

**FRV STAFFING PLAN**

Below is the five-year staffing plan for FRV detailing the additional new staffing positions, their locations and rationale for each.

**\*NOTE** all positions referenced in this document are new positions, additional to existing staffing and are not to be used to fill reductions of existing staffing numbers that occur due to attrition.

Below provides an annual breakdown of the positions by number and location as well as the rationale for the positions. All position numbers have been calculated using a relief ratio of 6 – 1.

**YEAR ONE (2022) - yellow**

1. **Division 3 Stations** to meet safe systems of work (seven on the fireground)
  - a. Portland – 1 appliance and 24 FF (inclusive of relief ratio of 6)
  - b. Wodonga – 1 appliance and 24 FF (inclusive of relief ratio of 6)
  - c. Melton Rescue - 6 FF (inclusive of relief ratio of 6)
2. **Division 2 Ultra Large Pumper** (2 appliances at 1 Eastern Hill 42 Newport) staffing on appliance to be increased by 1 FF – 12 FF (inclusive of relief ratio of 6)
  - a. Current crewing levels on the MFB's two Ultra-Large Pumpers stationed at Eastern Hill and Newport only have a minimum crew of 3 per truck.
  - b. To ensure safe crewing in the future these trucks will need to have an increase of one crew to bring them in line with other first response trucks with a crew of 4.
  - c. That means an additional 1 firefighter per truck = 2 times the staffing factor of ratio of 6 to 1 equals an additional 12 firefighters.
3. **Division 3 Heavy Rescue** (2 appliances at Geelong City and Dandenong – 3<sup>rd</sup> Heavy Rescue appliance at Melton already dealt with under safe systems) staffing on appliance to be increased by 1 FF – 12 FF (inclusive of relief ratio of 6)
  - a. There are currently 2 FFs on each Rescue, the claim is to increase the staffing on the Rescue Appliance by 1 Station Officer to support rescue operations and command and control arrangements at incidents. At the moment there is only 2 rescue operators and they are required to perform the role of rescue, leaving no personnel available to focus on decision-making. This additional resource will enable that incident control decision maker.
  - b. Division 3 Heavy Pumpers currently do Road Accident Rescue Support and have 4 on the appliance to enable required incident management to occur. Heavy Rescues attend incidents of the same nature where no professional support is provided and incident management resources are unknown in this context. Incident controllers on this appliance will also enable performance of the role of Liaison with Police, AV and SES and form part of the Emergency Management Team.
4. **Division 2 Marine** – 24 FF (inclusive of relief ratio of 6)
  - a. The Fire Boat requires a minimum crew of 4 firefighters to safely crew the vessel. Currently this is crossed crewed from Pumper 39B which is inefficient and results in delayed marine responses to emergencies.
  - b. To remove the cross crewing whilst maintaining Pumper 39B will require an additional 4 firefighters per shift.
  - c. 4 firefighters per shift = 4 times the staffing factor of ratio of 6 to 1 equals an additional 24 firefighters.
5. **Division 3 Heavy Hazmat** (4 appliances at Lara, Lucas, Shepparton and Hallam) staffing on appliance to be increased by 1 FF per appliance – 24 FF (inclusive of relief ratio of 6)

