**SUMMARY DCC MEETING CANBERRA 12TH OCTOBER 2016**

Union attendees: Branch President and Snr and Jnr Vice Presidents and Branch Secretary.

ARFF attendees: Michelle Bennetts [for short time only in AM], Chief Fire Officer and Stephen Jenkins-Flint.

**Meeting commenced 1030hrs**

1. **Airstairs update**

CFO referred to the Monitor article – have signed contract with Rosenbauer for the first one – want vehicle on the ground to put through paces – anticipating this will be by late 2017/early 2018 with training packages in place as much as possible before the appliance arrives – planned into Melbourne but could change – Melbourne is preferred location because of proximity of station to Learning Academy – can put it through its paces at incidents and workshops – trialling with AWD to see if necessary- would like to see it at Cat 8 stations and above.

*With the Morita out of action so long at Sydney there was discussion about contingency arrangements with the Morita OS. CFO said has checked if there are contingency arrangements in place and there are [similar to Brisbane]*

IAV trial will be conducted over 6 months.

Morita issues – 2 engineers travelling from Japan to Sydney to conduct tests on Morita.

Stephen Miles will be conducting a review of all AEPs re local support and will also include review of WHS, IR, Training and workforce deployment.

The Union also raised the issue of working from heights at all locations. ARFF has an obligation under WHS legislation to provide safe systems of work for identified hazards. Union emphasised that these arrangements [LOA to provide airstairs/ladder platforms] should be made at all locations.

1. **Canberra dormitories**

Still waiting on necessary approvals and the matter has been escalated to the EGM – have application in for temporary dorms but Bennetts worried about approval for bigger project at Canberra station might stop approval for temporary accommodation. Branch President stressed the importance of get this matter addressed now and Bennetts said she will push ahead with temporary dorms – environmental approvals being held up due to contaminated soil issues at station.

1. **ARFFS Health and Safety Committee**

EGM said ARFF need to drastically improve our performance with WHS – her plan is to establish and WHS Working Group including UFU representative – Stephen Miles will be writing to Branch Secretary in next week or so with proposal.

WHS Coordinator Wes Garrett emphasised that we need to have an ARFF specific HSC established in line with WHS legislation as the NHSC does not allow for effective representation of ARFF workers and the very specific WHS issues they fact – he said the Union has contacted Comcare in order to enact section 82 of the Act [referral of issue to regulator for resolution by Inspector] and they will be contacting Airservices.

EGM said there is a national Airservices HSC and that is the only HSC established in line with WHS legislation – anything else will be done through the Working Group – her advice is different to Union’s position but she will have another look at the matter – EGM said the point of contact on this matter is Shaun Butler.

The Union gave clear examples of how current safety systems in ARFF are not working [staff raising safety concerns being yelled at by managers who do not know their WHS obligations under law].

UFU WHS Coordinator said the Exposure Control Group is the only example of genuine and effective consultation on WHS matters and asked about the status of the group – CFO said group not finished and will be kept going in reorganised structure and he would be requesting that decon/hygiene work completed by ECSC be forwarded to Rod Evans for evaluation.

EM said there will be engagement with staff in the process to remind them of their WHS responsibilities – she is looking to expedite cultural change – ARFFS to review all WHS matters within service.

*The issue of training and accreditation for PTIs was raised – CFO says Parsey now coming under Wood group and they are going to review and refresh Parsey’s role.*

*EGM said they are underdone on accountability re physical fitness and they are keen to get as much information as possible on all issues relating to PF including from the Union.*

EGM says Airservices has a Wellness Program – Branch Secretary said the Union position is that Health and Wellness should be addressed on the same basis as the programs in Fire Services in the US [EGM asked the Union to send links to sites in US services that are running H&W programs]

UFU WHS Coordinator raised issued of using LTIFR as a measure of performance – it is a productivity indicator not a measure of safety performance and there are many preferable alternatives by which WHS performance can be measured.

EGM said comparing just with other fire services not enough have to look more broadly at other industries as well re physical fitness.

* Branch Secretary to send letter to EGM re UFU concerns with current stretching program
* UFU to relay again issues with PTI accreditation and training and any other issues re physical fitness
* Union to provide links to US services with Health and Wellness Programs

1. **FCC Ops Readiness**

CFO said a lot of work has been done to ensure that ARFF procedures compatible with ATC procedures – FCC training supposed to be done every 90 days but it is not being done adequately – possible to go long periods of time without a turnout – looking at bringing in scenario turnouts and it is planned to document them and include them in the 90 day training – he said that the policy to be followed is “if in doubt turn out” – he said that there are no critical issues anywhere but as a service AS needs to improve in this area – he said a working had been formed to align ATC and ARFFS Ops Instructions – doing a PIR on feedback received so far – Ops Readiness is part of Checks and Standards.

James Harrington introducing Operational Training Framework – to become part of Checks and Standards visits

Branch Secretary raised points raised by South Qld BCOM Delegate in regard to 20 second alarm alert recommissioning – CFO said he would refer the issue to the Ops 126 review group – CFO reported back after lunch break that this was in the 126 review but still send the points raised by South Qld BCOM Delegate to ARFF [Rod Evans] – ARFFS forming Ops 126 review group.

