups and committees and that no proper accountability or reporting of the works of these committees was occurring. This was the reason for implementing the process under the terms of reference. This was why Mr McQuade needed the working party regarding the Ultra Large Pumper to be formally recognised to ensure that it reported through V&E and therefore Consultative Committee to ensure that the working group was accountable. The previous absence of accountability through the consultative process of user consultation was of concern because of the danger that it was not sufficiently comprehensive and was not endorsed by MFB or UFU. Commissioner Roe's recommendation attaching the agreed terms of reference was issued on 9 September 2011.

134. Further, in regards to this specific project Mr McQuade sent emails to me and the user group in relation to the ultra-large pumper replacement as follows:

(a) "Rob,

Thanks for your comments. It has been a good example of collaboration. In regards to the BA this will need to be considered by the brigade as this would be a change in policy/past practice. As it would impact more than the ULP and Mk6 pumpers it is not something that is within the scope of this committee. I know that this issue is one that the UFU are keen to pursue and the consultative committee is the right forum for the issue. I will try to get a view from the regional operations committee before v&e. Darren"(14 July 2013)

(b) "In recognition of your dedicated involvement in the development of the new ULP, I thought you should be provided with an update as not much has progressed in recent months. As you know, V&E supported the specification last year and it was to be presented to the Consultative Committee for endorsement. I understand that the brigade want to submit a paper to the April meeting of the Consultative Committee to discuss the level of detail that should be agreed to in line with the change clause. Although this will delay the ULP, it is hoped that it will ultimately streamline the appliance commissioning process whilst maintaining the high standard and user requirements that we all expect and deserve.

I will provide another update when I know something." (6 March 2014)

McQuade: Proposal to replace the hydrant key

135. I refer to paragraph 176 of Mr McQuade's statement. I agree that the equipment is a basic yet functional piece of equipment. It is also a vital piece of equipment as it is necessary for the accessing of water on the fire scene. The hydrant key is used to turn a hydrant on and off. If a firefighter cannot access water on scene his safety can be seriously compromised. For example, firefighters will generally don BA and enter a structure fire immediately with a charged hose line initially being run from water within the appliance. If the firefighter outside is unable to access water from a hydrant the firefighters inside could unexpectedly run out of water while within. In this sense, while the hydrant key is simple, it is vital that the equipment does not fail.

136. I refer to paragraph 177-181 of Mr McQuade's statement and say that under general business at the V&E subcommittee meeting of 28 March 2012 the subcommittee was advised that the current manufacturer of hydrant keys for the MFB was no longer producing the product and a new supplier would have to be sourced. It was agreed at that meeting that the fleet department would source an alternative supplier. (See "DM - 34" page 309).

137. On 24 April 2012, at the V&E subcommittee the MFB fleet department provided a report back to the subcommittee where it was advised that alternative manufacturers had been identified. The minutes reflect that Mr McQuade noted that it would be advantageous for a prototype to be tabled at a future meeting. It was further noted that a prototype would be manufactured. The fact that a prototype was required underscored the need for consultation about the item.

Now produced and shown to me and marked **RP-9** is a copy of the V&E subcommittee minutes of meeting dated 24 April 2012.

138. On 23 May 2012 the matter was then again raised by the MFB at the V&E subcommittee meeting where it was advised that a prototype would be available for inspection by the committee in June 2012. At that meeting the minutes reflect that clarification was sought "on the replacement of gear and level of consultation required where no functional changes have occurred resulting from an alternative manufacturer or supplier". It was noted that this issue was to be considered by both the MFB and UFU. (See "DM- 35" page 314)
139. The prototype was not provided to the V&E subcommittee at the June 2012 V&E subcommittee meeting nor did the MFB provide any view as to the consultation process issue although it was noted that the UFU perspective would be provided at the next meeting. On 25 July 2012 the UFU did provide its perspective outlining, as provided for in the terms of reference and enterprise agreement "that all changes to equipment must go through the Consultation Committee. This includes alternative suppliers or manufacturers of gear/equipment where no functional change has occurred." (See "DM - 37" page 323).
140. The MFB subsequently did not provide a prototype for the subcommittee to inspect.
141. On 27 June 2013 a proposal for a new combination hydrant and hose key for high rise packs was brought to the subcommittee. Consultation had been occurring regarding a replacement hose key at the V&E subcommittee as well as a hydrant key. Although these were previously two separate pieces of equipment for MFB firefighters, a new product was available which combined the two into one product. The subcommittee was very positive regarding this product and recommended that the consultative committee approved its purchase subject to a review of all applications to ascertain suitability.
142. On 3 July 2013 the proposal was presented at the Consultative Committee meeting. The committee provided some feedback that the equipment should be refined for MFB purposes and then presented to the V&E subcommittee. The committee proposed a change to design and engineering to accommodate worn pillar ball hydrants. This was in line with the recommendation of that subcommittee.
143. On 24 July 2013 the item was presented to the V&E subcommittee with the final design endorsed by the committee and referred to the consultative committee for final endorsement. On 7 August 2013 the Consultative Committee endorsed the product. This was a little over a month from the time the proposal for a new combination hydrant and hose key was presented to the V&E sub-committee.

144. I refer to paragraph 180 of Mr McQuade's statement. His comments that "it didn't seem to make sense that the same level of consultation, and the same process needed to be used for both major appliance purchases, and replacements of such small basic pieces of equipment like a hydrant key" misrepresents the application of the process. While the process is the same for all consultation items, the level and detail of consultation required will differ according to the item before the committee. Some items will be endorsed immediately at the consultative committee, some items will be referred to a subcommittee to investigate further and report back or endorse at the subcommittee (as the consultative committee sees fit) and other items will continue to be consulted about in detail at the consultative committee. The process was agreed to by both the MFB and the UFU and has no bearing on length, detail required or outcomes of consultation. It is simply a process and it makes sense to ensure accountability and efficiency in the progression of consultation items.

145. I refer to paragraphs 182-183 of Mr McQuade's statement. It is not uncommon for an item to be referred to a subcommittee, to be considered by the subject matter experts on the subcommittee, and for the consultative committee to delegate its powers of endorsement to the subcommittee with no need to report back to the consultative committee. In this sense the consultative process is flexible. Examples of this include the following which were all referred to a subcommittee with no need for a report back at the Consultative Committee meeting on 4 September 2013. This approach was adopted because of the nature of the proposals and the development and approved consultation process including by experts, that had already been undertaken:

- a. Blitzfire ground monitor placement on MK5 Pumper Tankers
- b. HART – Confined Space, Casualty Rescue Harness and Spreader Bar
- c. HART – Mobile fall arrest device and integral shock absorber
- d. Children's Harness for Hart and Ladder Platforms

146. I refer to paragraph 185 of Mr McQuade's statement. No delay was caused to the introduction of hydrant keys as a result of the consultation process. Any delay that did occur was only as a result of the MFB failing to present a prototype product.

Witness Statement of Acting Deputy Chief Officer David Bruce:

Telesquirt at Hazelwood

147. I refer to paragraph 28 of Mr. Bruce's statement. The Telesquirt appliance was not in commission at the time of the Hazelwood fire due to numerous health and safety issues associated with it that the UFU and MFB were consulting to rectify. These concerns were highlighted following a side by side comparison with the

current teleboom appliance in commission. I refer to and repeat paragraphs 26 - 31 and 101 to 116 above.

Witness Statement of Deputy Chief Officer David Youssef:

Mark V trucks and 2014 Heatwave

148. I refer to paragraphs 171 to 186 of Deputy Chief Officer Youssef's witness statement ("Mr Youssef"). I have set out earlier in this statement the events concerning the MFB proposal to use sedans and then Mark V trucks.

149. I refer to paragraph 181 of Mr Youssef's statement in reference to the previous use of the appliance to train recruits. The appliances were only used as the MFB had no other spare appliances for training at the time because it was during the Fire Season. Further, the appliances were used with the same safety restrictions imposed on them as emerged from the Commission dispute. That is, they could be used in manual mode as the MFB was aware the governors were faulty. Further, the recruits were not using the appliances for foam.

150. The desire expressed by Mr Youssef for MFB to be unshackled from the limitations in the Agreement in respect of the deployment of resources was illustrated by the original proposal to use sedans for EMR response, and then to use appliances that had outstanding safety and training issues. The proposals were flawed. By reason of the consultation process a solution was quickly developed that adequately protected the interests of firefighter responders in a way the initial proposals had failed to do.

Witness Statement of Greg Pearson:

Northcote - Fire Station 13

151. In response to paragraphs 57 and 58 of Mr Pearson's Witness Statement, Personal Protective Clothing (PPC) issues have been addressed. Approximately 4 years ago, the MFB sought to implement clean and dirty areas at Northcote Fire Station. The MFB planned to locate the dirty area for the storage of PPC in a position that would have required anyone visiting the station to walk through that area. Given the potential for exposure to contaminants from the PPC in the dirty area, firefighters at the station objected to the proposed location of the dirty area. Firefighters at Northcote were asked to come up with their own solution, which they did and which was implemented. The

firefighter solution allowed entry to the Fire Station for visitors without requiring exposure to dirty areas. The new layout complied with the clean and dirty area principles at the time. As a direct result of the relocation of the PPC area, Northcote Fire Station also enjoys disability access through the public entrance. The Gym is sufficient for personnel at Northcote station. The Gyms at many stations do not meet the Agreed Design Principles. Although it is not ideal, there are a number of MFB stations which have two storeys including Fire Station 1 at Eastern Hill, in fact all Stations in Central District have two storeys - including in addition to Eastern Hill, Fire Station 2 at West Melbourne, 3 at Carlton, 10 at Richmond and 38 at South Melbourne. Space for training and car parking is challenging at a number of Fire Stations other than Northcote, including Fire Station 2, Fire Station 35 at Windsor and Fire Station 4 at Brunswick. Operational Skills Maintenance Training for Northcote firefighters usually is coordinated by the District Training Officer to occur at Fire Station 7, Thomastown, MFB's Northern 'District' Station. In fact most practical skills maintenance training for all Northern District Stations and their firefighters occurs at Thomastown.

152. In response to paragraph 59 of Mr Pearson's Witness Statement, whilst Brunswick and Preston Fire Stations are close to Northcote Fire Station, data shows that there is high demand for firefighting response in this Northern area. Maps of MFB responses from FS13 are now produced and shown to me and marked **RP-10**

153. In response to paragraph 63 of Mr Pearson's Witness Statement, the Northern Zone Building and Infrastructure Committee minutes of 15 March 2011 state:

“A meeting at Northern Zone with the stakeholders of FS13 was held last week to discuss and decide an area suitable for the new FS13 fire station is to be built. Area maps and SLP supported the decision of location which is Homes St, Westgarth St, & Heidelberg Rd Fairfield. “

154. In response to paragraph 68 of Mr Pearson's Witness Statement, I state as follows in relation to the meeting:

- The Station personnel asked for a better explanation of the proposed relocation.
- The staff were told that once a suitable piece of land has been identified the MFB will put a compulsory acquisition overlay on it.

155. Also in response to paragraph 68 firefighters at the meeting expressed a preference for remaining at the current location on the basis of the data presented. Nonetheless, it was agreed between the firefighters and the MFB that a search for suitable land would be made, namely in the area between Holmes St and Westgarth St on Heidelberg Rd Fairfield, with discussions to continue. A copy of the minutes of the meeting is at GP-4 page 454A.

156. In response to paragraph 69 of Mr Pearson's Witness statement, whilst 2,000 square metres of land is the ideal size for the construction of a new fire station, it is not essential. The MFB's proposed relocation site for the Northcote Fire Station was approximately 1,800 square metres.

157. In response to paragraph 70, the minutes from the Northern Zone Infrastructure Steering Committee meeting on 12 April 2011 show that whilst a vacant piece of land had been identified by the MFB, it was not yet for sale.

158. In response to paragraph 72, the issue of rostering formed no part of the firefighters' concerns regarding the relocation of the Northcote Fire Station. The query of some firefighters about whether relocation would result in a shift from Northern District to Central District was resolved when Mr Pearson made an assurance that all employees would remain rostered to the Northern District.

159. There was no benefit for the firefighters at Northcote Fire Station to resist relocation. In fact, relocation would have brought improved facilities for these firefighters at a new station. Employees' concerns about the relocation were precisely motivated by safety and service to the community. This is seen by the issues raised by these firefighters, namely:

- which location was best able to respond to areas of high demand,
- which location would provide for best response times,
- safety of entry to the proposed relocated station.

160. In response to paragraph 74 of Mr Pearson's Witness Statement, the UFU has been unable to locate minutes of a meeting on 7 November 2011 as referred to by Mr Pearson. In any event, at the time, UFU representatives were not attending these meetings and any note was recorded in their absence.

161. A Consultative Committee meeting was held on 1 Feb 2012. Mr Pearson's paper entitled 'Fire Station Infrastructure Overview 2011-2016' was noted and there was no discussion. A copy of Mr Pearson's paper is now produced and shown to me and marked **RP-11**.

162. A Consultative Committee meeting was held on 5 May 2012. Mr Pearson's paper entitled 'Fire Station Infrastructure Overview 2011/12' was discussed. The minutes of this meeting record that the new Northcote Station (to be known as Fairfield station) and acquisition of new land was referred to RADAP. A copy of the minutes of the meeting and Mr Pearson's paper is now produced and shown to me and marked **RP-12**.

163. In response to paragraph 75 of Mr Pearson's Witness Statement, the minutes of RADAP from 8 May 2012 also state that FS13 will be added to the next RADAP agenda. At this RADAP meeting the location of the site was raised as a concern of employees as was a separate issue of operating appliances in and out of the site. A copy of the minutes of the meeting are at GP-7 page 464A.

164. On 4 June 2012 as contemplated at the previous RADAP meeting a further meeting between the MFB and station personnel was held at Northcote Fire Station.

165. At the meeting, the following issues were discussed:

- SSO Trent Curtin identified, after being questioned, that the travel time data he presented at the meeting could not be relied on due to software difficulties, in relation to traffic volumes and traffic flow. SSO Curtin also said that this was the only time that this software problem had occurred. SSO Curtin also explained that the data provided by the MFB was premised on the expansion of the Chandler Highway Bridge.
- The MFB maintained that the relocation was in part aimed at addressing the need for 7.7 minute response in the Kew area. A major problem which the station personnel raised was the need to cross the Chandler Highway Bridge to get to Kew. This, the personnel indicated, would significantly affect response times. An MFB representative stated that the Chandler Highway Bridge would be widened in the future to create two lanes in each direction. When asked for the source of this information, the MFB representative was unable to provide any details.
- The station personnel produced data on turnout hot spots which challenged the validity of the MFB's data, not only in relation to response in the current Northcote turn out area, but also in relation to the Kew area.

- The MFB committed to providing further response detail to station personnel on a range of matters, and said that such data would also be presented to the next RADAP.

166. In response to paragraph 77, if the new location were accepted, at times the Northcote location would still be the first response to Northern locations. The knowledge of local firefighters was that the nearby train line would create a significant delay at times, not only caused by scheduled train traffic but also from train 'shunting'.

167. In response to paragraph 81 of Mr Pearson's Witness Statement, Mr Patterson's email to Tony Franklin was sent after the land had already been sold.

168 A RADAP meeting was held on 13 June 2013. The minutes for this meeting record that the details requested of the MFB were still being compiled and would be circulated over the next 2 weeks. A copy of the minutes of the meeting is now produced and shown to me and marked **RP-13**.

169. A RADAP meeting was held on 8 August 2012. The minutes of this meeting record that there is consensus from UFU members that the station should be moved to the South East. The issues regarding access to the site remained unresolved. It was the MFB position as recorded in the minutes that they had no intention of purchasing the site without end user sign off. At this meeting, the MFB then said that if the crews don't agree with the site selected, a new business case would be required. It was also recorded that 10 October was agreed to be a final decision point on the site going forward from both parties. A copy of the minutes of the meeting is now produced and shown to me and marked **RP-14**.

170. In relation to the specific location of the MFB proposed site, the major problem with access was that to gain access from the rear of the site, would have required fire trucks driving through a public access parking area. This parking area was adjacent to a play ground near the Fairfield boatshed, and frequented by children accessing the play ground. This was the main concern regarding the MFB's proposed location. Fire Trucks are big vehicles and it is nonsensical to have them located so close to a playground and car park if it can be avoided. Fire Trucks obviously also often catch the eye of children which would only add to the problem. Further, firefighter local knowledge of the location was that the park is extremely popular, and overloaded with people in fine weather periods (particularly Spring through to Autumn) and the car park is often bustling and inaccessible for the size of the appliance we have. In fact Tony Franklin, who was a key end user representative, informed

me that Mr David Bruce had visited the site with Mr Franklin and seen the problems with access. Mr Bruce had contacted the Council seeing if they could use alternative access for the site. However this solution did not eventuate.

171. Further, the firefighters at the station reviewed the MFB's submission to Council which was available. In their submission, the MFB indicated to Council that Northcote Fire Station responds to approximately 600 calls per year. This was important for Council to consider given the MFB were seeking to justify relocating to the specific site, requiring rear access through a public car park. On analysis of the actual response history in the station occurrence book and from the brigade appliance call history database (emergency Response Information Catalogue) we identified the number of actual responses was in excess of 1600 per year.

172. In September I told Mr Pearson that the block had a sold sign on it. Mr Pearson told me that this was just the agent trying to force the MFB to buy the property. However the property had sold in September.

173. A RADAP meeting was held on 10 October 2012. The minutes of this meeting record that I proposed an alternative site to the MFB which Mr Pearson agreed to investigate. A copy of the minutes of the meeting is now produced and shown to me and marked **RP-15**.

174. A RADAP meeting was held on 14 November 2012. The minutes of this meeting record that the MFB considered the proposed site from the October RADAP too small, without rear access and that it was not on the market. A copy of the minutes of the meeting is now produced and shown to me and marked **RP-16**.

175. A RADAP meeting was held on 11 December 2012. The minutes of this meeting record that the MFB's proposed land had been sold. A copy of the minutes of the meeting is at GP-10 page 470A.

176. Local knowledge for firefighters is an important factor for operations. A fire station turnout area is the usual workplace of a firefighter. As such they become very aware of the local traffic issues and different routes to get to incidents as fast as possible. Local firefighters also develop a very good understanding of where most calls come from and the capacity of other stations to get there for backup.

