

Matters that may impact upon volunteers arising from Draft EBA 17.2 – 17.4

The following is a list of matters arising from the proposed agreement iterations v16.3 through to v17.4 that may impact upon volunteers and the concerns we have in relation to these matters.

The issues identified in columns 1 – 8 have been based on v17.2 which was provided to VFBV by Court Order on the 15th June. Version 17.4 has only been provided electronically by the CFA on the 28th June, and thus the Impact grid has not been reassessed for the updated clauses. This will be done shortly.

There are 8 key areas of concern, which have been rated across the clauses that have the potential to impact upon volunteers. These are;

1	Has the capacity to undermine CFA's volunteer based model whereby volunteers and paid staff work in a fully integrated manner.
2	Has the capacity to undermine organisational support of volunteers (including training, equipping and supporting) and CFA's responsibility to encourage, maintain and strengthen the capacity of volunteers to delivery CFA's services.
3	Undermines CFA's and Governments legal obligation to consult with Volunteers as comprehended by the Volunteer Charter & the CFA Act that requires genuine consultation with volunteers on matters that affect them before decisions are made.
4	Has the capacity to undermine and affect volunteers welfare and efficiency.
5	Has the capacity to undermine the existing functionality of volunteer firefighting services
6	Has the capacity to discriminate against volunteers
7	Has the capacity to undermine CFA Operational and Resourcing decision making which would affect volunteers
8	Has the capacity to undermine the ability of volunteers to deliver CFA services and/or diminishes or restricts the role of volunteers.

Clause number per CFA/UFU EBA 2016 v 17.2	17.4 Clause	Impacts (17.2)	Roe	1	2	3	4	5	6	7	8
3 'Objectives'	3	1,2,3,4,5,6,7,8	8(10)								
6 'Application of agreement and parties bound'	6	1,2,3,4,5									
7 'Structure and Application'	7	1,2,4,5,6,7,8									

8 'Relationship to Previous Agreements'	8											
9 'Obligations'	9	1,2,3,5										
11 'Definitions'	11	1,4,5,6	8(1)									
12 'MCS'	12	2,4	6									
13 'Appointment of Contractors'	13	2,4,5,7										
14 'Community Support Facilitators'	14	2,4,5,7										
15 'BASO'	15	2,4,5,7										
16 'VSO'	16	2,4,5,7	8(13)									
17 'Community Education'	17	1,2,3,4,5,6,7,8										
18 'Industry brigades'	18	4,7										
19 'MOUs'	19	2,3,4,5,7,8										
21 'Consultation'	21	1,3,7										
25' Technological change'	25	1,3,7										
26 'Dispute Resolution'	26	1,3,7										
27 'Disputes regarding consultation'	N/A		8(14)									
32 'Climate'	31	1,3,7										
36 'Work organisation'	35	1,2,4,5,6,7,8	8(7)									

42 'Policies'	41	2,3,4										
44 'CFA systems and conditions'	43	1,4,5,6,7,8	8(8)									
45 'Necessary minimum staffing levels'	44	1,2,3,4,5,6,7,8	8(2)(8)									
46 'Greater Alarm Response System & Move-up System'	45	4,5,6,7,8										
49 'Secondment & Lateral Entry'	48	2,4,6,7										
50 'FF Registration Board'	49	1,3,7,8										
51 'Rostering'	50	2, 3, 4, 5, 7										
55 'Rehabilitation Units'	53	1,2,3,4,6,7,8										
62 'Disputes Panel'	58	1,2,3,4,5,7										
64 'Peer Support'	60	1,2,6,7,8	8(9)									
73 'Marine'	67	1,2,3,5,6,7,8										
75 'UAV'	69	1,2,3,7,8										
83 'Training & Professional Development'	77	1,2,3,4,5,7,8	8(4)									
90 'Uniforms, appliances and Equipment'	83	1,2,3,4,6,7										
95 'Infrastructure'	88	1,2,3,4,6,7										
135 'Conditions Applying to Recruit Firefighter to OM & Instructors and MCS (Application of Part)'	125	6,7										
146 'Day Manning'	134	2,3,4,5,7										

152 Response to long distance deployments'	140	1,5,6,7,8	8(12)									
153 'Fire Investigators'	141	1,2,6,7,8										
154 'Hazmat department'	142	1,2,6,7,8										
155 'Emergency Medical Response'	143	1,2,3,6,7,8										
156 'RAR'	144	1,2,3,5,6,7,8										
162 'Instructors'	149	1,2,3,4,5,6,7,8										
207 'Practical Area Drill Department Hours of Work'	182-189	2,4,5,7										
Schedule 1: Minimum Crewing Chart	Sch 1	1,2,3,5,7,8	8(11)?									
Schedule 5: Training Framework	Sch 5	1,2,3,7,6										
Schedule 11: Classification Descriptions	Sch 11	2,4										
Schedule 20: List of Station Wear, Uniform & PPC/E	Sch 20	1,2,4,6,7										
Schedule 22: Lockup Arrangements	Sch 21	1,2,6,7										
Schedule 23: CFA Breathing Apparatus Procedures	Sch 22	2,3,7										
Schedule 25: RECEO	Sch 23	2,3,7										
Schedule 26: CFA Systems of Work	Sch 24	2,3,7										
Schedule 27: Appliance Schedule	Sch 25	2,3,7										
Cost implications arising from the proposed agreement having regard to the existing budget		2,4,5,7,8										