- a. There are currently 2 FFs on each Hazmat, the claim is to increase the staffing on the Hazmat Appliance by 1 Station Officer to support rescue operations and command and control arrangements at incidents. At the moment there is only 2 Hazmat operators per appliance and they are required to perform the Hazmat role, leaving no personnel available to focus on decision-making. This additional resource will enable that incident control decision maker.
  - b. Heavy Hazmats attend incidents where no professional support is provided and incident management resources are unknown in this context. Incident controllers on this appliance will also enable performance of the role of Liaison with Police, AV and SES and form part of the Emergency Management Team.
6. **Division 3 Specialist Response POD and Transporter** (2 Cab chassis transporters and PODs are already built for Dandenong Southern District and Geelong City Western District) - 24 FF
- a. These appliances have already been built but do not currently have staffing. The claim is for 2 FF to staff each truck. Even though the appliances are already built there is not sufficient resourcing currently to respond these new appliances.
  - b. Specialist Response includes response to High Angle, Trench and Confined Space rescue incidents. Staff at these stations and the UFU have continued to raise issues of significant service delivery gaps in rescue capability that exists now because there is no staffing for these appliances.
  - c. The infrastructure is already available for the staffing at the above proposed locations.
7. Division 2 and Division 3 Training – 50 FF
- a. Instructors from CFA for recruit courses and frequently for promotional programs and specialist programs are required to be released from their duties on station to undertake the instructor role due to inadequate instructor numbers. Inadequate instructor numbers has been an ongoing issue that the UFU has raised and has increased over time. A large proportion of the backfill for on shift firefighters performing the instructor role is provided on overtime. Additional resources in training would greatly reduce this expense, false economy and imbalance.
  - b. There were no additional FTE's provided to VEMTC training college for skills acquisition or to Burnley Training College for skills maintenance resulting in firefighters being taken from shift positions which in turn created vacancies on shift that required backfill from recall.
  - c. This creates an unsustainable model that is not a cost-effective or reliable way to deliver skills acquisition and maintenance programs. The continual overtime has a compounding effect on operating budgets. Increasing the staff FTE's will reduce the reliance on taking staff from shift thereby reducing overtime costs in operations.

#### **YEAR TWO (2023) - green**

1. Division 3 Stations to meet safe systems of work (seven on the fireground)
  - a. Wangaratta - 1 appliance and 24 FF (inclusive of relief ratio of 6)
2. Division 2 Rescue (5 appliances at 3 Carlton, 7 Thomastown, 44 Sunshine, 25 Oakleigh, 27 Nunawading) staffing on appliance to be increased by 1 FF – 30 FF (inclusive of relief ratio of 6)
  - a. Current crewing levels on the 5 MFB's rescues are 2 firefighters.

- b. To ensure that there are sufficient number of rescue specialists on scene at a heavy rescue incident, it is an expectation that the 5 rescue units can have a minimum staffing of 3 firefighters. The current heavy rescue fleet can accommodate the extra firefighter without any modifications.
    - c. 1 firefighter for each of the 5 rescue units equals 5FF. 5 firefighters times the staffing factor of ratio of 6 to 1 equals an additional 30 firefighters.
  3. Division 3 Breathing Apparatus Vans (3 appliances funded but not designed or built – Western District, Northern District, Eastern District) - 36 FF (inclusive of relief ratio of 6)
    - a. CFA has received funding to build 3 new Breathing Apparatus Vans and are currently consulting on specifications for the design and build.
    - b. CFA have 4 BA vans at staffed stations however there is no capacity to respond these vans to operational incidents as there is no staffing. As volunteers are frequently unable to respond these appliances when needed, firefighters are usually recalled on overtime to provide this required response.
    - c. The current Vans are 25-30 years old and require significant upgrades to service the new technology. For example, even with upgrades, it will take approximately 15 mins to fill 2 cylinders at an incident which is not sufficient for large incidents.
  4. Division 2 Hazmat (1 appliance at 38 South Melbourne) increased staffing by 1 FF – 6 FF (inclusive of relief ratio of 6)
    - a. Current crewing levels on the MFB's HAZMAT unit is 2.
    - b. Under an FRV State model there will be greater reliance on FRV to provide these services. Responding into CFA volunteer areas will require additional capacity as there will be a lower skills support base to draw upon in the country area of CFA.
    - c. Increasing the minimum crewing by one will provide a safer and improved service delivery model as this unit will have a much larger service delivery area which as stated will include at times responses into CFA areas.
    - d. This supports the Fire Service Reform recommendation that the State have one special operations department. FRV will provide this capability throughout the state of Victoria which includes large portions of the Country Area of CFA.
    - e. 1 firefighter times the staffing factor of ratio of 6 to 1 equals an additional 6 firefighters.