177. It is imperative for the MFB to work very closely with firefighters when determining the location of new fire stations. The property department obviously brings its expertise to the table and Operations as well.

178. In the past when this hasn't occurred, the MFB has ended up with locations like Burnley Training College where the site is simply not big enough to cater for the organisations' needs.

179. In response to paragraph 84 of Mr Pearson's Witness Statement, Mr Pearson asserts that due to consultation requirements, the need to build in a preferred area didn't mean anything. In fact, the preferred area was questioned but not strongly opposed throughout the process, and on 8 August at RADAP, a consensus determined that the preferred location was suitable. It is incorrect to therefore state as Mr Pearson has that the decision lay in the hands of the end user.

180. Further, there are three important points in relation to the station meeting on 10 March 2011 which Mr Pearson does not properly deal with. Firstly, the employees at the station were told that a compulsory acquisition overlay would be placed on any land identified by the MFB. This gives the impression that the MFB would be able to acquire any identified land. This is recorded in the minutes of that meeting. (See GP-4 page 454A).

181. Second, also recorded in the minutes of 10 March 2011 is that FS13 and Northern Zone Command agreed on the preferred area. This contradicts Mr Pearson's view that the preferred location was not agreed. Further, the discussion on 10 March 2011 as recorded in the minutes shows that the parties discussed that if suitable land could not be found in 6 months then the parties would decide on another area.

182. Third, whilst not recorded in the minutes, the firefighters at the meeting were given the understanding that the MFB would be seeking multiple options for locating the fire station. In the entire area, the MFB only provided one proposed location, which was not suitable.

183. In response to paragraph 85 of Mr Pearson's Witness Statement, contrary to Mr Pearson's view that the firefighters prevented the building of the Altona Fire Station, the actual history of that station again is very different. Whilst the local firefighters raised concerns, in fact there was very strong Altona community opposition to the relocation of their Fire Station. The community was represented by the Altona Community Action Group and also the Altona Business Traders Association. The UFU was invited to speak at a rally at

Altona railway station which was organised by the local community over this very issue. They blocked the main street of Altona.

184. In further response to paragraph 85 of Mr Pearson's Witness Statement, Fire Station 26's land was also purchased despite concerns raised by firefighters about the location. The design and construction then proceeded and was not blocked, except that a major traffic hazard was identified and eventually rectified.

185. In response to paragraph 86 of Mr Pearson's Witness Statement, where he states that when an end-user group opposes a project that there is nothing the MFB can do about it, there are two points which are important to consider in line with Mr Pearson's claim:

- As discussed earlier, the end user process including the use of end users, sign off and gateways is something which the MFB sought under the previous agreement in accordance with their own project management requirements.
- It is my experience that where end users have major concerns regarding an MFB proposal, the RADAP representatives, including management and employee representatives, contact the end users and can resolve any concerns.

Robert Psaila

June 2014

000040

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP1"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

HUNTER, Terry

From: [REDACTED]
Sent: Monday, 13 January 2014 12:24 PM
To: RAU, Peter
Cc: HUNTER, Terry
Subject: EMR - Capacity enhancement Options (Extreme weather event)

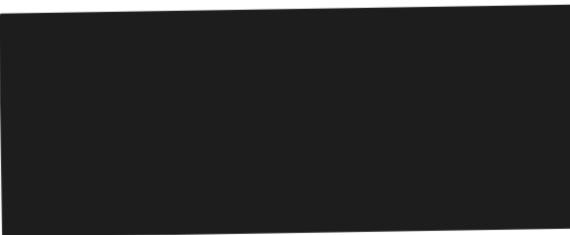
Peter, I have met with ACFO Terry Hunter this morning to seek Terry's advice on potential options to enhance EMR service delivery capacity given the weather predicted for the week.

Terry will consider the following prior to meeting with later today.

1. Most efficient method of increasing capacity to deal with a surge in EMR events
 - a. Utilisation of vehicles normally committed to strike teams
 - b. Commissioning of additional spare appliances
 - c. Commissioning of other MFB light fleet vehicles
2. Crewing options considering
 - a. Shift based available staff
 - b. Availability of day working staff
 - c. Recall of staff (including potential costing's)
3. Implications of providing the EMR service to Regional Centres
 - a. Resourcing implications (including changeover)
 - b. Deployment model

This information should assist in developing and agreeing an **EMR - Capacity enhancement plan** which may commence 0800 tomorrow. Should the plan require commitment of resources beyond the Metropolitan District additional time may be required to finalise arrangements.

Regards,



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IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP2"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

Philip Gardner

From: Peter Marshall
Sent: Monday, 13 January 2014 6:40 PM
To: Casey Lee
Subject: Fwd: Increase in EMR capacity

Peter J Marshall

National & Victorian Branch Secretary , United Firefighters Union Of Australia

Begin forwarded message:

From: "RAU, Peter" <PRAU@mfb.vic.gov.au>
Date: 13 January 2014 17:47:11 AEDT
To: "MARSHALL, Peter (UFU Office)" <p.marshall@ufuvic.asn.au>
Subject: Increase in EMR capacity

WITHOUT PREJUDICE

Peter, as briefly discussed, we have been advised from Ambulance Victoria that the extreme weather event this week will result in a significant increase in EMR calls. For this reason, after consultation with Ambulance Victoria I am considering putting in place plans to commission additional vehicles (both appliances and light fleet response vehicles) to respond as necessary should a significant surge in EMR events occur. These vehicles will be crewed with a minimum of three firefighters (including two being EMR qualified). I am considering implementing this plan at 0800 hours on Tuesday 14 January

Compliance with the EA will occur with the additional appliances/ vehicles being crewed by firefighters above 270 and day workers. Should there be insufficient numbers of staff, I will consider recall of shift based staff as per normal arrangements.

Regards Peter

Peter Rau | Acting Chief Officer
Metropolitan Fire and Emergency Services Board
456 Albert Street, East Melbourne, VIC 3002
T: (03) 9665 4490 | M: 0417 567 834 | E: prau@mfb.vic.gov.au

Sent from my iPad

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IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP3"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

Philip Gardner

From: Casey Lee
Sent: Monday, 13 January 2014 10:11 PM
To: Alan DRURY
Subject: Grievance notification

Dear Mr Drury

In accordance with the dispute resolution provision in the 2010 MFB UFU Operational Staff Agreement, the UFU notifies you of a grievance in relation to the MFB attempts to unilaterally change systems of work in relation to EMR without proper consultation.

The UFU is ready to meet and discuss further this matter at an appropriate time, and will be in touch tomorrow.

Regards

Casey Lee

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP4"

This is the attachment as referred to in the Witness Statement of Robert Psaila.



PROTECT THE PROTECTORS



United Firefighters Union Victorian Branch ABN 74 030 569 265

410 Brunswick Street
Fitzroy Victoria 3065
Australia
Email: officeadmin@ufuvic.asn.au
Phone: (03) 9419 8811

Website: www.ufuvic.asn.au
Fax: (03) 9419 9258

14 January 2014

Mr. Peter Rau
Acting Chief Officer
MFESB
456 Albert Street
East Melbourne Vic 3002

By email: prau@mfb.vic.gov.au

Dear Mr Rau

Re EMR Matters

Please find attached questions for the MFB and Ambulance Victoria arising from communications between the parties and as agreed today.

In order for the UFU to formulate a considered proposal, your timely response to these questions will be appreciated.

Yours faithfully,

Peter Marshall
Branch Secretary

Philip Gardner

From: Rini Krouskos
Sent: Tuesday, 14 January 2014 4:29 PM
To: David BRUCE
Subject: Fwd: UFU Correspondence re EMR
Attachments: 14-01-14 UFU Correspondence.pdf; ATT00001.htm; 14-01-14 Questions re EMR matter.pdf; ATT00002.htm

Hi David,

Please see below correspondence sent from the UFU to the MFB just now.

Thanks,

Rini.

Sent from my iPhone

egin forwarded message:

From: Rini Krouskos <io3@ufu.vic.asn.au>
Date: 14 January 2014 4:14:39 PM AEDT
To: "prau@mfb.vic.gov.au" <prau@mfb.vic.gov.au>
Cc: Peter Marshall <p.marshall@ufu.vic.asn.au>, Casey Lee <c.lee@ufu.vic.asn.au>, Rini Krouskos <io3@ufu.vic.asn.au>
Subject: UFU Correspondence re EMR

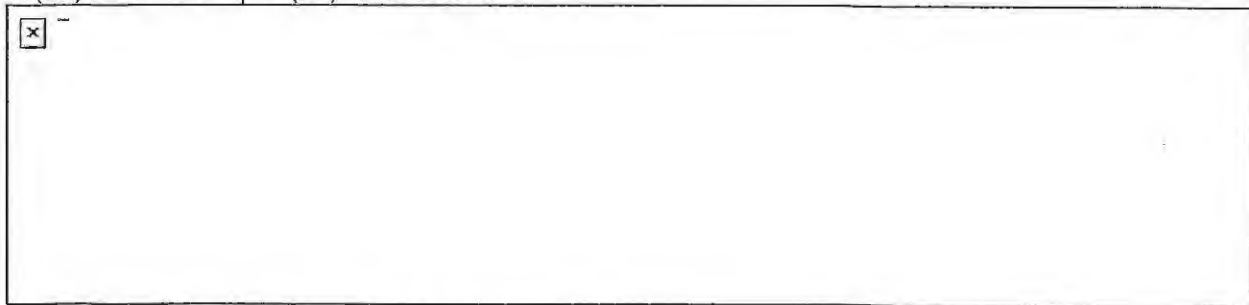
Dear Mr. Rau,

Please find attached correspondence from the UFU and a further attachment containing a list of questions regarding the EMR matter.

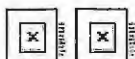
Yours Sincerely,

Rini Krouskos
Industrial Officer

United Firefighters Union
Victorian Branch
410 Brunswick Street, Fitzroy 3065
Victoria Australia
T (03) 9419 8811 | F (03) 9419 9258



www.firecrisis.com.au | www.ufu.vic.asn.au



14 January 2014

Questions in relation to matter notified to UFU on 13 January 2014:

Note: this list is provided as quickly as possible and therefore may not be exhaustive and is also arising on the basis of the limited information provided to date.

1. Why is AV seeking assistance from MFB in dealing with ambulance work?
2. Why has this proposal been left until a day before an expected heat wave?
3. Please provide all MFB briefing papers and documentation which articulates the MFB reasoning and explains the proposals, including but not limited to the T Hunter documents referred to in discussions and the 2009 report.
4. Please provide minutes from yesterday's SEMT meeting where these issues apparently arose?
5. Please provide clearly articulated details of the request, expectations and briefing from AV to MFB in relation to this increased response.
6. What other advice has AV provided MFB in relation to the expected increase in calls? Please provide all such advice.
7. In discussion, Paul Holeman referred to hotspots identified in an April 2009 report, what are the locations of the hot spots referred to by Paul Holeman?
8. What are the locations intended for deployment by AV of MFB resources?
9. What will be the mechanism for deployment of MFB resources to AV identified areas and to EMR incidents?
10. What extra AV resources will be located in these areas?
11. What are the exact number of extra emergency ambulance resources which will be put into service over the period?
12. Is there any intention that there be any circumstances where MFB EMR crews will be utilised outside of the agreed dispatch grid for EMR?
13. It is our understanding that under code orange that codes can be upgraded, resulting in UFU members being responded to heat illness incidents which they are not trained to respond to. What guarantee do AV and MFB provide that this will not occur.
14. How many and what type of vehicles will be utilised for the additional response?
15. Will these intended vehicles be equipped with the full complement of EMR equipment, additional PPC and facilities for storage of contaminated clothing as per current MFB EMR capable appliances?
16. Is the proposed enhanced response model within and consistent with the MFB AV MOU for EMR?
17. What additional resources are proposed for FSCC's in relation to the increased response?
18. Given the expected frequency and intensity of the EMR call load for these appliances, what arrangements are being put in place to ensure staff health and safety and welfare?
19. How does the MFB intend to manage firefighter fatigue given the increased EMR resources?
20. Given that MFB EMR crews will be confronted with clinical situations outside of those for which they have been trained, can you confirm that MFB crews will be fully indemnified should an adverse patient outcome occur?
21. Has the MFB sought legal advice as to whether the organisation is at risk from litigation by sending firefighters to incidents outside their training and skills?

22. Given that MFB EMR crews will be confronted with clinical situations outside of those for which they have been trained, what training, clinical skill sets and equipment does the MFB intend to provide the additional crews?
23. Is there any intention to utilise additional CFA resources as part of this proposal?
24. How many and from what areas/departments will the crews be drawn from to staff the additional appliances?
25. Will off duty employees be recalled or will day duty staff be utilised and under what systems and arrangements?
26. What will be the agreed trigger points for the deployment of these additional resources over the next week and into the future?
27. What are the intended duration and hours of operation of the additional resources?
28. Where will the additional resources be located?
29. What facilities will be provided for the crews at the locations?
30. Has the MFB EMR medical officer been consulted and is in agreement to this proposal?
31. Is it intended that the additional appliances be part of CAD or as strike teams as articulated by Peter Rau today?
32. As stated by Peter Rau today that the response is under strike team arrangement, under what protocols and systems of work will the additional appliances be deployed, i.e. as per current strike team arrangements for deployment into CFA areas?
33. If CAD is to be utilised, how will the additional resources be recognised and utilised by that system?
34. What will be the crewing arrangements including rank numbers, rank type and qualifications for the appliances?
35. Given that it is expected that AV resources will be in higher demand, what is the expected on scene duration prior to AV arrival for MFB EMR responders?
36. Will AV resources be re-allocated to other jobs on the basis that MFB is on scene?
37. What guarantee do you provide that in all circumstances MFB will be co-responded with AV to all EMR calls?
38. Given the expected extreme weather what additional resources will the MFB be deploying to meet the expected fire threat and does the additional EMR resource proposal compromise the MFB's ability to meet the expected fire threat?

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP5"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

Philip Gardner

From: Casey Lee
Sent: Tuesday, 14 January 2014 6:00 PM
To: prau@mfb.vic.gov.au
Cc: Peter Marshall; Rini Krouskos; BRUCE, David; Casey Lee
Subject: UFU alternative proposal - without prejudice
Attachments: 14-01-14 UFU alternative proposal.pdf

Dear Mr Rau

Please find attached alternative proposal from the UFU provided on a without prejudice basis, and this proposal is subject to responses from the MFB and AV (via the MFB as discussed today) in relation to the questions provided by the UFU earlier today.

Regards

Casey Lee

United Firefighters Union
Victorian Branch
410 Brunswick Street, Fitzroy 3065
Victoria Australia
T (03) 9419 8811 | F (03) 9419 9258



www.firecrisis.com.au | www.ufuvic.asn.au



From: Rini Krouskos
Sent: Tuesday, 14 January 2014 4:15 PM
To: prau@mfb.vic.gov.au
Cc: Peter Marshall; Casey Lee; Rini Krouskos
Subject: UFU Correspondence re EMR

Dear Mr. Rau,

Please find attached correspondence from the UFU and a further attachment containing a list of questions regarding the EMR matter.

Yours Sincerely,

Rini Krouskos
Industrial Officer

Without Prejudice

UFU Alternative Proposal in relation to MFB EMR proposal

The UFU has not been provided any evidence to suggest that the MFB's current capacity based on its business model is not able to accommodate the increase in cardiac events over the expected conditions. However the UFU is willing to consider the following:

1. This proposal shall operate for the period of the current heatwave. The parties will explore future arrangements by agreement.
2. The areas identified as hot spots are of serious concern and should be covered by a full complement of ALS, MICA and EMR response to deal with all scenarios given that any increased number of calls is due to the heat wave. This proposal will ensure the safety of all emergency services personnel and the community.
All response to EMR calls will be as per current arrangements, that is co-response to the agreed AMPDS dispatch call types with Ambulance Victoria, i.e. simultaneous dispatch.
3. Ambulance resources will not be downgraded or diverted as a result of MFB EMR response.
4. AV to provide proposed deployment areas to parties and identified resource shortfalls. UFU to provide further response on this issue and on related matters once this has been provided.
5. UFU to provide further proposal on further details in relation to MFB's proposed deployment arrangements (i.e. use of CAD or other systems). UFU to provide further response on this issue and on related matters once this has been provided.
6. All facilities to be agreed between the parties.
7. Additional MFB resources will only be housed at MFB firestations and only where there is capacity for the additional appliance/s and crew/s.
8. The current agreement for the utilisation of MFB EMR capable appliances in terms of type and EMR equipment cache is to stand, e.g. no cars to be utilised.
9. All additional appliances to be crewed by 4 EMR qualified staff due to the nature and duration of the work and to minimise stress and fatigue.
10. Only current EMR clinically certified operational personnel from day work and operational positions are to be utilised for this role. Personnel recalled from on shift positions, shall only be recalled whilst on their second and third days off.
11. For the duration of the enhanced deployment an additional cache of EMR consumables are to be located at each district station as well as a driver with car at each district station to ensure timely support given the expected increase in consumable usage levels.
12. For the period of enhanced deployment all rehabilitation units to be fully crewed.

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP - SA"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

Philip Gardner

From: RAU, Peter [PRAU@mfb.vic.gov.au]
Sent: Tuesday, 14 January 2014 8:31 PM
To: Casey Lee
Cc: Peter Marshall; Rini Krouskos; BRUCE, David; Casey Lee
Subject: RE: UFU alternative proposal - without prejudice
Attachments: response to questions from UFU.docx; DOCCENTRAL-#886538-v1-EMRexploratory_discussion.DOC

Dear Casey,

Please find attached responses to UFU questions as requested. We have also attached as per your request the document drafted by ACFO T Hunter.

Following the State Control Team Meeting which commences at 0730 in the morning we will provide further correspondence in regard to this matter.