* Branch Secretary to provide details from South Qld BCOM Delegate re 20 second alarm alert
* Ops 126 being reviewed – UFU concerns to be visited during review

1. **PFOS/PFOA**

EGM said that Airservices are following policy and advice of enhealth – they are relying on the opinion of experts – if enhealth recommendations change then Airservices will consider changing its position – AS/ARFF position is based on government advice – the government’s view, in her opinion, is that blood testing and monitoring is a waste of time and money causing unnecessary concern in the community when there is no established link to anything serious

CFO said that if we tested now we know what the results would be – not saying we won’t offer or do testing again but we will only do if enhealth advice changes – ARFF are and will remain pro-active and act on the advice of enhealth who maintain there is no known connection to adverse health effects in humans.

WHS Coordinator questioned if there was an AS committee established to discuss PFC issues – EGM confirmed that there was a committee consisting only of senior managers – WHS Coordinator said this is a WHS issue and therefore worker representation is a requirement and that this issue is another excellent example of the value to be had in an ARFF specific HSC – he also questioned why management had not made any attempt to inform or encourage affected staff to participate in blood donation as numerous studies including ARFF’s had identified it as a method that positively impacted on lowering bioaccumulation.

EGM said that desktop assessments have been done on all sites - Branch Secretary asked for a copy of all assessments – EGM said she will consider providing copies to the Union

The following link is the basis of AS/ARFF position on testing and monitoring PFOS/PFOA levels in members: <http://www.health.gov.au/internet/main/publishing.nsf/Content/A12B57E41EC9F326CA257BF0001F9E7D/$File/PFAS-guidance-statement-15June2016.pdf>

1. **Blood screening for cancers**

Current EA has a provision [cl 7.7.13 (c)] that provides during the life of the Agreement we both [Airservices and the Union] will examine appropriate medical blood testing for fire fighting personnel. The Union wrote to AS/ARFF on this previously and it was rejected out of hand by Sciortino – Bennetts saying they will reconsider – UFU said that a recommendation of the 2013 review of the legislation was there should be “*consideration of targeted medical assessments for the prescribed cancers with the aim to improve treatment outcomes”****\****which is clearly about early detection – UFU said should be used with recruit firefighters as well to establish benchmarks on entry into ARFF.

**\* *Refer to REVIEW OF THE SAFETY, REHABILITATION AND COMPENSATION AMENDMENT [FAIR PROTECTION FOR FIREFIGHTERS] ACT 2011 REPORT – DECEMBER 2013; Recommendation 4; pages 16 and 17 for further details or the following link***

<https://docs.employment.gov.au/system/files/doc/other/firefighters_review_-_final_report.pdf>

ARFFS to review 3 yearly blood testing to assist in identifying cancers covered under Presumptive Legislation.

1. **Assurance checking**

CFO said they are remaking the assurance checking process – new system being developed by CFO office and is to incorporate FCs with its development - Ops Standards or Fire Commanders to check on things they should be checking on anyway - said it will be 3 or 4 months before there is any real documentation – focus is on ops readiness – this is not finalized but just giving a heads up on what is going on – expected to be finalized by end of 2016.

*Vehicle foam switch to remain in “on “position at all times.*

1. **Incident reviews**

CFO said they will be setting up a more stringent framework for incident reviews – he referred to the Dubai incident and said report was out about 2 weeks ago – as a result of that incident looking at use of thermal imaging equipment – going to be major and there is consideration of escalating their use

1. **SCARD for Perth**

Branch Secretary requested copy of SCARD and any TRA done for Perth category coverage – CFO responded that all documentation will be provided but doesn’t understand why the Union is going down the path it is going down with these sorts of issues when staff at Perth are happy with the roster arrangement and questioned the Union’s objection to it – Union told CFO that Comcare said a safety case and TRA had been done for Perth arrangements - CFO said there was no TRA or safety case done for Perth and even went so far as to ask what Branch Secretary what he meant by TRA which drew quick and agitated response from the Branch Secretary – CFO said that all that was needed with Perth was a local safety assessment.

Branch Secretary raised of PIR on Perth arrangements from 13th August – CFO said that FSM said would be review after 3 months – this means there will be a PIR during November.

Branch Secretary asked if there was any intention to spread Perth arrangements to other stations – CFO said different circumstances in Brisbane and it would be up to the local OM to review any roster requirements – Union emphasized that HSR and a staff based roster committee would have to be established for the process and CFO agreed

* Branch Secretary to have further discussion with Comcare officer from WA re revelations by CFO in this meeting [no safety case done for Perth and no TRA done and playing dumb on TRA]
* CFO advised copy of SCARD will be given to UFU

1. **Gloves**

Union said that EGM had told BCOM in Glenelg in 2014 that the only hold up on issuing all staff with 2 pairs of each glove was a supply issue and that this must have been capable of fixing by this time.