#### **YEAR THREE (2024) - blue**

1. Division 3 Stations to meet safe systems of work (seven on the fireground)
  - a. Rosebud – 1 appliance and 24 FF (inclusive of relief ratio of 6)
  - b. Sunbury - 1 appliance and 24 FF (inclusive of relief ratio of 6)
2. Division 2 BA Support Appliances (currently have 1 appliance at 38 South Melbourne), - 2 new appliances with 24 FF and increase existing appliance by 1 FF – 6 FF – total 30 FF
  - a. Currently 1 BA support with 1 firefighter. Increasing minimum crewing to 2 will improve service delivery to metro area. 1 firefighter times the staffing factor of ratio of 6 to 1 equals an additional 6 firefighters for the one BA support vehicle.
  - b. The additional 2 BA support vehicles strategically placed will better service the needs of FRV and CFA.
3. 2 New Locations in Division 3 – location to be determined – consisting of new fire station builds and appliances which will require staffing – 24 FF at each location (inclusive of relief

ratio of 6) \*note Armstrong Creek Station has already been funded but is not currently included in staffing charts

4. Division 3 Marine response (Geelong City Western District) - 2 Boats and 24 FF (inclusive of relief ratio of 6)
  - a. Geelong has a major port and boats are required to service the port and surrounding areas
  - b. There is currently no capacity to undertake Marine response (firefighting/rescue) in this area (Coastguard brigades do search and rescue only and have difficulty responding)
  - c. There is currently no marine unit servicing Geelong Port and channel. A Fire Boat requires a minimum crew of 4 firefighters to safely crew a vessel. A marine unit will require 4 firefighters per shift. 4 firefighters per shift = 4 times the staffing factor ratio of 6 to 1 equals an additional 24 firefighters.
  - d. There are currently significant risks in the Geelong area that are not adequately protected and would benefit greatly from the addition of Marine response. In particular this applies to the petrochemical industry, including but not limited to the major hazard facility of Viva Refinery Pier, Lascells bulk cargo wharf, Corio Quay General Freight Wharf, Geelong harbour boating precinct jetties and wharfs where a number of residents reside on boats, and the pending Defence Force upgrade to the Point Wilson major hazard facility and ammunitions hub wharf.
  - e. There are also significant numbers of passenger, vehicle and transport ferries at Queenscliff and Geelong Harbour that provide community services between Geelong and Melbourne that require protection.

#### **YEAR FOUR (2025) - pink**

1. 2 New Locations in Division 3 – location to be determined – consisting of new fire station builds and appliances – 24 FF at each location (inclusive of relief ratio of 6)
2. Division 2 and Division 3 Rehabilitation Units – 3 appliances and 30 FF (inclusive of relief ratio of 6)

#### **YEAR FIVE (2026) - purple**

1. 2 New Locations in Division 3 – location to be determined – consisting of new fire station builds and appliances – 24 FF at each location (inclusive of relief ratio of 6)

<b>POSITION ALLOCATION BY YEAR AND LOCATION</b>		
<b>YEAR</b>	<b>APPLIANCES/LOCATIONS</b>	<b>FF</b>
<b>2022</b>	Division 2 Ultra Large Pumper - Eastern Hill	6
	Division 2 Ultra Large Pumper – Newport	6
	Division 2 Marine	24
	Division 3 1 x Heavy pumper - Portland	24
	Division 3 1 x Heavy pumper - Wodonga	24
	Division 3 Heavy Rescue - Melton	6
	Division 3 Heavy Rescue - Geelong City	6
	Division 3 Heavy rescue - Dandenong	6
	Division 3 Heavy Hazmat - Corio	6
	Division 3 Heavy Hazmat - Lucas	6
	Division 3 Heavy Hazmat - Shepparton	6
	Division 3 Heavy Hazmat - Hallam	6
	Division 3 Specialist Response POD and Transporter Southern District (Dandenong)	12
	Division 3 Specialist Response POD and Transporter Western District (Geelong)	12
	<b>2023</b>	Division 2 Heavy Rescue - Carlton
Division 2 Heavy Rescue - Sunshine		6
Division 2 Heavy Rescue - Thomastown		6
Division 2 Heavy Rescue - Oakleigh		6
Division 2 Heavy Rescue - Nunawading		6