Peter Rau | Acting Chief Officer
 Metropolitan Fire and Emergency Services Board
 456 Albert Street, East Melbourne, Vic,3002.
 T: (03) 9665 4490 | M: 0417 567 834 | prau@mfb.vic.gov.au

-----Original Message-----

From: Casey Lee [<mailto:c.lee@ufu.vic.asn.au>]
Sent: Tuesday, 14 January 2014 8:05 PM
To: RAU, Peter
Cc: MARSHALL, Peter (UFU Office); Rini Krouskos; BRUCE, David; Lee, Casey (UFU)
Subject: Re: UFU alternative proposal - without prejudice

*** MFB: external message processed. Details at bottom of email ***

Sorry, 10.30 not 10.45 and this will require us to start MUCC a little late

> On 14 Jan 2014, at 7:54 pm, "Casey Lee" <c.lee@ufu.vic.asn.au> wrote:
 >
 > <image001.jpg>

 The above message is from an external source to the MFB. MFB policy governs use of IT systems. Accordingly all messages have their content scanned for security risks and compliance. For details of MFB policy and procedures, please refer to the MFB intranet. If you do not know the sender, and the content is spurious - treat the message as SPAM or a virus and delete it!
 The MFB is committed to minimising its impact on the environment.
 Please consider the environment before printing this e-mail.

The MFB is committed to minimising its impact on the environment.
 Please consider the environment before printing this e-mail.

WARNING

14 January 2014

Questions in relation to matter notified to UFU on 13 January 2014:

Note: this list is provided as quickly as possible and therefore may not be exhaustive and is also arising on the basis of the limited information provided to date.

1. Why is AV seeking assistance from MFB in dealing with ambulance work?

See extract of SEMT minutes below.

Community Consequences

Heat

Health – Alerts have been issued already today for Mallee. For Tuesday they have been issued for Mallee, Central and South Gippsland.

It is expected that further alerts will be issued for most of the state later today.

There will be a media briefing at 2pm regarding the heat event.

Ambulance Victoria – Haven't seen a string of days with overnight ambient temperatures like this since 2009. This event likely to be more significant than 2009 when 530 fatalities occurred in 3 days, 300 more than normal. Ambulances had between 50 to 100 outstanding jobs for a prolonged period of time. This heatwave likely to create severe pressure on resources by Wednesday. Thursday night when overnight ambient temperatures are 28 degrees will be a significant event. First responders likely to see a large increase in call outs from 12 cardiac responses a day up to around 75 cardiac responses a day. This will create resource pressures, impact likely to be felt mainly in the metropolitan area. Ambulance Victoria has activated their emergency response plan. Planning is in place around staff welfare, resource planning and community health messaging. This is the most significant event for Pre-Hospital since 2009.

MFB – Normally every appliance in the MFB is a first responder appliance for cardiac response and responds in conjunction with AV. There will be discussions between AV and MFB later today regarding capability and managing EMR response along with fire risk.

Hospital bypass being managed by AV and Health. Likely increase in triage being done over phone through AV referral service.

CFA – 20 brigades with medical response capability.

Staff welfare will be of high priority for pre hospital, fire and other agencies that are likely to see increased incidents and tough working conditions.

2. Why has this proposal been left until a day before an expected heat wave?

Advice provided from AV at the SEMT in relation to the expected increase in code zero calls

3. Please provide all MFB briefing papers and documentation which articulates the MFB reasoning and explains the proposals, including but not limited to the T Hunter documents referred to in discussions and the 2009 report.

The decision to progress this matter is based on discussions at SEMT. The briefing of Terry Hunter was a verbal explanation and the result of this was the paper we have attached.

4. Please provide minutes from yesterday's SEMT meeting where these issues apparently arose?

Extract of SEMT minutes included in Q1.

5. Please provide clearly articulated and details of the request, expectations and briefing from AV to MFB in relation to this increased response.

The request was for the MFB to consider its ability to increase its existing capacity to respond to EMR calls. The request did not specify a particular number of appliances.

6. What other advice has AV provided MFB in relation to the expected increase in calls? Please provide all such advice.

Extract of SEMT minutes included in Q1.

7. In discussion, Paul Holman referred to hotspots identified in an April 2009 report, what are the locations of the hot spots referred to by Paul Holman?

Paul Holman has confirmed that he did not mention hotspots. Advice from Paul is that worldwide research indicates that the communities most affected by heat issues are the poorer – social disadvantaged areas and those areas with elderly populations

8. What are the locations intended for deployment by AV of MFB resources?

The locations are based on past EMR call volumes and demographics including aged community members.

FS3 FS12 FS14 FS23 FS27 FS28 FS31 FS33 FS47 FS51

9. What will be the mechanism for deployment of MFB resources to AV identified areas and to EMR incidents?

As per existing arrangements.

10. What extra AV resources will be located in these areas?

This is dynamic environment as this can be changed subject to risk – however, there will be 12 additional ambulances during this period of risk.

11. What are the exact number of extra emergency ambulance resources which will be put into service over the period?

This is dynamic environment as this can be changed subject to risk – however, there will be 12 additional ambulances during this period of risk.

12. Is there any intention that there be any circumstances where MFB EMR crews will be utilised outside of the agreed dispatch grid for EMR?

NO.

13. It is our understanding that under code orange that codes can be upgraded, resulting in UFU members being responded to heat illness incidents which they are not trained to respond to. What guarantee do AV and MFB provide that this will not occur.

Advice from AV is that this information is incorrect.

14. How many and what type of vehicles will be utilised for the additional response?

Available primary appliances. Numbers will be based on service delivery need, and availability of appliances.

15. Will these intended vehicles be equipped with the full complement of EMR equipment, additional PPC and facilities for storage of contaminated clothing as per current MFB EMR capable appliances?

Yes

16. Is the proposed enhanced response model within and consistent with the MFB AV MOU for EMR?

Yes

17. What additional resources are proposed for FSCC's in relation to the increased response?

As per normal arrangements MFB will consider the requirement to supplement FSCC resources based on service delivery need.

18. Given the expected frequency and intensity of the EMR call load for these appliances, what arrangements are being put in place to ensure staff health and safety and welfare?

It is not anticipated that crews will respond to large numbers of EMR calls.

19. How does the MFB intend to manage firefighter fatigue given the increased EMR resources?

We do not expect that fatigue will be a major issue.

20. Given that MFB EMR crews will be confronted with clinical situations outside of those for which they have been trained, can you confirm that MFB crews will be fully indemnified should an adverse patient outcome occur?

We do not anticipate that MFB firefighters will be confronted with clinical situations beyond their training.

21. Has the MFB sought legal advice as to whether the organisation is at risk from litigation by sending firefighters to incidents outside their training and skills?

The MFB is of the view that given that the role to be performed is fully consistent with normal practices that there is no potential legal risk to the individual firefighter or the MFB.

22. Given that MFB EMR crews will be confronted with clinical situations outside of those for which they have been trained, what training, clinical skill sets and equipment does the MFB intend to provide the additional crews?

The MFB do not anticipate that MFB firefighters will be confronted with clinical situations beyond their training.

23. Is there any intention to utilise additional CFA resources as part of this proposal?

The MFB is not aware of any current proposal to increase CFA EMR capability based on the current weather outlook.

24. How many and from what areas/departments will the crews be drawn from to staff the additional appliances?

As per normal arrangements – a combination of on shift/day work employees and if required recall firefighters.

25. Will off duty employees be recalled or will day duty staff be utilised and under what systems and arrangements?

As above.

26. What will be the agreed trigger points for the deployment of these additional resources over the next week and into the future?

The decision to deploy additional resources will be based on the risk confronted by the organisation.

27. What are the intended duration and hours of operation of the additional resources?

It is expected that the additional resources will be predominantly be utilised for day shift operations.

28. Where will the additional resources be located?

FS3 FS12 FS14 FS23 FS27 FS28 FS31 FS33 FS47 FS51

29. What facilities will be provided for the crews at the locations?

The facilities will be those available for firefighters at the listed stations.

30. Has the MFB EMR medical officer been consulted and is in agreement to this proposal?

Attempts were made to contact Ian Miller, he is unavailable. However, Mr Devilliers Smit, the head of Emergency at the Alfred Hospital, and senior AV personnel have provided support for this action. As the MFB will be continuing to operate within current protocols and therefore there is no requirement to seek endorsement of specialists.

31. Is it intended that the additional appliances be part of CAD or as strike teams as articulated by Peter Rau today?

The appliances will be responded as per normal CAD arrangements.

32. As stated by Peter Rau today that the response is under strike team arrangement, under what protocols and systems of work will the additional appliances be deployed, i.e. as per current strike team arrangements for deployment into CFA areas?

The appliances will be responded as per normal CAD arrangements.

33. If CAD is to be utilised, how will the additional resources be recognised and utilised by that system?

The appliances will be designated a call sign as currently occurs for pumpers deployed from the training college.

34. What will be the crewing arrangements including rank numbers, rank type and qualifications for the appliances?

All appliances will have as a minimum LFF as the OIC and two firefighters.

35. Given that it is expected that AV resources will be in higher demand, what is the expected on scene duration prior to AV arrival for MFB EMR responders?

It is not anticipated that MFB firefighters will encounter extended periods on scene with patients waiting for ambulance arrival.

36. Will AV resources be re-allocated to other jobs on the basis that MFB is on scene?

It is MFB understands that AV resources will be responded to events as per normal arrangements.

37. What guarantee do you provide that in all circumstances MFB will be co-responded with AV to all EMR calls?

There is no intention that MFB will ever responded to EMR events without AV also responding.

38. Given the expected extreme weather what additional resources will the MFB be deploying to meet the expected fire threat and does the additional EMR resource proposal compromise the MFB's ability to meet the expected fire threat?

MFB resources will be committed based on known risk and actual events. The MFB Chief Officer may determine that the priority for MFB deployments may change based on operational requirements.

14/01/14 – 17/01/14 Heatwave enhanced MFB EMR

Exploratory Discussion

The current and potential weather for the week ending Friday 17/1/14 is such that MFB is exploring its ability able to provide increased support to priority 0 calls within the MFD. Capability to provide support outside the MFD is also canvassed in this document

AV has advised its experience is that cardiac arrest calls could increase 6 times normal quantities in a heat wave environment.

Regional population centres could see additional population due to 'leave and live' response to bushfire threat on Code Red or on other days of fire danger.

Paul Holman (AV) believes the cardiac arrest demand will increase due to the predicted heatwave and will be:

1. Most critical in older suburbs of Melbourne predominately involving isolated elderly and socially disadvantaged groups (essentially MFB area)
2. Peak call demand may be between 0700-1000hrs daily

Ambulance Victoria (AV) is the control authority for cardiac arrest (priority 0) calls. In the MFD the MFB is a support agency to AV for these calls.

Method of Work

The accepted method is a three person crewed fire appliance. Implementing a two person crew would be problematic. An EMS work instruction (attached) sets a minimum of 2 trained staff per appliance.

Current Capacity

The MFB has seventy EMR equipped response appliances including fire boat one.

Trained Staff

Approximately 100% of 1800 operational staff are trained.

Trained Staff Availability

Approximately 1650 staff across four platoons.

Approximately 150 staff on day work

*Number to be reduced by at least 20% for leave.

Equipment availability beyond the 70 equipped EMR appliances

55 sets(30 on spare appliances,10 maintenance,15 training)

Enterprise Agreement EMR Requirements

- Limited to priority 0 calls and types
- Firefighter support to be provided
- Cannot be directed to undertake any EMR other than defined types of priority 0 calls
- 6000 calls per annum quantum set at which the clauses will be reviewed

2013 EMR Calls

6340 responses

4253 arrived on scene, 11.6 per 24 hour period.

Advice from Cdr Will Glenn is that current changes to PROQA at ESTA is seeing an increase of 5 to 10% in call loads.

2013 total Emergency Response calls

35,850

MFBs capacity to attend additional EMR Calls

The MFBs ultimate capacity is to the limit of primary appliance availability. Reaching this limit is only ever temporary as appliances become available when calls are completed.

The supply of resources can be managed by FSCC/Duty ACFO eg. Reducing some responses to one appliance

On a normal day an increase from 10 to 60 EMR calls would be manageable.

Caveats would be an increase in firecalls due to the circumstances of the day, surge events or a large single event eg. Coode Island.

It is important to note that experience tells us MFB work on extreme days only increases significantly from late morning through to early PM.

On the 3rd or 4th day of a heat wave that has increased firecalls then 60EMR calls instead of 11 would become **problematic** with existing capacity

MFBs capacity to attend additional EMR Calls if Strike Teams are reserved or deployed

On a normal day an increase from 10 to 60 EMR calls would be manageable.

Caveats would be an increase in firecalls due to the circumstances of the day, surge events or a large single event eg. Coode Island.

On the 3rd or 4th day of a heat wave that has increased firecalls then 60EMR calls instead of 11 would become **very problematic** with existing capacity.

Can cars be used to increase capacity?

Consensus is yes if bronze rated with a crew of 3

Availability of bronze rated cars

Detail coming. Note existing allocated vehicles used for task forces. Availability of senior officers on leave to be drawn on. Caveat is the many acting up positions now created. Cdrs on 4 days off to be considered.

Spares

3 at 1530

Options to increase EMR resources within the MFD

1. Crew spare appliances with day work staff during the day from 0730 hours. Potentially restrict these appliances to EMR calls only dependent on EMR call load.
2. Crew and equip bronze rated cars with day work staff during the day from 0730 hours
3. Crew spare appliances and or cars with planned recall/OT from 0730 during the day

Options to increase EMR resources outside the MFD

1. Crew spare appliances with day work staff during the day from 0600 hours
2. Crew and equip bronze rated cars with day work staff during the day from 0600 hours

3. Crew spare appliances and or cars with planned recall/OT from 0600 hours during the day
4. Moveup dayshift appliances during the day to regional centres. Day shift crew to start work at 0600 hours for immediate moveup.

Caveat: EMR is designed as a co response service that relies on timely AV support. Regional locations geographic nature and AV workload could see that timely support not occur and MFB crews placed in a position of its early intervention not being supported by specialist AV response.

MFB Firefighting State Support availability

The risks the community faces and resultant requests for support from the CFA and AV will need to be considered against the FSC Strategic Priorities which AV may not have been party to though may well support. Eg primacy of life.

Hence MFB resources if called upon to support the State may be allocated to EMR support needs instead of fire. Such a choice is not one the MFB has had to consider within the MFD to date with the current EMR workload and scope of response.

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IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

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ATTACHMENT "RP6"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

000067



15 January 2014

Ref: 886787

Peter Marshall
Secretary
United Firefighters Union
Victorian Branch
410 Brunswick Street
Fitzroy Victoria 3065

Dear Mr Marshall

With respect to the current heat wave conditions the MFB has considered options to enhance the availability of fire appliances, including appliances for response to EMR incidents. The MFB has determined to increase the number of fire fighting appliances to enhance our response capability as per OWI 019. Following yesterday's meeting the MFB has decided that the following actions are required to respond to the current risk environment to ensure community safety and the MFB now seeks confirmation that you agree that these steps can take place.

1. The new MKV Pumpers/Pumper Tankers will be utilised as primary appliances when familiarisation of the dynamic stability control and pump governor has been undertaken.
2. The MFB intends to conduct the familiarisation commencing today at Burnley and there after the appliances will be available to respond to all incidents including EMR events as per normal protocol.
3. MFB understands that there are foam related issues that are not fully resolved and will therefore not utilise these vehicles for foam making until these issues have been resolved.

As you would be aware the commissioning of additional primary appliances during high risk periods is and has been normal practice for MFB for many years. This approach is tried and proven and makes best use of the MFB's physical and human resources in times of high risk.

**METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

456 Albert St, East Melbourne, Victoria 3002 Telephone (61-3) 9662 2311 Facsimile (61-3) 9665 4244

www.mfb.vic.gov.au ABN 28 598 558 561



In relation to the grievance lodged on Tuesday, as indicated yesterday at the meeting there will be no change in systems of work in relation to EMR and as a result of this, these steps can take place in accordance with business as usual. Accordingly this is the status quo. In any event we do not consider there is a valid dispute as there is no change to the systems of work.

Given that MFB has responded to the 38 questions provided yesterday, we believe that we have provided sufficient information for you to either agree or disagree to the proposal outlined.

Please confirm by 13:00 that you agree.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Peter Rau', is written over a horizontal line.

Peter Rau
Acting Chief Officer

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

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ATTACHMENT "RP7"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

Report on inspection of Auckland Fire Service's Bronto aerial appliances as a possible replacement for our Telebooms.

The appliances were a Teleboom on a Scania body with a 7m working height 3 section sliding ladder and waterway. The 1st appliance was new and not currently in commission therefore had no gear stored on it and still required some work to full completion. It was viewed at the workshops area and operated by the staff at that location.

The operation of the appliance was left to LFF Mick Burns as a current operator of the Teleboom at FS. 7

During the operation and inspection of the supplied appliance I made the following observations in relation to H&S concerns and storage considerations as per the OASES process.

- 1 This appliance had a 9m ladder fitted and the accessibility as installed would not conform to recommendations from the RIMS report. Our 'booms do not have 9m ladders and if this remains the status quo there would be no concern.
- 2 The fold down step installed for the pump operator is difficult to operate and would require minor modifications to improve it.
3. The step supplied for the pump placed the operator directly inline with the feed and delivery hoses making it difficult to stay on the step.
4. The appliance was fitted with a corded remote control for the 'boom operator to use. The lead was approx 10m long. As operating the 'boom would require the operator to reposition themselves for certain movements, this lead may become a trip hazard or may be damaged which would result in using the alternative controls which would dramatically reduce operator vision during certain movements. The unit was also cumbersome and weighty and prolonged use would impact on the operators. The workshops had to make modifications to protect the controls as they are easily damaged/broken.
5. The height of the shelves, compartments and cabin during operation is outside the acceptable reach heights etc for most expected actions one may expect during firefighting operations in some situations it was **impossible** to reach gear in compartments. The operators were taught to fully elevate the outriggers as part of the normal procedures. Advice from Bronto may negate the need to raise the appliance to that height. This needs to be confirmed and additional measurements should be undertaken.

