



Pat Hyland

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To Consultation/DTF@DTF  
cc  
bcc  
Subject SUBMISSION - FIRE SERVICESBILL  
SELECT COMMITTEE.

Hi my name is Pat Hyland I am employed by CFA as a District Mechanical Officer, Officer In Charge CFA Workshop 2 Cooper St Warrnambool Vic 3280.

I have been employed in the maintenance section of CFA since 1985 and worked at various locations in Victoria during that time. The role I work in provides direct maintenance support to Operational Fire Fighters both Career and Volunteer including Maintenance support at Fires, floods and other significant Operational incidents.

Warrnambool workshop currently maintains approx. 280 fire fighting and emergency response vehicles throughout South West Victoria. Warrnambool workshop is one of 13 CFA workshops that collectively provide maintenance support to approx. 2300 fire fighting vehicles in Victoria.

A large part of the role I work in involves speaking and interacting with CFA personnel daily throughout Victoria it has been apparent for some time the current operating environment within CFA has been severely negatively impacted by many factors including struggle to control the direction of CFA by a number of individuals and organizations including Governments, Unions, Media, internal politics and excessive reviews, Government agencies Worksafe etc.,. My belief is the Chief Officer should have the firm ability to control the direction of the organization to achieve its core objective in maintaining Public Safety. Basically there are too many hands trying to gain control of the steering wheel!

I reluctantly support a change in organization direction by the creation of FRV and change to CFA on the basis of equally supporting career and Volunteer fire-fighters to perform their roles. The current set up has created significant division and animosity sometimes through lack of understanding on all sides. The divisive nature of EBA negotiations creates unfair pressure on many including Volunteer and Career fire-fighters and those associated with both. The effect of this presents in many ways including restrictive practices and processes affecting the ability to get things done with any efficiency and move forward, frustration, poor morale, decreased commitment and personnel confidence and the ability to be able to enjoy your work.

In the interest of minimising the ongoing issues in the future including EBA negotiation periods it would appear the best way to move forward is to separate structures in the proposed format. The best way to ensure current issues do not reappear in the future may be to also separate funds i.e. funds could still come from one source but be allocated separately?

With relation to support services I hope that those that ultimately make the decision about who goes where in the creation of the new structure are adequately informed about best options due to while this may be seen to be a background aspect of any changes it has the ability to be inefficient unless set up correctly.

Could one option be considered be the placement of Fleet Support within the framework of Emergency Management Victoria EMV to provide a neutral placement in the overarching area between

CFA and FRV. The benefit of that placement would see neither CFA or FRV appearing to control support and both organizations able to have issues addressed on a priority needs basis.

I am able to further expand on any information provided on contact information listed in email address.

Good luck with tasks ahead.

Regards, Pat



**Pat Hyland - DMO Officer In Charge**  
CFA Workshop – 2 Cooper Street, Warrnambool Vic 3280

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