	Division 2 Heavy Hazmat – South Melbourne	6
	Division 3 1 x Heavy pumper - Wangaratta	24
	Division 3 Breathing Apparatus Vans Eastern District	12
	Division 3 Breathing Apparatus Vans Northern District	12
	Division 3 Breathing Apparatus Vans Western District	12
<b>2024</b>	Division 2 Breathing Apparatus Support – South Melbourne	6
	Division 2 Breathing Apparatus Support	12
	Division 2 Breathing Apparatus Support	12
	Division 3 1 x Heavy pumper - Rosebud	24
	Division 3 1 x Heavy pumper - Sunbury	24
	Division 3 Marine - Western District Geelong	24
	Division 3 New Location - TBD 1 x Heavy pumper	24
	Division 3 New Location - TBD 1 x Heavy pumper	24
<b>2025</b>	Division 2 Rehabilitation unit – Eastern Hill	6
	Division 3 Rehabilitation unit – Western 3 Lara	12
	Division 3 Rehabilitation unit Southern 1 Rowville	12
	Division 3 New Location - TBD 1 x Heavy pumper	24
	Division 3 New Location - TBD 1 x Heavy pumper	24
<b>2026</b>	Division 3 New Location - TBD 1 x Heavy pumper	24
	Division 3 New Location - TBD 1 x Heavy pumper	24

	<b>Total D2</b>	<b>108</b>
	<b>Total D3</b>	<b>414</b>
	<b>TOTAL</b>	<b>522</b>

## **FIRE INVESTIGATION**

FRV within 6 months of certification will develop a state-wide Fire Investigation Service delivery model. This role will only be performed by operational professional career firefighters.

- This model will ensure that: No fire investigator shall work alone
- Agency field support is provided
- Fire Investigation staff will be provided with agreed PPC and PPE
- FRV Investigation staff will be provided with an agreed vehicle and transportation to ensure that state-wide investigations services are appropriately supported.

FRV will provide a Fire Investigation Resources of an agreed minimum number of 14 staff (subject to the outcomes of the state-wide Fire Investigation Service delivery model) headed by Operational Staff to provide added safety and protection for firefighters and assist in firefighters being able to adequately undertake their roles. The fire investigation unit will be staffed by FRV accredited fire investigators, with ranks to be determined through consultation, who will perform these roles across the state in line with the agreed service delivery model.

FRV Fire Investigators will be required to maintain their skills through agreed internal secondments from FRV stations to fill roles in the fire investigation department.

If at the commencement of this Agreement the current bushfire Fire Investigations Co-ordinator is an employee covered by another agreement, such employee will be paid at minimum the wages and comparable conditions of a Division 3 Commander. Once the current incumbent vacates the position, the position will from that point be held by an FRV Commander.

### **Community and Cultural Engagement Officer – CCEO (FORMERLY Multicultural Liaison Officer – MLO)**

The Community and Cultural Liaison Officer – CCEO (formerly Multicultural Liaison Officer - MLO) role in FRV will need to diversify as it will be required to work within the boundaries of FRV across the entire state of Victoria. To properly reflect this diversification, the role title and description should be amended to the title of Community and Cultural Engagement Officer.

The role would be of more value to the community if it had a broader focus on service delivery to under-represented groups including: seniors, faith-and-interfaith, children, youth, women, aboriginal peoples, socioeconomically disadvantaged, CALD.

If the above amendments are made to the position, it should also be expanded and enhanced to assist with other programs that are tailored to the specific area or region. These officers could also assist with diversity and regional recruitment programs.

Any variations, additions or amendments to the role and its performance will be dealt with under the provisions of Clause 17 – Consultation.

<b>POSITION ALLOCATION BY YEAR AND LOCATION</b>		
<b>YEAR</b>	<b>POSITIONS</b>	<b>FF</b>
<b>2022</b>	Fire Investigation	8
	Community and Cultural Engagement Officer (CCEO)	1
	Western & Regional - Geelong	
	Community and Cultural Engagement Officer (CCEO)	1
	North West Regional District - Bendigo	
	Community and Cultural Engagement Officer (CCEO)	1
	Southern & Regional - Dandenong	
	Instructors - training	15
<b>2023</b>	Instructors - training	15
<b>2024</b>	Instructors - training	10
<b>2025</b>	Instructors - training	10
<b>TOTAL</b>		<b>61</b>