6. The fixed ladder at the rear of the appliance should be modified so it is the same width from top to bottom this could be achieved by making it a fold down ladder which may replace the current fold down step.
7. The appliance had 2 Hanney hose reels fitted as per our appliances however they had the hose reel isolating valves on the N/S main pump panel and are accessible at ground level. This will address an identified concern as per the RIMS report.
8. The appliance apparently had an extended cabin configuration which caused the need for additional bracing of the chassis rails to stop cracking/bending. It also only had 4 deliveries (2 each side) and a 150mm inlet with a breaching piece to 2 90mm feeds. To accommodate the additional delivery we require may impact on storage as compartment sizes may decrease or possibly the cabin size can be decreased in line with ours that would only be an advantage if the front outriggers can also be moved forward to enhance storage, this may also lessen the canter lever effect and negate the need for additional bracing.
9. The head of the ladder has both +’s and –’s. Firstly it offers a more usable work platform and a safer environment if used in a rescue situation due to its width, however it can only be used in that rescue situation from one side(O/S). Due to the width it would also restrict the ability to extend the monitor through a window to deliver water.
10. In discussions with John Furst (fleet) it looked possible to address the problem of an operator wearing a harness from ground to head of boom it would require some modifications ie: eyelets to attach the lanyard hooks etc. There did appear to be a situation where the operator may be stepping off the ladder whilst the boom is trained to certain angles towards the front of the boom where limited footing may be available.
11. The front “A” configuration hydraulic legs when being deployed caused the appliance to *shudder* as the legs spread into position it was also suggested this may have impacted on the chassis problems. The “H” style legs would seem to alleviate this problem.
12. The new appliance already had on placed but not utilised was a wiring loom capable of supplying equipment at the head of the boom such as.
 - i/ Camera
 - ii/ BA
 - iii/ Communication

000072

13. The appliance also had fitted a smaller diameter PPV fan (15") 5.5hp but it seemed deeper I did not measure its depth also the weight was unknown.
14. The appliances in commission did not have standard compliment of gear to each other and a lot of equipment required the removal of other equipment to remove it.
15. 90mm hose was carried on these appliances so it was difficult to gauge how well our hoses would fit.
16. We had a good discussion with the Firefighters at one of the stations where they had had the appliance in commission for over 12 months. They were very impressed with the appliance and operationally had no concerns. However it was obvious that our cabin hygiene, OASES and fall from heights regulations had not reached that far across the pond.

In conclusion the appliance could ,with minor modifications, satisfy the requirement of wearing the harness from ground to head of boom without being unrestrained. However disembarking with the boom in other positions may need more investigation. It also solves the problem of hose reel isolation valve levers (1.1.23 RIMS report MK V TB)

Storage for all our requirements is a main concern as I don't think we would be able to follow the OASES principals. We do have all the locker dimensions so it may be possible to mock up the lockers and try to physically fit it out with our requirements, this would require confirming the dimensions with the standard cabin size the larger pump panel and correct location of the "H" outriggers.

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ATTACHMENT "RP8"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

V&E Sub-Committee Meeting Minutes

Meeting Details:			
Meeting Number: 05-14	Date: 28 May 2014	Time: 1.00pm	Location: 11 Anderson Rd Conference Room

Attendees:
Craig Lloyd, Cmdr Ross Trimboli (ERM), Stuart Collis (Fleet Services); LFF G Cooke (HSR); Cmdr G Pearson (Property Services); LFF Chris Cleary (UFU Rep); LFF Rob Psaila (UFU Rep); Peter Turner (Fleet Services)
In Attendance:
Jo Leone (minutes)

Agenda No.	Proposal No.	ITEM
1.0		Apologies Corey Paton, Rini Krouskos, Po Chung
2.0		Minutes of Previous Meeting The minutes from the 23 April 2014 meeting were accepted, with amendments to General Business (5.1) , as a true and correct record.
3. Outstanding Action Items (Including report backs)		
	3.1 03/13(3.2)	Thermal Imaging Camera (Document Holder) <ul style="list-style-type: none"> The cameras have been ordered and delivery expected within three to four weeks. <p style="text-align: right;">Closed</p>
	3.2 03/13(3.8)	Pumper Water Tower <ul style="list-style-type: none"> C Lloyd to provide paper to the Consultative Committee in due course. <p style="text-align: right;">Action: C Lloyd</p>
	3.3 04/13(4.1)	Foam Output The final three appliances have been tested: results of two to be sent to UFU and Mills-Tui is working on the third appliance to rectify problem of air bubbles forming in the pipe. <p style="text-align: right;">Action: S Collis</p>
	3.4 04/13(4.2)	Nilfisk A15 Air Vacuum <ul style="list-style-type: none"> This item to be removed from the Agenda until further notice. <p style="text-align: right;">Closed</p>

Agenda No.	Proposal No.	ITEM
	3.5 09/13 (4.4)	<p>Mechanical Loader</p> <ul style="list-style-type: none"> S Collis to present paper at the July Consultative Committee Meeting for design endorsement. <p style="text-align: right;">Action: S Collis</p>
4. Agenda Items (including Standing Agenda items)		
4.0	4.1	<p>Fleet Development Status Report – S Collis</p> <p>The Status Report was tabled and discussed.</p>
5. General Business		
	5.1	<p>Cmdr Trimboli flagged four items needing consideration in the near future: Wildfire Trailer adapters; Non-availability of Gate Valves; 38mm hoses x 2 on appliances for drop and roll purposes; and Personal Torches</p>
	5.2	<p>LFF Psaila requested that the Ladder Platform be reinstated on the Agenda due to outstanding commissioning works.</p>

Next Meeting Details:			
Meeting Number: 06/2014	Date: 25 June 2014	Time: 1.00PM	Chair: Craig Lloyd
Location: 11 Anderson Rd Thornbury, Conference Room			

Meeting closed at 13:35

000076

ONGOING ACTION ITEMS				
Meeting	Item	Action	Action By	Date for Action
11/13	3.6	Pumper Water Tower – paper prepared for the CC	C Lloyd	25 June 14
05/13	3.11	Foam Output – UFU to be provided with results of the final three appliances tested.	S Collis	25 June 14
11/13	3.13	Mechanical Loader – Paper to the July 2014.	S Collis	June 14

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP9"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

VEHICLE AND EQUIPMENT COMMITTEE

MINUTES OF MEETING 04/12

24 April 2012 at 1300hrs
Conference Room at 13 Anderson Road, Thornbury

1. WELCOME

The meeting opened at 1300hrs

Present:

Gavin Brown (Chair)	Mechanical Engineering
Stuart Collis	Fleet Department
Cmdr Darren McQuade	Operations
LFF Garry Cooke	Employee HSR
Andrew McKay	Health & Safety
Po Chung	Fleet Department
LFF Chris Cleary	UFU Representative
SSO Phil Rumney	Emergency Management
Peter Turner	Fleet Department
LFF Rob Psaila	UFU Representative
Justin Ward	Fleet Department
Ian Barnes	Contracts & Procurement Dept
SSO Steve Watts	ERM (item 5.1 only)
SO Greg Trenfield	Ops Training (item 5.2 only)
SO Darren Power	ERM
SSO Brendan Veal	ERM
Jo Poxon	(Minute Secretary)

Apologies: LFF Haydn Allingham, Cmdr Phil Klein, A/Cmdr Ron Young, Cmdr Andrew O'Connell & A/Cmdr Steve Rossiter

2. MINUTES OF PREVIOUS MEETING

The minutes from 28 March 2012 were accepted.

Moved: Cmdr McQuade Seconded: LFF Psaila

3. STANDING AGENDA ITEMS

3.1 Fleet Development Status Report

S Collis provided an update on all projects within the Fleet Development section. Report tabled at the meeting.

4. OUTSTANDING ACTION ITEMS FROM PREVIOUS MEETING

4.1 New BA and Decontamination Units Update – Cmdr A O'Connell

Cmdr O'Connell provided a report to the V&E Committee on the status of the project. It was noted that a final inspection was carried out on 2 April 2012 with delivery expected the week ending 27 April 2012.

- Risk Assessment re: Health and Safety Issues (BA Unit) – LFF G Cooke

A report was tabled by LFF Cooke detailing the findings of the risk assessment carried out on the BA Unit as part of the final inspection. Some minor issues were identified for Cmdr O'Connell to action prior to commissioning. The location and effectiveness of the LED scene lighting will be tested prior to commissioning. A report shall be provided to the V&E Committee for review.

Cmdr McQuade also noted that the apparent crossover with HSR roles could be managed differently in the future to ensure early identification of health and safety issues in order to limit the impact on projects at such a late stage.

4.2 Remote Area Lighting – SSO Rumney

SSO Rumney informed the V&E Committee that this item requires input from the Heavy Rescue Working Group (to be formed) in order to progress. The V&E Committee shall continue to monitor this project.

Action: SSO P Rumney

4.3 Clarification on the level of electronic stability control (program) on Mk5 Pumpers and Mk5 Pumper Tanker – S Collis

S Collis informed the V&E Committee that the current build of nine (9) Mk5 Pumpers will be fitted with the Scania ESP package. This feature will not be available on the current build Pumper Tanker. Scania advised the MFB that future 6x4 chassis will be fitted with ESP.

LFF Psaila highlighted that vehicles fitted with ESP exhibit different driving characteristics based on feedback received from the CFA and needs to be considered in future driver training. S Collis to contact the Driving Department to discuss the concerns raised.

Action: S Collis

4.4 Alternative Supplier for the MFB Hydrant Key – S Collis

S Collis advised the V&E Committee that alternative manufacturers have been identified. Cmdr McQuade said it would be advantageous for a prototype to be tabled at a future V&E Committee meeting before production commences. S Collis will obtain costs from potential suppliers and have a prototype manufactured in conjunction with Contracts and Procurement.

Action: S Collis

5. AGENDA ITEMS

5.1 Mechanical Loader (report previously circulated) – SSO Watts

SSO Watts briefed the V&E Committee on the Mechanical Loader Replacement Project. The V&E Committee endorsed the purchase of a Caterpillar 299C inline with MFB requirements subject to Consultation Committee approval. The V&E Committee will continue to monitor the progress of the project. SSO Watts shall provide updates to the V&E Committee as required.

Recommendation: That the Consultation Committee approve the purchase of the replacement Mechanical Loader.

Action: SSO Watts

5.2 Retractable Lanyard for use on the Aerial Ladder Platforms (report previously circulated) – SO Trenfield

SO Trenfield provided a demonstration of the proposed lanyard system which will reduce the risk of operators falling when exiting the cage at height to facilitate a rescue. It was noted that a stowage location has been identified in the cage and training familiarisation will be provided to operators. P Turner advised the V&E Committee that Fleet Planning needs to be notified of the purchase in order to develop a maintenance schedule.

Recommendation: That the Consultation Committee approve the purchase of the retractable lanyards for Aerial Ladder Platforms.

Action: SO Trenfield

5.3 Forced Entry Tool (report previously circulated) – SO Power

SO Power reported to the V&E Committee that a review of REII data has highlighted a high number of injuries relating to the use of small rescue tools for forced entry. In particular, the opening of car bonnets/boots with a crowbar or hooligan tool. It is recommended that a Force Entry Tool be sourced to overcome this issue whilst providing flexibility for other rescue applications.

Outcome: That ERM identify a preferred option for evaluation in consultation with Healthy and Safety. Findings shall be reported back to the V&E Committee in two months prior to commencing the operational evaluation of the preferred product.

Action: SO Power (June 2012)

5.4 Incident Control Pod – A/Cmdr R Gili

A/Cmdr Gili updated the V&E Committee on the status of this project. It was noted that this project had been presented previously to the V&E Committee by Cmdr Frank Van Bakel. Inline with the agreed consultative process this project has now been tabled at the Consultation Committee and redirected back to the V&E Committee. The V&E Committee will continue to monitor the progress of the project. A/Cmdr R Gili shall provide updates to the V&E Committee as required with no significant changes to occur without V&E Committee consultation.

Action: A/Cmdr Gili

5.5 Crash Recovery System (report previously circulated) - SSO Veal

The Crash Recovery System was originally presented to the V&E Committee in December 2010 with the V&E Committee endorsing the concept. Inline with the revised consultation process this project was tabled at the Consultation Committee in December 2012. The Consultation Committee approved a three month trial of the system. ERM is proposing trialling the system on Rescue Units located at 3 and 25 stations. The system shall be implemented on an iPad and Panasonic Toughbook H2 for evaluation purposes. Two locations have been identified for the additional equipment in the cabin briefcase and nearside first compartment.

Outcome: The evaluation of the system to occur on a 3 month trial. Findings shall be reported back to the V&E Committee.

Action: SSO Veal (July 2012)

5.6 Teleboom and Pumper Tanker PPV Fans (report previously circulated) – Cmdr McQuade

Cmdr McQuade advised the V&E Committee that a commitment had been given to the UFU to progress this project following the issuing of two improvement notices by WorkSafe with respect to the manual handling of PPV fans. A modification has been implemented on Car 340 which satisfies the requirements of WorkSafe. The concept also included a light weight 18" fan in lieu of the current 21" fan. This vehicle is currently being prototyped as part of the RIMS project. A review of current Teleboom appliances has noted that a satisfactory solution can not be implemented that would satisfy the manual handling concerns. Given this, it was position of the V&E Committee that these fans remain off current Teleboom appliances. It was agreed that future builds should consider the implementation of fans. LFF Cooke noted that he had received only favourable reports on the use of 18" fans.

6. OTHER BUSINESS

6.1 Consultation Committee Minutes to be circulated to all V&E Committee members.

Action: J Poxon

7. DATE OF NEXT MEETING

23 May 2012

8. MEETING CLOSED

The meeting closed at 14:45hrs

Gavin Brown

Chair

Vehicle & Equipment Sub-Committee

IN THE FAIR WORK COMMISSION

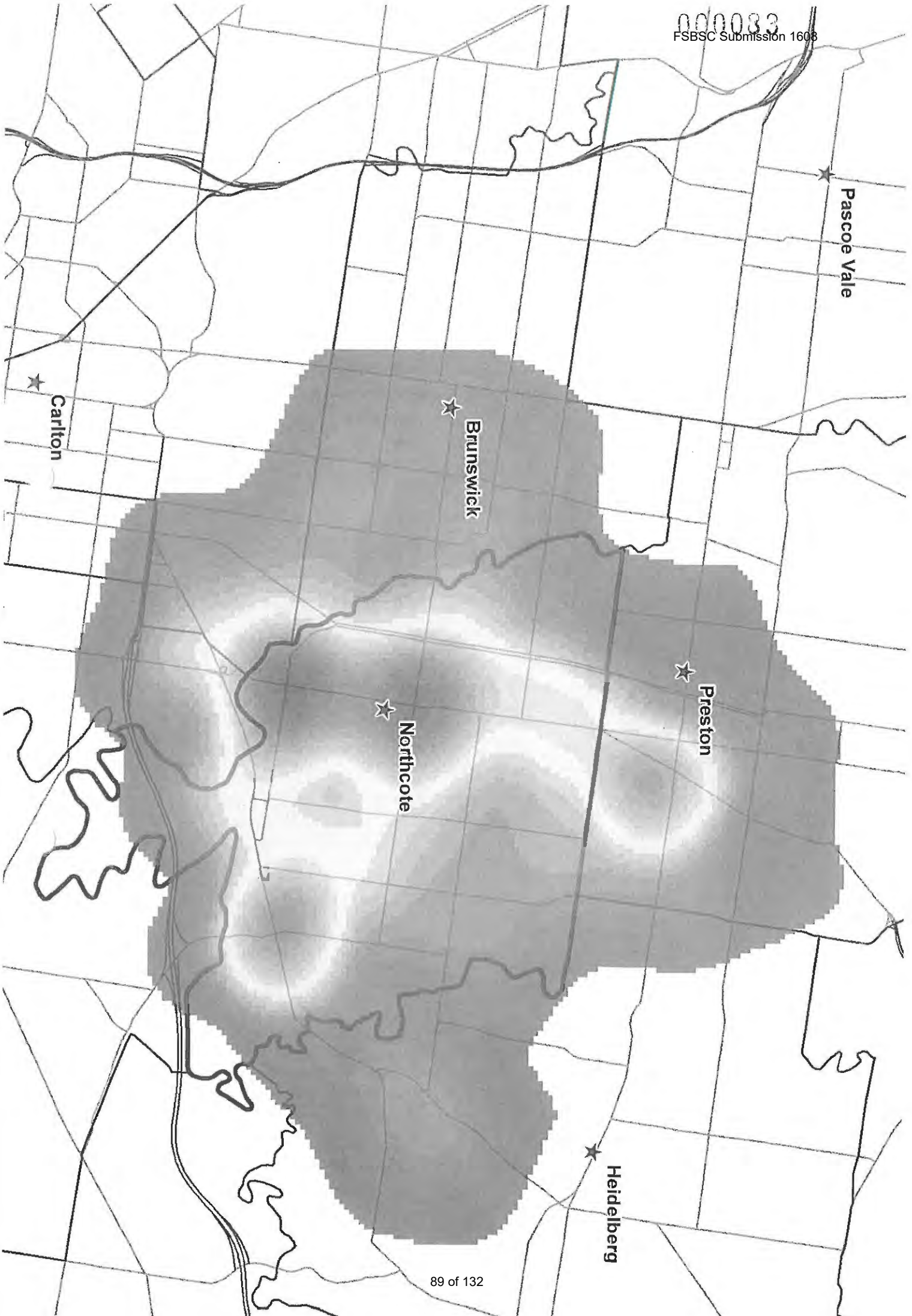
Matter No: AG2014/5121

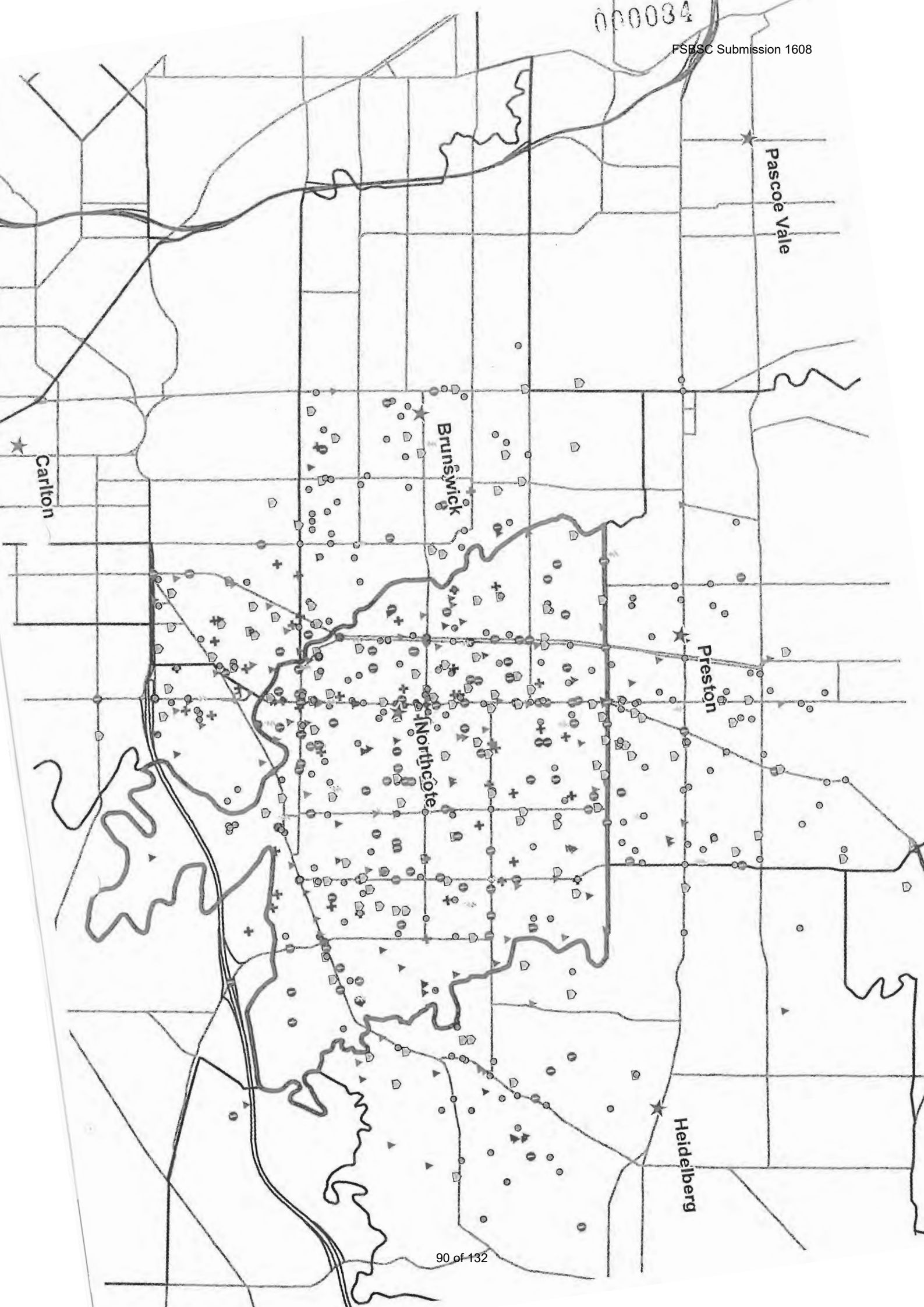
Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

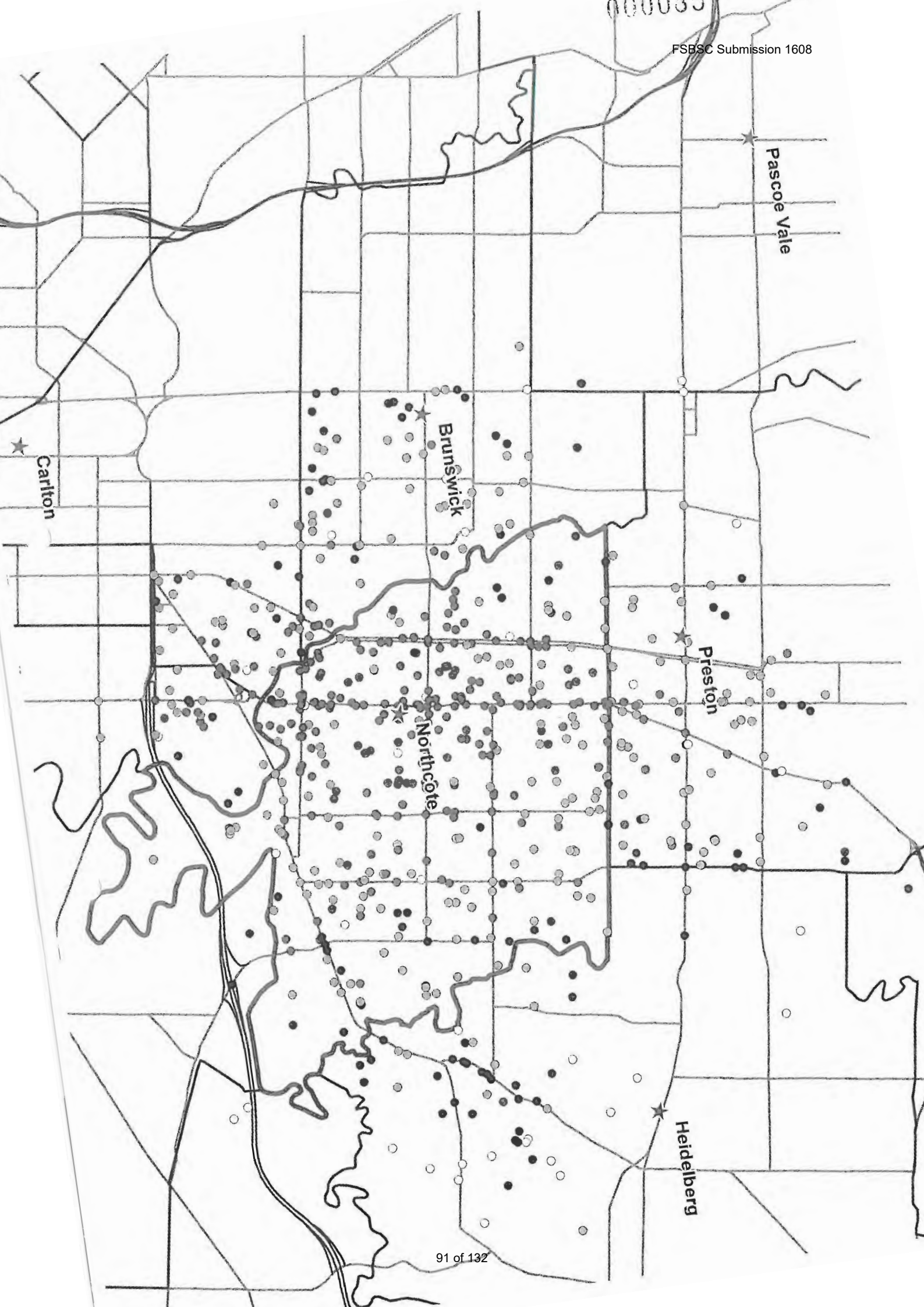
**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP10"

This is the attachment as referred to in the Witness Statement of Robert Psaila.







IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP11"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

Consultative Committee Meeting

Meeting Details:			
Meeting Number: 02/2012	Date: 1 February 2012	Time: 1300 – 1500 Meeting Commenced: 1325	Location: Metropole, Exhibition Suite

Attendees:
<p>Seán Hogan (SH) - Chair Jane Sexton (JS) - Convener</p> <p>MFB Representatives Paul Stacchino (PS), David Bruce (DB), Chris Watt (CW), Mark Swiney (MS)</p> <p>UFU Representatives Dave Hamilton (DH), Mick Tisbury (MT), Ken Brown (KB), Danny Green (DG)</p>
<p>In Attendance: Ian Leaves, David Rogers, Frank Van Bakel, Glenn Brown, Peter Thomas, Brad Quinn, Mark Dalrymple, Greg Pearson</p>

Agenda No.	Proposal No.	ITEM
1.0		<p>Apologies Wayne Carlson, Casey Lee, Tony Trimble</p>
		<p>Endorsement of Minutes of Previous Meeting December 2011 Accepted as amended.</p> <p>Endorsement of Minutes of Previous Meeting January 2012 Accepted as amended.</p>
REPORT BACKS		
2.0	2.1	<p>Unmanned Aerial Vehicle (UAV) / CyberQuad Project – Chris Watt CW advised that CASA may have an issue with unauthorised use of UAV in controlled airspace. MFB will receive written clarification from CASA mid-February 2012.</p> <p>CW also advised that VMIA Insurance could be void if MFB does not get formal authority to operate.</p> <p>Fleet would be grounded pending written legal advice on the above.</p>

Agenda No.	Proposal No.	ITEM
		<p>CW advised that they are restricted not to fly within 3 nautical miles in confined airspace e.g. airports within the MFD.</p> <p>The UFU sought and MFB provided clarification that:</p> <ol style="list-style-type: none"> 1. the footage that is recorded is not to be used for disciplinary purposes; 2. that it is only used for Incident management; and, 3. require report on privacy issues and secure storage of footage. <p>Other issues addressed:</p> <ul style="list-style-type: none"> - UFU (Casey Lee) to respond in writing in relation to allowance - Second alarm – 1 Operator with 30 minute rotation (Pilot on scene can request via the Incident Controller a 2nd Operator if required) - PS to confirm that 3rd alarms and above will have two Operators on scene. - Any deployment matters that might arise during the trial will be raised at the next available Consultation Committee meeting.
	2.2	<p>QRAE – David Bruce</p> <p>DB provided committee with written response from the manufacturer acknowledging notification of the issue of electromagnetic interference.</p> <p>DB shared draft follow-up correspondence to the manufacturer regarding the issue from MFB and other agencies regarding Australian licence. He has recommended shielding, and is waiting on their reply.</p> <p>UFU have asked that the shielding issue be resolved urgently and asked that a letter be sent directly to the manufacturer to rectify the problem.</p> <p>DB advised that Peter Hart came up with a solution for the shielding, but that the product used was flammable.</p> <p>DB advised that installation of brackets had not occurred on 9 appliances due to the protected action at the workshops.</p> <p>It was agreed that battery packs be available at stations to supplement in-station charging.</p> <p>Recommendation 3 outlined in the proposal 2.2 (development of QRAE training video) was referred to the Training department for action.</p>
	2.3	<p>Rehabilitation Unit Trial – Ian Leaves</p> <p>Eight employees to staff the unit (1 per platoon) based at number one station.</p> <p>People are to be Medically classified as unable to return to full duties, on OSG duties. It was requested that the terminology be re-phrased, rather</p>

		<p>than those that are highly unlikely to return to shift.</p> <p>The UFU asked that if there was the capacity to put on two <u>OSG</u> people; they wish to have a minimum number and train these people.</p> <p>Action: The UFU agreed in principle to this trial on condition that the MFB confirm in writing that the eight employees will be deployed from OSG instead of four OSG and four from District Offices.</p>
<p>2.4</p>		<p>Thermal Imaging Report – Ken Brown MFB and CFA currently have 3 units being tested.</p> <p>PS noted that, following the shortfall of funds, the Board has endorsed the project and the additional required funds, in order to ensure the proper training.</p> <p>UFU indicated that all firefighters should be trained, not just 80% <u>It was noted that the MFB intention is to train all firefighters, but following training 80%, this will trigger the implementation into use of the Thermal imaging cameras.</u></p> <p>Action: referred to training sub-committee.</p> <p>UFU highlighted a need to have extra crewing to operate Thermal Imaging camera. PS stated that there will be no change to current crewing</p> <p>It was noted that the intention is to train all firefighters, but following training 80%, this will trigger the implementation into use of the Thermal imaging cameras.</p> <p>Action: Matter referred to the V & E Subcommittee</p>
<p>2.5</p>		<p>Joint SOPs – Paul Stacchino</p> <p>The UFU to respond by Friday 3 February 2012 to the outstanding request regarding the first five Joint SOPs listed on the paper which had in principle endorsement.</p>
		<p>Other Report Back Matters (Outstanding Actions)</p> <p>PS reported in response to the UFU's request at the December 2011 meeting that:</p> <p>The Albert Street and Smith Street leases are commercial in confidence documents which will not be provided to the UFU; and,</p> <p>Commercial in confidence MOU's will not be provided to the UFU.</p>

PROPOSALS & PAPERS		
3.0	3.1	<p>NGR Consultation Plan – David Rogers & Frank Van Bakel</p> <p>It was noted that the document tabled at the V&E sub-committee had not been tabled in the first instance at the operational Consultation Committee. Action: This document will be tabled at the next committee meeting.</p> <p>UFU highlighted disappointment with the project; in particular the lack of information and explanation on the details of the overall project. Action:</p> <ul style="list-style-type: none"> - UFU will outline there concerns in writing to the MFB within 7 to 14 days following the February committee meeting. - MFB to provide comprehensive pack of information providing a detailed overview of the project. - MFB to forward User Acceptance Testing documentation to UFU following endorsement of the January 2012 V&E sub-committee minutes. <u>V&E minutes to be investigated re claim of endorsement of acceptance testing</u>
	3.2	<p>Reprogramming MFB – MMR terminals - Glenn Brown</p> <p>The current MMR terminals will cease to operate from 31 January 2013.</p> <p>The project is expected to take 8 weeks, from 2 April 2012 to 28 September 2012.</p> <p>Proposal endorsed subject to:</p> <ul style="list-style-type: none"> - A report back to the operational Consultation Committee near the end of the project; and, - The parties may still bring matters to the committee as they arise during the project.
	3.4	<p>FOLD Facilities project - Peter Thomas</p> <p>Update and status report, coming to the end of stage 2. Stage 3 needs approval by the Board.</p> <p>Key feedback from UFU for the Board’s consideration is:</p> <ol style="list-style-type: none"> 1. Accommodation needs to be retained. It was noted that part of the decision to accept the Craigieburn location was that there would be accommodation for employees travelling from the S.E. It was also noted that the Police provide accommodation if employees have to travel more than. 2. Theatre – Current training activities identify a clear need to include this in the scope. 3. Environmental not compromise the design being fit for purpose.

3.5	<p>Firefighter Recall System - Brad Quinn</p> <p>Agreed Action:</p> <ul style="list-style-type: none"> - Run the trial as is for six months - Brad Quinn, DH, KB & DG to review progress and consider options for the final six month phase of the trial. - Report back to July operational Consultation Committee
3.6	<p>Mechanical Loader –Ken Brown</p> <p>Proposal endorsed subject to V&E sign-off and training matters referred to the training sub-committee for review and sign-off.</p>
3.7	<p>Soft Shell Station Wear and Structural Firefighting Glove</p> <p>SASGAR Firefighting gloves - referred to the Uniform Subcommittee for review.</p> <p>Soft Shell Jacket</p> <ul style="list-style-type: none"> - Refer Gondwana jacket to Uniform sub-committee for review. - Consider option Agreed to make either jacket (Soft Shell or Condwana) available.
3.8	<p>Forklift training proposal – Mark Dalrymple</p> <p>Noted that issues relating to training and capacity were linked to the deployment of the Mechanical Loader.</p> <p>Action:</p> <p>Steve Rossiter's replacement to re-list this matter at the May 2012 operational Consultation Committee meeting.</p>
3.9	<p>Zone Infrastructure model to Regional Infrastructure Model - Greg Pearson</p> <p>Proposal endorsed subject to:</p> <ul style="list-style-type: none"> - Referred to as "Working Groups" not "Steering Committees". - Minutes and quarterly summary of programme of work provided to the operational Consultation Committee. - The working group meeting the fourth Wednesday of each month. - Greg Pearson will report to RADAP.
3.9A	<p>Fire Station Infrastructure Overview 2011-2016 (Papers listed as Agenda Item 3.3) – Greg Pearson</p> <p>This item was noted by the UFU and there was no discussion.</p>

GENERAL BUSINESS		
4.0		<p>UFU to report back on the following proposed OH&S committees:</p> <ol style="list-style-type: none"> 1. Operational OH&S 2. Quarterly OH&S policy committee. <p>DB advised that Commanders and Regional accommodation is going to the RADAP sub-committee.</p> <p>UFU to provide formal response to request raised at the January 2012 committee meeting to move the second round of sub-committee meetings from the fourth Wednesday of each month to the third Wednesday.</p> <p>MFB will report back at the next committee meeting on the status of the water treatment project at the Burnley Training Complex.</p> <p>Fiskville : UFU queried about MFB's use of the Fiskville site. The MFB were presented with a hygienist report and this was given the all clear. A review is due in March 2012. Future training is scheduled at the site for SO's.</p>

Next Meeting Details:			
Meeting Number: 02/2012	Date: 7 March 2012	Time: 1300-1500	Chair: Dave Hamilton (UFU)
Location: TBA			

Meeting closed at 4.55 pm

ONGOING ACTION ITEMS				
Meeting	Item	Action	Action By	Date for Action

CLOSED ACTION ITEMS				
Meeting	Item	Action	Action By	Date for Action

DRAFT

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP12"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

Consultative Committee Meeting

Meeting Details:

Meeting Number: 05/2012	Date: 2 May 2012	Time: 13.00	Location: Metropole
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Attendees:

Paul Stacchino, Chris Watt, Mark Swiney, Seán Hogan, Sofia Antonakis, Casey Lee, Dave Hamilton, Ken Brown, Danny Ward

In Attendance: Peter Thomas, Ken Brown, Brad Quinn, Tony Branchflower, Greg Pearson, Shane Rhodes and Sean Salisbury

Agenda No.	Proposal No.	ITEM
		Apologies David Bruce, Wayne Carlson, Mick Tisbury, Peter Marshall
		Minutes of Previous Meeting Accepted with amendments - see note under General Business.
REPORT BACKS		
2.0	2.1	Operational Staff OH&S Committee Action Item – Committee to be formed with a minimum of 2 representatives from each party to meet on alternating month with the OH&S Policy Committee to deal with more strictly Operational OH&S matters. MFB to nominate chair of this Committee. UFU reps Danny Ward and Tony Branchflower, MFB reps Andrew Zammit (Chair), Ian Leaves and Stuart McCall.
	2.2	People Matter Survey (2012 Survey to be tabled) Letter tabled and noted along with the 2012 survey.
	2.3	FOLD UFU request from March 2012 CC meeting – still outstanding. MFB response to UFU request from March 2012 is that “ELT would seek allocation of any remaining funds at the conclusion of construction with Board approval to pursue accommodation and theatre”. UFU maintains its position from the March meeting. UFU notes the report back today but does not endorse requested endorsement in the paper as no information has been provided in relation to these matters. This has been referred to RADAP for regular updates.
	2.4	MFESB Structural Firefighting Protective Clothing – Technical Specification

Agenda No.	Proposal No.	ITEM
		(action items from previous meeting) Amendments endorsed.
	2.5	Marine Response Update Report back at the next meeting (June) as stated by Acting ACFO K. Brown
	2.6	Asbestos Awareness Training – Brad Quinn UFU put forward firm position that a full and comprehensive training package is required, not just a powerpoint presentation delivered at stations as skills maintenance. MFB supports the UFU's view that a full comprehensive training package be developed following review and recommendation of the Training Sub-Committee. The Training Sub-Committee may consult subject matter experts if required. Action Items: <ol style="list-style-type: none"> 1. Agreed to refer to Training Sub-Committee (report back here in 2 months time July meeting). 2. MFB to reinforce asbestos procedures to staff in relation to open tray ute and not leaving PPC unattended on site.
PROPOSALS & PAPERS		
3.0	3.1	9m Branch Ladder Familiarisation – Brad Quinn Action Items: <ol style="list-style-type: none"> 1. To be progressed through Training Sub-Committee with a report back to this Committee.
	3.2	MFB OH&S Representative Enablement – Tony Branchflower Action Item: <ol style="list-style-type: none"> 1. MFB to respond within 7 days from today.
	3.3	Eastern Hill Complex – Passenger Lift Maintenance Upgrade Action Items: <ol style="list-style-type: none"> 1. This was endorsed. 2. MFB to write to the UFU within 7 days clarifying what the legislative and regulatory requirements are (referred to in paper).
	3.4	FS16 – Greensborough Half Life Re-Fit Action Item <ol style="list-style-type: none"> 1. The committee endorsed stages 3, 4 and 5.
	3.5	Eastern Hill Rear Yard Car Park Maintenance Works Issues: <ol style="list-style-type: none"> 1. Concerns of tap and power to wash vehicles 2. Contractors parking in the rear yard 3. Training Action Items: <ol style="list-style-type: none"> 1. Endorsed – to be assessed in 6 months subject to inspection

Agenda No.	Proposal No.	ITEM
		tomorrow (3 May) – any issues to be referred to RADAP.
	3.6	<p>Use of Water – Greg Pearson</p> <p>Action Items:</p> <ol style="list-style-type: none"> 1. This is referred to RADAP for further discussion.
	3.7	<p>Fire Station Infrastructure Overview 2011 – 2012 – Greg Pearson</p> <p>Current projects:</p> <ol style="list-style-type: none"> 1. Switchboard replacement at Eastern Hill 2. Replacing a generator 3. West Melbourne – kitchen upgrade endorsed at RADAP 4. Schedule bedroom upgrade at West Melbourne 5. Ascot Vale – going out to tender <p>Future projects</p> <ol style="list-style-type: none"> 1. Fairfield – acquisition of new land – referred to RADAP 2. Hawthorn – half life fit out to go to RADAP 3. 22 – finalise concept drawings with end users <p>Action Items: (consultation to occur via RADAP with recommendations to CC)</p> <ol style="list-style-type: none"> 1. Fairfield – acquisition of new land – referred to RADAP 2. Hawthorn, Box Hill & Ringwood Stations – referred to RADAP 4. Glen Iris – new Fire Station, about to go to planning 5. Keilor – another sign off stage that is tabled for next RADAP 3. Tullamarine – final stage 4. Greg Pearson to attend CC meeting to update the committee on Fire Station Infrastructure Overview 2011 – 2012 and obtain endorsement to refer pending projects to RADAP. MFB accepts this approach on the basis that it doesn't prejudice its position regarding regional infrastructure working groups. 5. New proposals to build a new station, refurbish a station, concept discussed at CC and then referred to RADAP. Once complete it returns to CC for completion. 6. All green items from spreadsheet (handed out by Greg Pearson at the meeting) to progress via RADAP with recommendations back to CC. 7. UFU agree to above processes in good faith (however UFU reserves its right to raise concerns in relation to past consultation processes).
	3.8	<p>Operations Procedure Leave ER 003 – Shane Rhodes</p> <p>Action Items:</p> <ol style="list-style-type: none"> 1. Change CFO to CO and DCFO to DCO 2. Letter to be sent to the UFU confirming amendment to the document (4 to 8 days) 3. Amended document to be tabled at the next meeting of this Committee

Agenda No.	Proposal No.	ITEM
	3.9	Day Workers returning to Operations for Skills Maintenance or Permanently Action Item: 1. Parties to consider and discuss further at the next meeting of this Committee
	3.10	Addition to Communication SOP 7.4 Action Item: 1. Change CFO to CO and DCFO to DCO 2. Regional Operations Director to be amended to Regional Director Operations 3. MFB to send to the UFU Communication SOP 7.4 4. Agreed
	3.11	Windows 7 & Office SOE Project Action Item: 1. Endorsed to be referred to Training Sub-Committee to design the training model for Operational staff with a report back to this Committee.
GENERAL BUSINESS		
4.0	4.1	Agenda Item 3.9 from April meeting to be progressed at the Training Sub-Committee UFU proposed amendment is "Discussion on multi agency exercises was discussed and parties agree that there should be better consultation for future exercises", MFB's proposed amendment is "we acknowledge that in future there should be better engagement on multi agency exercises". Both parties disagree with each amendment.
	4.2	Venue for future Consultative Committee meetings Future Consultative Committee meetings to be held at VECCI instead of Metropole as it would be more convenient for presenters. MFB to write to the UFU with this proposal including parking issue.
	4.3	Satellite office for Southern District UFU seeking RADAP endorsement on occupation date for the above. MFB agreed to this.

Next Meeting Details:			
Meeting Number: 06/2012	Date: 6 June 2012	Time: 13.00	Chair: MFB
Location: TBD			

Meeting closed at 5.30pm pm

ONGOING ACTION ITEMS				
Meeting	Item	Action	Action By	Date for Action

CLOSED ACTION ITEMS				
Meeting	Item	Action	Action By	Date for Action

DRAFT

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP13"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

**RADAP MEETING
MINUTES**

Meeting Details:	
Date: 13 th June 2012	Time: 0930
Location: Eastern Hill Level 1 Meeting Room	

Attendees:	Apologies:
Dave Hamilton Danny Ward Greg Pearson Paul Juhlin Mick Coombes (Chair) Brian Currie Phil Patterson Peter Thomas David Rogers Dinh Hoe Ta Hayley Giles (minutes)	Paul Riley Casey Lee

Minutes of Previous Meeting			
Minutes tabled	Yes	✓	No
Accepted	✓	Not accepted	Accepted with amendments
Nominated	David Hamilton	Seconded	Greg Pearson

Current Action Items			
No.	Item	Assigned to	Status
2	Write to UFU asking for names of members for Infrastructure Working Groups and to establish a time frame for setting up new meetings.	Greg Pearson	Ongoing
6	Dave Hamilton to seek clarification from OCC regarding status of design guide meetings. *8/5/12 – Casey Lee suggested that changes to the design brief are to go through RADAP as a concept. With HSR involvement – then sent to the Consultative Committee for review and possible endorsement. ACTION: Greg Pearson to table Design Guide issues/ items at the next Consultative Committee meeting.	Dave Hamilton	Open
7	Greg to report to next OCC meeting regarding items discussed at RADAP for the quarter.	Greg Pearson	Ongoing
11	Greg Pearson to table Design Guide issues/ items at the next Consultative Committee meeting.	Greg Pearson	Open
12	Mick Coombes and Paul Juhlin to supply Casey Lee with the current list of End User Reps and their proxies. Email Hayley Giles the list also, to be sent out with the RADAP minutes.	Mick Coombes / Paul Juhlin / Hayley Giles	
13	Frank Van Bakel to supply Hayley with the benefits of the	Frank Van	

	NGR project, to be tabled at the next meeting	Bakel	
14	Greg Pearson to provide response time data in comparison from North Warf site to South Warf site	Greg Pearson	
15	Greg Pearson to establish if Marine Infrastructure is being included in Ken Brown's Marine Reporting at Consultative Committee or should be included in the Infrastructure reports provided by Greg	Greg Pearson	Open
16	Contingency plan for when works are being carried out on the kitchen at FS51 is to be tabled at the next RADAP meeting. 13/06/12 – waiting on final plans to be developed until a works plan for the kitchen can be developed. A suggested solution has been discussed with the crews, however once a plan is completed it will be brought into RADAP for review.	Paul Juhlin	
17	Add FS13 to the next RADAP agenda.	Hayley Giles	

Agenda Items	
3.1	<p>NGR / RFI Testing – UFU noted the brief outline on NGR documentation that was supplied. Dinh Hoe Ta attended RADAP to provide clarity on the VTO (vehicle turn out) system in conjunction with the NGR system.</p> <p>VTO is a software application that will sit on the NGR terminal to extend software on the truck. It is an extension and apart of the NGR program. The VTO system could not have vehicle locations or a status button.</p> <p>Originally the MMR contract did not include transfers from the radio to CAD. –NGR will connect the radio to CAD and will receive confirmation that it has been successfully transferred.</p> <p>Information will be available to all trucks.</p> <p>David Hamilton will take this information to Casey Lee for further discussion.</p> <p>Testing of the NGR system has been going ahead and is all working, all features are up and running.</p> <p>ACTION: The Ops working group is to demonstrate a working example of the NGR project to UFU.</p> <p>RFI draft test plan – sent to UFU on the 13th of June – ACTION: UFU to respond and make comment within 7 - 14 days preferably – NGR seeking approval and any amendments to the plan.</p> <p>Noted: That pumper tanker 44 is the truck to be fitted out and used as a prototype for the NGR program. Concerns were risen that their will be no other fire trucks spare whilst pumper tanker 44 is being used by NGR – it was noted that the truck is currently at workshops and not in use. ACTION: NGR are to find out what's wrong with Car 113 (pumper tanker 444) and what the effects of operations will be while they are using it and provide the status of provisions for the truck, how it is being returned (what state it will be in)</p> <p>After testing has been completed, the truck is to be restored back to how it was and then returned. E.g. Cabling and brackets removed etc.</p> <p>UFU test representatives will be Rob Psaila and Mick Tisby - Endorsed by UFU.</p> <p>Brian Curry to add NGR to the Agenda of the Consultative Committee to give an update via Sofie Antonakis.</p> <p>Acceptance Testing – NGR seek endorsement to run through a series of tests which they are preparing at the moment, to eliminate any bugs in the system and to make sure it's all running okay. They will then go back to the board in September for funding.</p> <p>David Hamilton highlighted that the UFU still need to endorse the project.</p> <p>Discussion occurred about the NGR information video's being placed on the intranet site – they were posted to give a clearer picture as to exactly what the project is all about.</p> <p>It is recommended / suggested that the videos be withdrawn from the intranet site until</p>

	<p>endorsement of the project has been made. UFU will make comment of the acceptance testing at a later date. Test demo to progress.</p>
3.2	<p>CCTV at FOLD – Peter Thomas tabled FOLD proposal for use of CCTV at FOLD. It was noted that the document is an agreement between the MFB and UFU and not a policy in relation to CCTV at FOLD. Parties agreed that the matter is not being progressed through the policy clause of the EBA. The draft proposal of CCTV at FOLD is noted by UFU and accepted for the FOLD project to continue their work – to be reported back to RADAP.</p>
3.3	<p>Marine Relocation Proposal – Tabled the Vic Roads travel time data – based on normal rd limit times. Quotes for the relocation have been received, and Property Services are ready to commence works which are expected to take 2 – 3 weeks to complete, and enter into a lease agreement with Places Victoria. RADAP endorse the move from North Warf to South Warf, and agree with entering into a lease with Places Victoria. During the relocation and construction phase, Property Services will be working with the Marine group and Joff Spencer (end user rep at FS02). David Hamilton will bring any concerns from the UFU in regards to building issues to Greg Pearson. In regards to business arrangements and relationships between Places Victoria and the MFB, regular scheduled meetings between them will be occurring. The date flagged for the move in date is prior to the next RADAP meeting. David Hamilton advised that an inspection of the new site will be required before the move in date that is the 30th of June 2012 – RADAP endorse this date for move in, subject to a successful inspection and sign off by End User's, the UFU and all parties.</p>
3.4	<p>FS13 – New Build – Meeting occurred between FS13, UFU, and Property Services – minutes tabled. Over the next 2 weeks a document with all the information required for the crews will be sent out to the members and tabled at the next RADAP meeting. Mick Coombes to assist with the compilation of the document.</p>
3.5	<p>FS11 Extra Bedroom – Plan with sign off tabled. UFU endorse to move the bed, with no other alterations</p>
3.6	<p>FS01 Half Life fit out relocation plan – Renovations and appliance relocation plan tabled. Amendments to the document are required, as it is not detailed enough. Paul Juhlin to meet with Danny Ward/ UFU to come up with a solution to the issues addressed. Re: Watch room positions.</p>

General Business	
1	Danny Ward – would like to thank Property Services for the mess room works at FS10.
2	<p>Greg Pearson - 3 Project Officers have started this week with Property Services. - Maintenance budget will be decreased next financial year.</p>
3	<p>Mick Coombes</p> <ul style="list-style-type: none"> – Ron Young was advised at the last CC meeting to table breathing apparatus at the next RADAP meeting, however due only having 1 week between the meetings, did not have time to prepare. David Hamilton advised that a discussion had occurred at CC in relation to meeting dates, and to raise this issue with Shaun Hogan. – Attended a briefing meeting regarding a numbering system for CC and RADAP – Sofie Antonakis is numbering all the items to track them better in the future.

New Action Items			
No.	Item	Assigned to	Status
18	The NGR Ops working group is to demonstrate a working example of the NGR project to UFU.	Brian Currie / Frank Van Bakel	Open
19	NGR are to find out what's wrong with Car 113 and what the effects of operations will be while they are using it and provide the status of provisions for the truck, how it is being returned (what state it will be in)	Brian Currie / Frank Van Bakel	Open

5. Next Meeting Details:	
Date: 11 th July 2012	Time: 9:30am
Location: Level 1 Meeting Room HQ	

Meeting Closed: 12:00pm

DRAFT

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP14"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

**RADAP MEETING
MINUTES**

Meeting Details:	
Date: 8 th August 2012	Time: 10:00
Location: Eastern Hill Level 1 Meeting Room	

Attendees: Paul Riley Dave Hamilton Danny Ward Greg Pearson Baden Hall George Arnold Brian Currie Frank Van Bakel Phil Patterson Hayley Giles (minutes)	Apologies: Casey Lee Mick Coombes
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Minutes of Previous Meeting: 13 th June 2012 & NGR Meeting – 18 th July 2012			
Minutes tabled	Yes ✓	No	
Accepted ✓	Not accepted	Accepted with amendments ✓	
Nominated David Hamilton	Seconded Greg Pearson		

Current Action Items			
No.	Item	Assigned to	Status
2	Write to UFU asking for names of members for Infrastructure Working Groups and to establish a time frame for setting up new meetings.	Greg Pearson	Ongoing
6	Dave Hamilton to seek clarification from OCC regarding status of design guide meetings. *8/5/12 – Casey Lee suggested that changes to the design brief are to go through RADAP as a concept. With HSR involvement – then sent to the Consultative Committee for review and possible endorsement. ACTION: Greg Pearson to table Design Guide issues/ items at the next Consultative Committee meeting.	Dave Hamilton	Open
7	Greg to report to next OCC meeting regarding items discussed at RADAP for the quarter.	Greg Pearson	Ongoing
11	Greg Pearson to table Design Guide issues/ items at the next Consultative Committee meeting.	Greg Pearson	Open
15	Greg Pearson to establish if Marine Infrastructure is being included in Ken Brown's Marine Reporting at Consultative Committee or should be included in the Infrastructure reports provided by Greg	Greg Pearson	Open

18	The NGR Ops working group is to demonstrate a working example of the NGR project to UFU.	Brian Currie / Frank Van Bakel	
19	NGR are to find out what's wrong with Car 113 and what the effects of operations will be while they are using it and provide the status of provisions for the truck, how it is being returned (what state it will be in)	Brian Currie / Frank Van Bakel	

Agenda Items	
3.1	<p>FS14, Bundoora – Half Life Refit, Stages 2 – 5 - Documentation and plans tabled. Construction of stage 1 has commenced this week. Seeking RADAP approval to consult and seek sign off of plans with crews for stages 2 to 5. UFU approve to continue with this process and endorse the consultation phase for end user sign off. Request to report back on sign off to RADAP.</p>
3.2	<p>FS14, Bundoora – Bench Tops – Crews requested to have stone bench tops installed in the kitchen instead of the design guide approved stainless steal bench tops. Emailing requesting stone bench tops, and plans tabled. There is currently a trail of the stone bench tops being carried out at FS52 – it was discussed that this is a 12 month trial which started in March 2011 and will conclude March 2012. UFU approve to include FS14 in the trial of the stone bench tops. RADAP Recommendation referred to September Consultation Committee</p>
3.3	<p>FS02, West Melbourne – Extraction Hood over BBQ – Currently in the process to fit out the old flat in Stn02 as a kitchen, and a covered walkway is being installed to keep crews from the weather elements, this will result in an enclosed area around. An issue was raised by the Fire Fighters that smoke from the BBQ while cooking may fill the area with smoke, causing OH&S problems. A discussion occurred, and an interim solution was put forward instead of the exhaust hood, that a mechanical extraction device, like a fan installed into the roof would be a better option. Revised plans are to be developed and signed off from the station.</p>
3.4	<p>FS35, Windsor – Installation of Fan Forced oven in SO's Mess – Plan tabled. Crew at FS35 have requested that a fan forced oven be installed in the SO's mess room. UFU agree to a 12 month trail of a fan forced oven to be installed in the SO's Mess room once sign off has been received. Noted: Possible amendment to the Fire Station Design Guide</p>
3.5	<p>FS01, Eastern Hill – Appliance Relocation – Report was tabled on the temporary relocation of 3 specialist appliances, and crews at FS01 to facilitate the half life refit at Eastern Hill. It is proposed that the Ultra large with 3 personnel be relocated to FS03, the Control Unit with 2 personnel relocate to FS35, and the ladder platform with 2 personnel relocate to FS30. All appliances and crew will be returned to Eastern Hill once the refit is completed. The works at Eastern Hill are expected to take 12 months, however, a fast track option using a double shift of contractors is being investigated, which will then cut the timeframe down to 6 months. A surveyor may be contacted to come in and look at the costing of both options.</p> <p>FS13 crews have expressed concerns with the relocation, as they do not know where 3 extra people will fit – as there is no room for more lockers or bedding. The room upstairs could be an option for bedrooms, but lockers would need to go in the bedrooms. A concept plan needs to be designed and communicated to FS03, FS35, and FS30 on how the relocation will work, what is involved, and how this will affect the stations. This needs to be signed off by all stations and crews.</p> <p>UFU is supportive of the build at Eastern Hill and the members being looked after. This is an inconvenience for the stations involved and will arrange entitlements for relocated personnel.</p> <p>Looking at January 2013 commencement date, Baden will report back to the next RADAP</p>

	<p>meeting with the plans and information for each Station involved.</p> <p>UFU note the concept and will be supportive of the concept once the information is available and crews are informed and happy with it. All plans need to be communicated that it is a potential 6 to 12 month build time. NOTED: The remaining 10 personnel at Eastern Hill need to be changed to 11 personnel.</p> <p>UFU are happy for them to proceed with the relocation plan once sign off is received by FS03, FS35, and FS30. FS01 Plans – UFU request sign off sheet and plans. Agreed. To be sent to the Consultative Committee for endorsement.</p> <p>UFU to recommend an End User Representative from Station 3 and 35.</p>
3.6	<p>FS13, New Build – Report tabled.</p> <p>There is some consensus from UFU members; they agree that the station should be moved South East, but still resistant to the selected site. MFB have no intent on purchasing a site without end user / UFU sign off. If the crews do not agree to the site selected, a new business case will need to be submitted as the funds previously approved for FS13 new build will no longer be feasible for a different site. UFU will respond at the next RADAP meeting whether or not they agree on the selected site for FS13. It was discussed that a commitment date of the October RADAP meeting, the 10th of October, will be the final decision on the site going ahead from both parties. If the site could be kept in the Northern District it may help with the final decision.</p>
3.7	<p>NGR – Alan Kent has been nominated by the UFU to be the representative for NGR, acceptance testing. He will be given a full run down of the project and documentation.</p> <p>RFI update – Document tabled. The car 113 is no longer able to be used in the RFI testing due to the workshop bans currently in place. Fleet has suggested that NGR would be able to use the new pumpers that are being delivered for the RFI testing. The RFI test plan will already be installed on the truck, and Motorola technicians will then install the NGR equipment. UFU are happy for NGR to use the new pumper subject to them only doing the agreed tests and subject to the bans. It is expected that the testing will start next month – as Mick Tisbury is on leave in September, UFU have nominated Chris Cleary to act as proxy.</p>

General Business	
1	<p>Greg Pearson – Recommendations from RADAP to the Consultative Committed. Would like to formalise a report to ensure that items from RADAP go onto the agenda for the next CC meeting. A report from Hayley to be developed that captures any RADAP recommendations to then be forwarded to Sofie for inclusion on the CC agenda.</p>

New Action Items			
No.	Item	Assigned to	Status
20	A report from Hayley to be developed that captures any RADAP recommendations to then be forwarded to Sofie for inclusion on the CC agenda.	Hayley Giles	Open

19			
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5. Next Meeting Details:	
Date: 12 th of September 2012	Time: 9:30am
Location: Level 1 Meeting Room HQ	

Meeting Closed: 12:20pm

DRAFT

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP15"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

**RADAP MEETING
MINUTES**

Meeting Details:	
Date: 10 th October 2012	Time: 09:30am
Location: Eastern Hill Level 1 Meeting Room	

Attendees:	Apologies:
Paul Riley Dave Hamilton Danny Ward Greg Pearson Mick Coombes Phil Patterson Darren McQuade John Churchill Shruchi Bhargava Hayley Giles (minutes)	

Minutes of Previous Meeting: 12 September 2012			
Minutes tabled	Yes	✓	No
Accepted	✓	Not accepted	Accepted with amendments
Nominated	David Hamilton	Seconded	Greg Pearson

Current Action Items			
No.	Item	Assigned to	Status
2	Write to UFU asking for names of members for Infrastructure Working Groups and to establish a time frame for setting up new meetings.	Mick Coombes/ Phil Patterson/ Greg Pearson	50%
7	Greg to report to next OCC meeting regarding items discussed at RADAP for the quarter.	Greg Pearson	Ongoing
11	Greg Pearson to table Design Guide issues/ items at the next Consultative Committee meeting.	Greg Pearson	Open

Agenda Items	
3.1	NGR – NGR did not attend RADAP meeting. UFU expects results of the acceptance testing to be tabled at RADAP.
3.2	Water Tanker Replacement Strategy – The request from last RADAP meeting for a written documentation that states that the change will not affect fire fighters or crewing, has been sent to the UFU. If any UFU have any issues they will respond, otherwise happy for it to go ahead.
3.3	<p>FS51, Keilor Fire Station – A site meeting between FS51 crews was held with UFU, OH&S, John O'Brian, and Phil Patterson regarding amendments to plans of the showers and toilets upgrade works. The original plans were to put the toilets in the shared showers. A decision was made that crews did not want this due to health and safety reasons – and an alternative option was agreed to have the showers separate from the toilets. Plans were amended causing no extra costs to separate the toilets from the showers and still provide privacy changing capacity.</p> <p>It was discussed at RADAP that the amended plan proposal could most likely be accommodated – however the rest of the upgrades to FS51 has pressure on having sufficient funding to complete the remaining stages of the project.</p> <p>David Hamilton suggested that due to possible lack of funds for the project, the emergency shower located in the transition room which was not part of the original scope of the project can be postponed, using that spare money for the completion of the project, and then at a later date when funding permits, add the PPE shower.</p> <p>John Churchill will speak to all shifts regarding the option to leave out the shower in the transition room for the moment in order to use that money to fund the rest of the upgrade.</p> <p>ACTION: Phil Patterson to organise a site meeting within the next 7 days, B Shift Day to discuss the amendments and funding options.</p> <p>ACTION: Greg Pearson to follow up with John O'Brien regarding the results of the acoustic test results from FS51 bedrooms that occurred.</p>
3.4	<p>Dishwasher Model – The Current dishwasher in the brief does not accommodate the requirements of a Fire Station. A report was carried out (tabled) and 4 suitable washers have been investigated. FS14 and FS16 need commitment into which one is installed.</p> <p>The Bosch and the Miele brands were agreed upon to be used, 1 going to FS14, and the other to FS16 as a trail.</p> <p>UFU agree to the trail of the dishwashers, in reference to if anything else comes up it is to be discussed at RADAP. A report is to be developed on the 2 dishwashers.</p> <p>No current dishwashers at stations will be replaced until lifecycle has expired.</p> <p>ACTION: Natalina Patti to investigate the capacity requirements of dishwashers at certain stations.</p> <p>NOTED: The savings of moving to a Domestic dishwasher will remain within the project, the total investment expenditure of the projects will remain the same.</p>
3.5	<p>Transporter 47 and Pumper 39 B – Paper tabled at October CC meeting and was referred to RADAP. Paper tabled.</p> <p>It was highlighted at David Hamilton will take the proposal to the membership for discussion. Rostering are meeting this afternoon, and will need to have a discussion on the proposal. To be reported back at the next RADAP meeting. UFU to respond.</p>
3.6	<p>FS13, New Site - Response from UFU & membership on the relocation of FS13. Greg Pearson advised that the proposed land is still potentially available – with owners open to MFB acquiring the land.</p> <p>Rob Psaila proposed the option of a group of unused and closed down shops that are located on Victoria street and Mitchell Street, with a land size or approx. 1700sq. With lane access at the back and 1.2km away from the original proposed land.</p> <p>Greg Pearson advised that they would look into the land to see whether or not it is on the market for sale – if it not on the market, it cannot be an option to pursue as compulsory acquisition is a lengthy process and funding for land purchase for FS13 cannot be carried over into the 2013/2014 financial year.</p>

	<p>The location of the land will then need to be investigated re: size access and response time data etc. ACTION: Greg Pearson to investigate the potential of the site at Victoria Street and Mitchell Street, and identify whether it is for sale and suitable for MFB criteria.</p>
3.7	<p>Green Fire Energy Challenge - Update. 14 of the 16 shifts so far have been given the presentation which covers the basics of the energy challenge. Presentation tabled. Feedback from crews has been positive, and the challenge started the 9th of October 0800hrs. UFU requests the data information, which is to be ongoing for the life of the challenge. To be tabled at RADAP each month. Prize discussion occurred – half to the MFB Charity and half the UFU welfare charity – it was also suggested the money be donated to the winner's choice. Upon hearing a report from the chair -The President of the UFU will speak to the UFU secretary in regards to the proposal from the MFB management on the distribution of prize money for the energy challenge. The challenge can continue until UFU responds to chair in the future.</p>

General Business	
1	Danny Ward – Power outage at Eastern Hill on Saturday 13 th October, concerns with the switchboard, was discussed that it may be diverted to a mobile while power was off.

New Action Items			
No.	Item	Assigned to	Status
21	Phil Patterson to organise a site meeting with FS51 regarding amendments to shower & toilet plans within the next 7 days, B Shift Day to discuss the amendments and funding options	Phil Patterson	Open
22	Greg Pearson to investigate the potential of the site at Victoria Street and Mitchell Street, and identify whether it is for sale and also if it compliant re size and access including the alignment with the emergency response criteria.	Greg Pearson	Open
23	Green Fire Energy Challenge date information to be tabled at RADAP monthly for the life of the challenge	Caroline Van Oosterom / Shruchi Bhargava	Open

5. Next Meeting Details:	
Date: 14 November 2012	Time: 9:30am
Location: Level 1 Meeting Room HQ	

Meeting Closed: 11:40am

IN THE FAIR WORK COMMISSION

Matter No: AG2014/5121

Applicant: **METROPOLITAN FIRE AND EMERGENCY SERVICES BOARD**

**Section 225 Application for termination of enterprise agreements after their nominal
expiry date.**

ATTACHMENT "RP16"

This is the attachment as referred to in the Witness Statement of Robert Psaila.

RADAP MEETING MINUTES

Meeting Details:	
Date: 14 th November 2012	Time: 10:00am
Location: Eastern Hill Level 1 Meeting Room	

Attendees:	Apologies:
Paul Riley Dave Hamilton Danny Ward Greg Pearson Mick Coombes Phil Patterson Graeme Gant Mick Tisbury Shruchi Bhargava Caroline Van Oosterom Hayley Giles (minutes)	

Minutes of Previous Meeting: 10 th October 2012		
Minutes tabled	Yes ✓	No
Accepted	Not accepted	Accepted with amendments ✓
Nominated David Hamilton	Seconded Greg Pearson	

Current Action Items			
No.	Item	Assigned to	Status
2	Write to UFU asking for names of End User Reps and Proxies. NW region is a priority for stations that have current active projects	Mick Coombes/ Phil Patterson/ Greg Pearson	50%
7	Greg to report to next OCC meeting regarding items discussed at RADAP for the quarter.	Greg Pearson	Ongoing
11	Greg Pearson to table Design Guide issues/ items at the next Consultative Committee meeting. 14/11 – Natalina from Property is capturing: <ul style="list-style-type: none"> • all issues into a register • developing a change process for the guidelines • Redeveloping the document to be more user-friendly. UFU highlights that the inclusion of toilets into the Station Officers Bedroom en suite modules should be considered back in the Fire Station Design Guidelines	Greg Pearson	Open
21	Phil Patterson to organise a site meeting with FS51 regarding	Phil Patterson	Closed

	amendments to shower & toilet plans within the next 7 days, B Shift Day to discuss the amendments and funding options 14/11 - Meeting occurred and issue resolved.		Closed
22	Greg Pearson to investigate the potential of the site at Victoria Street and Mitchell Street, and identify whether it is for sale and also if it compliant re size and access including the alignment with the emergency response criteria. 14/11 – site was investigated was too small, there was no rear-access to the site, and it is not on the market	Greg Pearson	
23	Green Fire Energy Challenge date information to be tabled at RADAP monthly for the life of the challenge	Caroline Van Oosterom / Shruchi Bhargava	Ongoing

DRAFT

Agenda Items	
3.1	<p>FOLD – Executive summary tabled. FOLD request that RADAP recommend for endorsement the design and development drawings to the Consultative Committee.</p> <p>UFU highlights the development in water treatment. It was discussed that the water treatment plant is being upgraded to use potable water for training. This was investigated as being the highest standard of water under the national water guidelines. This will include regular testing of the water, with any issues being setting off an alarm, as well as manual testing.</p> <p>Noted – this should be the recommended standard.</p> <p>A CFBT (compartment fire behaviour training) structure is being included. A business case for the implementation of the CFBT training is to be developed and approved by ELT.</p> <p>UFU have concerns with the usage of the facility. It was stated that the FOLD facility is built to meet MFB training requirements.</p> <p>The Facility will be available to other agencies outside of the MFB demand but must be MFB operated and compliant with operational procedures within the facility. An operational procedure, code of practice / induction package needs to be developed.</p> <p>RADAP recommends that these procedures be developed prior to the operation of the facility.</p> <p>RADAP recommends to CC for discussion and endorsement.</p>
3.2	<p>Works at FS13 & Rostering arrangements – Hand over completion report tabled.</p> <p>Funds from the maintenance budget will be used to complete the additional amendments requested by the shifts:</p> <ul style="list-style-type: none"> • <i>External security shutters on new lounge window and new bedroom window on west side. Quotes are being submitted for these works and will be followed up as soon as we have reviewed quotes.</i> • <i>Door closer for rear exit door. To be installed and will follow up on rectification</i> • <i>Shower leak upstairs. Plumber has investigated and will follow up on rectification.</i> • <i>Tidy up computer and TV cabling. ICS will be delivering a cabinet to fit all equipment in and will also tidy up cabling in the process. This will be completed over the next one to two weeks depending on staff availability.</i> • <i>Screening from back door from neighbours. This will be captured when new fence is installed which is currently being investigated and planned with council. An interim measure of installed black shade cloth will be investigated with the Technical Property Manager under the maintenance budget.</i> <p>UFU sign off on completion report with the knowledge that the above issues will be rectified.</p> <p>In reference to crewing, rosters are able to man FS13 station with 4 members prior to December once the issues above have been rectified.</p> <p>UFU highlights the members' issues with parking – MFB to report back with options.</p>
3.3	<p>Green Fire Energy Challenge update – Report and data tabled. Stations involved are making a fairly good decrease in energy usage. Highest decrease so far has been 20%.</p> <p>Consultation with the stations has been occurring, including data.</p> <p>Noted: The report needs to be amended to state that the prize money will be split 50/50 between the MFB and UFU charities. Caroline to send the updated report to Hayley for the UFU.</p> <p>Green ideas challenge – Dave Hamilton to speak to Casey Lee and respond.</p>
3.4	<p>NGR – Project has been closed.</p>

General Business	
1	Appliance relocation to South East Metro Region during refurbishment works at FS01 – Tabled document for review. Mick Coombes to send a copy to Casey Lee / UFU To be placed on the agenda for next RADAP meeting to discuss. A whole of project communications plans needs to be developed – Mick Coombes to action. The relocation allowance rules that are being used in Western District will be used.
2	FS44 – Upgrade, schematic design sign off – Plans & sign off form tabled. Dave Hamilton requests that the End User reps compile emailed shift acceptance to be submitted with the project sign off at RADAP. Concept Plans signed off by UFU and accepted by RADAP.
3	FS42 - Upgrade, schematic design sign off – Stage 3, Plans & sign off form tabled. Dave Hamilton requests that the End User reps compile emailed shift acceptance to be submitted with the project sign off at RADAP. Copy to be sent to UFU. Concept Plans signed off by UFU, and accepted by RADAP
4	Greg Pearson - FS46 – Minutes from the October Consultative Committee meeting did not reflect an endorsement from CC. Meeting occurred at FS 46 and it was discussed. UFU will endorse project progressing to create detailed drawings upon end user agreement of minor internal layouts in line with VCAT direction. An out of session RADAP meeting is to confirm issues have been resolved upon agreement.
5	Mick Coombes – FS22 – consultation process has started.
6	RADAP meeting start time to be 10 am going forward

New Action Items			
No.	Item	Assigned to	Status
22	Whole of project Communications plan to be developed for appliance relocation to SE region during refurbishment works at FS01	Mick Coombes	Open
23	Approval email for schematic designs, driven by the End User Reps from each shift at FS44 and FS42 to be arranged and sent to UFU.	Phil Patterson	Open

5. Next Meeting Details:	
Date: 14 November 2012	Time: 9:30am
Location: Level 1 Meeting Room HQ	

Meeting Closed: 12:00pm

From: Trevor Owen
Sent: Monday, 14 October 2013 7:54 AM
To: ops.d08; d08-ops-ref-team
Subject: READ: District 8 - SDS Results (October 2013)

Good Morning,

Detailed below are the most current SDS results.

Brigade	Primary Incidents		Customer SDS		
	Total No.	SDS No.	Compliant	Non compliant	Pass Rate
08: BALNARRING RFB - 8001	29	13	11	2	84.62%
08: BASS RFB - 8028	9	7	5	2	71.43%
08: BAXTER RFB - 8036	64	25	19	6	76%
08: BAYLES RFB - 8044	12	10	7	3	70%
08: BEACONSFIELD RFB - 8052	37	25	23	2	92%
08: BEACONSFIELD UPPER RFB - 8060	33	15	13	2	86.67%
08: BERWICK UFB - 8079	305	198	178	20	89.9%
08: BITTERN RFB - 8087	26	17	17	0	100%
08: BONEO RFB - 8095	12	11	10	1	90.91%
08: BUNYIP UFB - 8109	38	27	22	5	81.48%
08: CARRUM DOWNS UFB - 8711	177	116	113	3	97.41%
08: CLYDE RFB - 8117	30	17	17	0	100%
08: COCKATOO RFB - 8125	67	33	30	3	90.91%
08: CORINELLA RFB - 8648	18	10	7	3	70%
08: CRANBOURNE UFB - 8133	538	355	333	22	93.8%
08: CRIB POINT RFB - 8168	33	24	24	0	100%
08: DALYSTON RFB - 8486	19	15	15	0	100%
08: DANDENONG UFB - 8737	1101	749	676	73	90.25%
08: DEVON MEADOWS RFB - 8176	37	19	18	1	94.74%
08: DROMANA UFB - 8184	118	52	37	15	71.15%
08: EDITHVALE UFB - 8761	146	74	64	10	86.49%
08: FLINDERS RFB - 8192	22	9	7	2	77.78%
08: FRANKSTON UFB - 8788	756	508	475	33	93.5%
08: GEMBROOK RFB - 8222	35	18	15	3	83.33%
08: GLEN ALVIE RFB - 8230	3	3	3	0	100%
08: HALLAM F/B - 8240	767	527	483	44	91.65%
08: HAMPTON PARK UFB - 8818	172	118	92	26	77.97%
08: HASTINGS UFB - 8249	125	85	77	8	90.59%
08: HEATH HILL - YANNATHAN RFB- 8265	10	5	4	1	80%
08: KERNOT RFB - 8656	34	24	21	3	87.5%
08: KEYSBOROUGH UFB - 8270	30	27	25	2	92.59%
08: KILCUNDA RFB - 8273	7	3	3	0	100%
08: KOO WEE RUP UFB - 8281	32	21	18	3	85.71%
08: LANG LANG RFB - 8303	43	22	21	1	95.45%

08: LANGWARRIN UFB - 8877	114	62	55	7	88.71%
08: MARYKNOLL & DISTRICT RFB - 8672	8	6	5	1	83.33%
08: MOOROODUC RFB - 8346	42	24	24	0	100%
08: MORNINGTON UFB - 8354	283	189	175	14	92.59%
08: MT ELIZA UFB - 8826	103	63	48	15	76.19%
08: MT MARTHA RFB - 8362	74	40	36	4	90%
08: NAR NAR GOON RFB - 8370	34	25	25	0	100%
08: NARRE WARREN UFB - 8869	118	73	67	6	91.78%
08: NARRE WARREN NORTH UFB - 8395	81	60	56	4	93.33%
08: NOBLE PARK UFB - 8834	62	30	28	2	93.33%
08: OFFICER RFB - 8419	63	34	27	7	79.41%
08: PAKENHAM UFB - 8427	345	204	125	79	61.27%
08: PAKENHAM UPPER RFB - 8443	22	9	8	1	88.89%
08: PATTERSON RIVER UFB - 8446	252	175	162	13	92.57%
08: PEARCEDALE RFB - 8451	36	20	20	0	100%
08: PHILLIP ISLAND UFB - 8479	91	49	20	29	40.82%
08: RED HILL RFB - 8494	28	16	15	1	93.75%
08: ROSEBUD UFB - 8508	228	132	123	9	93.18%
08: RYE UFB - 8680	103	66	55	11	83.33%
08: SAN REMO RFB - 8400	45	20	12	8	60%
08: SHOREHAM RFB - 8524	8	6	5	1	83.33%
08: SKYE UFB - 8526	86	49	38	11	77.55%
08: SOMERS RFB - 8532	14	10	10	0	100%
08: SOMERVILLE UFB - 8540	101	58	55	3	94.83%
08: SORRENTO UFB - 8567	57	32	23	9	71.88%
08: SPRINGVALE UFB - 8850	681	458	420	38	91.7%
08: TOOMUC RFB - 8575	12	8	8	0	100%
08: TOORADIN RFB - 8583	34	18	17	1	94.44%
08: TYABB RFB - 8605	45	30	27	3	90%
08: TYNONG RFB - 8613	19	12	12	0	100%
08: WARNEET - BLIND BIGHT RFB - 8664	7	3	3	0	100%
08: WONTHAGGI UFB - 8621	106	58	52	6	89.66%

Region	District	Primary Incidents			Customer SDS	
		Total No.	SDS No.	Compliant	Non Compliant	Pass Rate
BARWON-SOUTH WEST	04	254	104	70	34	67.31%
	05	810	527	465	62	88.24%
	06	450	226	179	47	79.2%
	07	2687	1859	1659	200	89.24%
	Total:		4201	2716	2373	343
GIPPSLAND	09	1063	602	496	106	82.39%
	10	1183	690	574	116	83.19%
	11	487	236	164	72	69.49%
	Total:		2733	1528	1234	294

					FSBSC Submission 1608	
EASTERN METROPOLITAN	13	3137	1820	1582	238	86.92%
Total:		3137	1820	1582	238	86.92%
NORTHERN & WESTERN METRO	14	5033	3105	2801	304	90.21%
Total:		5033	3105	2801	304	90.21%
GRAMPIANS	15	1724	1080	978	102	90.56%
	16	524	297	232	65	78.11%
	17	423	207	165	42	79.71%
Total:		2671	1584	1375	209	86.81%
LODDON MALLEE	02	1907	1139	975	164	85.6%
	18	904	509	455	54	89.39%
	20	699	354	319	35	90.11%
Total:		3510	2002	1749	253	87.36%
HUME	12	726	372	273	99	73.39%
	22	1405	879	779	100	88.62%
	23	665	365	308	57	84.38%
	24	932	557	473	84	84.92%
Total:		3728	2173	1833	340	84.35%
SOUTHERN METROPOLITAN	08	8206	5222	4640	582	88.85%
Total:		8206	5222	4640	582	88.85%
STATEWIDE						
Total:		33219	20150	17587	2563	87.28%

Trevor Owen Operations Manager



District 8 – Fire & Emergency Management

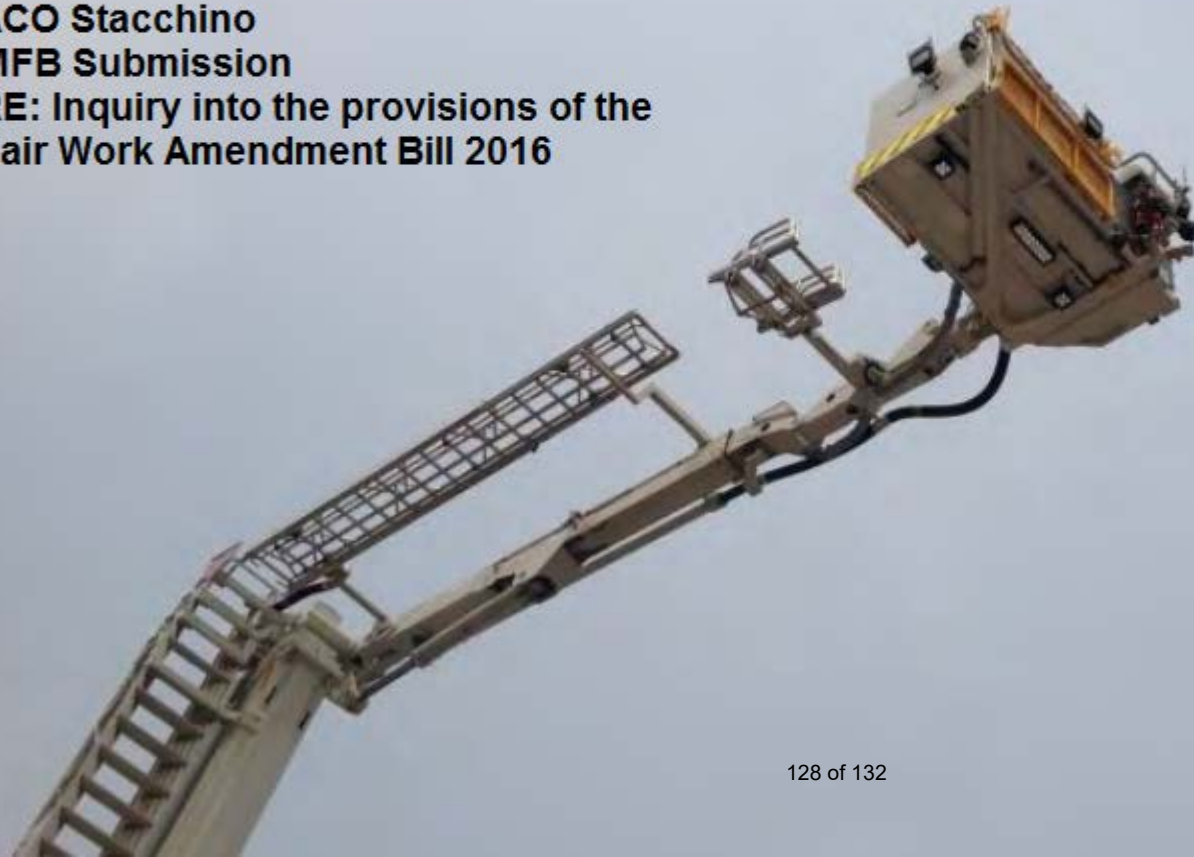
120-122 Princes Hwy Dandenong Vic 3175



"When the telescopic fly-booms were deployed, there was a two metre gap between the evacuation ladder on the cage and the ladder that was on the boom. While the MFB's Fleet Department had not been aware of this issue, the MFB did not, and does not, consider this issue to be a fault with the ladder platforms but rather part of the design of the appliance..."

Through further discussion with the Consultative Committee (UFU), it was agreed a full risk assessment would be carried out. That risk assessment identified the gap as creating a significant risk"

**ACO Stacchino
MFB Submission
RE: Inquiry into the provisions of the
Fair Work Amendment Bill 2016**





Protect The Protectors

Page Liked · 14 FSBSC Submission 1608

The two standards of trench rescue appliances in Victoria.

MFB trench rescue utilises a fully stocked pod with tools and equipment plus a seperate pod for timber. CFA trench rescue, in places such as Mildura and Warrnambool, utilises a trailer with a bit of wood, a saw and wheel barrow.

If Napthine and the liberals really cared about regional Victoria his government would give CFA the money required for a proper trench rescue capability.



Like Comment Share

Cam Mc and 145 others

38 shares

11 comments

View 5 more comments



Alex Vella Be careful what pics you post. The bean counters will replace the MFB's tricks with a trailer and call it a cost efficiency.

14 November 2014 at 17:13 · Like · 4



Terry Danns CFA corporate at work



RESCUE RESPONSE FAILURE

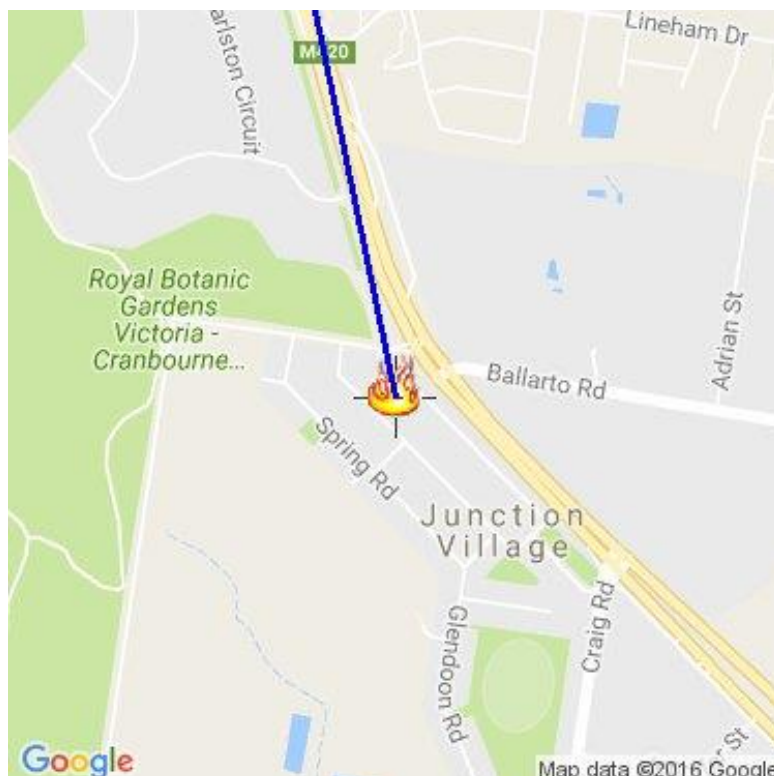
I was recently alerted to a serious failure of response by a CFA Career Firefighter. Curious I pursued this with my own tools and resources. Below is the unofficial CFA Pager message obtained from a website that monitors this traffic by means of an Off-Air-Decoder (Device similar to a CFA pager that can interpret the pager data and upload it to the internet in a matter of seconds). As a firefighter I can guarantee 100% this information is an exact replica of what would have displayed on the volunteer devices on the day of the incident and if subpoenaed I'm sure CFA records will reflect the same details.

The message below shows Cranbourne and Langwarrin Brigades were required to attend a Car Accident Poss. Person Trapped at 12:12.

Langwarrin Rescue unit has been specifically responded as denoted by the **LANWR** alphanumeric. This is due to the Rescue Unit having the tools and operators to perform an extrication with the view to free the trapped victim as soon as possible (general rule of thumb firefighters refer to the "Golden Hour" – to increase the chances of the victim's survival rate the patient should be extricated and in an Ambulance en-route to a Trauma Centre within 60mins of the call being received).

(CRAN) 12:12:36 2016-09-01 ALERT F160900219 CRAN6 RESCC1 * CAR ACCIDENT - POSS PERSON TRAPPED CNR SOUTH GIPPSLAND HWY/BALLARTO RD JUNCTION VILLAGE M 134 B10 (502784) CCRAN LANWR [CRAN]

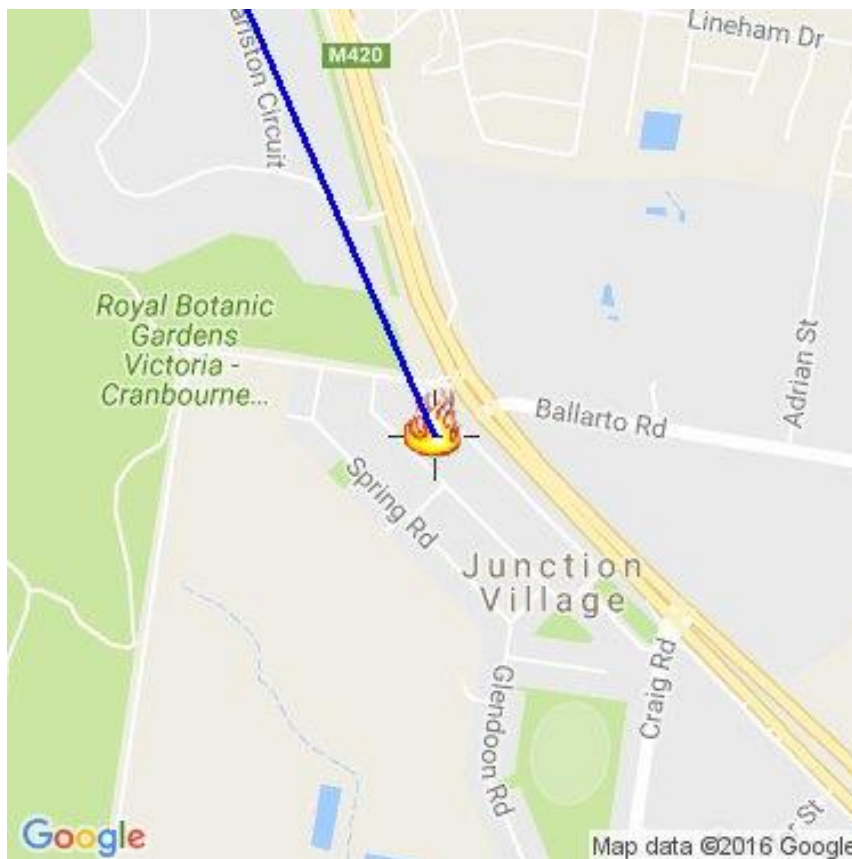
Incident type: Rescue (Turning out Code 1)
 Brigades paged: Cranbourne, Langwarrin
 GPS Co-ordinates: [-38.129831 145.290841](#)
 Distance from station: 2.97 km S



In this next pager message some 7 mins after the initial request for assistance, a call goes out to **Dandenong Rescue** to respond as Langwarrin Rescue has failed to respond. Volunteers have 4 mins to get their vehicles en-route to the incident. The committee would by now have seen figures and statistics but seeing it in context demonstrates how critical minutes and seconds can be in these sort of circumstances.

**(DAND) 12:19:36 2016-09-01 ALERT CRAN6 F160900219 RESCC1
RESCUE DANDR REQUIRED CNR SOUTH GIPPSLAND HWY/BALLARTO
RD JUNCTION VILLAGE M 134 B10 (502784) DANDR [DAND]**

Incident type: Rescue (Turning out Code 1)
 Brigades paged: Dandenong, Cranbourne, Langwarrin
 GPS Co-ordinates: [-38.129831 145.290841](#)
 Distance from station: 18.492 km SE



This delay then means the Dandenong Brigade (who are 3-4 times the distance from the incident scene than Langwarrin), are already on the back foot by 7 mins.

Dandenong then had to travel some 15-20mins to arrive at the scene safely (another hazard created by this delayed response allows traffic to build up significantly, to then navigate 14+ Tonne firetrucks, at speed, under emergency response conditions is dangerous and will hinder the response and subsequently the rescue). So with already a 7 min delay, increased distance and traffic flow Dandenong Rescue would have been on scene in approx. 30mins limiting them to approx. 30mins to extricate the victim safely within the "Golden Hour".

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The Age Newspaper September 1st 2016 - Chloe Booker

Woman trapped, four children taken to hospital after nasty crash near Cranbourne

Six people, including four young children, have been injured after a nasty multi-car crash in Melbourne's south-east.
A woman in her 20s was trapped in her car for over half an hour after the smash, which occurred on Ballarto Road, in Junction Village, around midday on Thursday.
Firefighters managed to free the woman after cutting off the roof of her crushed car.
The woman was flown to The Alfred in a serious but stable condition, according to an Ambulance Victoria spokeswoman.
The four children and a woman, believed to be in her 60s, were taken to Dandenong Hospital in a stable condition.
Country Fire Authority district 8 duty officer Cliff O'Connor said it was remarkable the injuries weren't more serious.
"Both cars are pretty badly damaged, so it was a close-call," he said.
"Firefighters did a brilliant job getting the woman out of a heavily crushed vehicle and it was lucky the kids weren't badly harmed."

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