Jnr VP said that EGM deceived BCOM at Glenelg with her guarantee of 2 sets of gloves – CFO said EGM does not deceive with JVP responding then why do we only have 1 set of gloves? - CFO said would check if the AFFM had changed and the rationale for the change.

*Discussion ensued about morale and attitude to management at the present time – Union said that workforce compliance was being achieved in a coercive way [threats re Code of Conduct breaches and other threats]*

1. **ARFFS at Proserpine**

Union noted that Proserpine PAX stats are sitting on 348030 for 2015/2016 and asked if PAX movements reached 350000 for 12 months period if AS would put ARFFS in at Proserpine airport – CFO said that under current regulations they would have to but made no further comment or reference to the DIRD review.

1. **Ops Standards**

CFO said that standards would be set in his office – would be using the same model – CFO sets standards, Ops deliver and Checks and Standards to their job.

CFO office expanded to undertake review – provided with additional funding.

1. **Programmed replacement of Sydney and Melbourne DRVs**

CFO said there is no program in place for the replacement of these vehicles and they fall into part of normal fleet replacement – Sydney DRV has been reviewed as OK – reviews of DRVs has been done – hoped all ACCELERATE stuff settled by January and should be able to get back on track then.

A review will be conducted in the next vehicle replacement program.

1. **Rank structure review**

PIR of rank structure has been done to reflect the new business model and there was a lot of feedback but don’t foresee any real change to current structure.

CFO went on to say that it is possible there could be a dampening down of qualifications requirements for certain rank positions – he said ARFF only required a qualification for level 2 incidents therefore a Diploma was sufficient – CFO supports lowering bar on current qualification structure.

Call out Contingency (COC) procedures to be reviewed.

1. **Emergency lighting update**

There was a meeting yesterday [11th October] – current restrictions remain in place – AFAC introduced a lighting standard – new package is close to what they want – UFU portfolio holder reminded CFO that the Union should have been involved in consultation and that he should be advised of and invited to future teleconferences/video conferences – when asked about step lighting on MK8s and headlights he said he thought something was happening in Brisbane on these matters.

1. **ERU update**

Evaluation process has been completed and a supplier selected – he could not divulge who the supplier was but name would be known in next week or so.

Responsible manger is Liza Pegorer.

1. **PPE**

CFO said what next – keen to know what Union thinks should be looked at next [helmets, gloves etc] – he said they are keen to have UFU involvement.

UFU WHS Coordinator said could be duty [station] wear as it forms part of protection, helmets and DSUs.

* Branch Secretary to write to CFO asking where procurement of turnout gear up to
* Branch Secretary to Liz Pegorer re getting UFU WHS Coordinator back into PPE procurement again
* UFU WHS Coordinator to write to Rod Evans re PPE contamination/cleaning procedures.

1. **Ops training program**

James Harrington is realigning training outcomes to assist with developing better standards [NFPA 403] current COC to be reviewed and simplified – Currency (90 day checks) are being reviewed before being submitted to CASA.

Also related to FCC Ops Readiness Review – looking at how E103 and NTP descriptors meet current needs (CFO did not know what the OTNG116 was) – UFU said current training standards keep being lowered due to cost recovery and the culture of doing the minimum required for E 103 especially at stations that require travel to another location for LMU access.

* Branch Secretary to write to James Harrington for a complete update on changes to training across the board in ARFF.

1. **ARFF Portfolio holders**

With restructuring under ACCELERATE who are ARFF portfolio holders – CFO said Rod Evans responsible for all portfolios so send enquiries to him.

UFU Vehicle portfolio holder [John Ring] to send RE the vehicle project proposals cc’ing office and work place and will be calling him to touch base and confirm direction of all equipment and vehicles.

1. **Trialing of 24 hour roster in Sydney**

UFU said want clear statement from ARFF on its position on trialing a 24 hour roster in Sydney as there has been conflicting information coming out of ARFF - CFO said send proposal and it will be considered.

1. **Trigger for 10/14 roster**

Union asked for trigger for 10/14 roster – CFO said there isn’t one but perhaps could be issue for EA negotiations.

CFO said that even if station 24 hour station did not automatically make it a 10/14 station [need to keep an eye on this]

UFU to write to RMs for their view.

1. **Recent litigation**

CFO and Jenkins-Flint had a whine about the recent litigation which they claim is costing both sides time and money - Union responded that it was AS/ARFF actions that had forced the Union to go to the FWC and Federal Court – Branch Secretary said the recent litigation was because those involved in the 2009 and 2013 negotiations [CFO being common denominator] did not have the guts or the decency to tell an interfering solicitor that what he was advocating was not within in the spirit and intent of those negotiations – Jenkins-Flint said the wording of the Agreement was the problem and that in the next round of negotiations they would make sure the wording of clauses eliminated any doubt about what was intended – Branch Secretary responded the 2009 and 2013 Agreements had worked fine and there were no issues until a solicitor became involved.

1. **Paid time for Union meeting [access to paid time away from duty to attend BCOM conference]**

Union said that a lot of ill will had been generated by decisions to not allow Delegates to attend the conference. EGMs position had been that if no overtime would be required to cover the absence then access to paid time away from duty could be approved. Union cited instances for this conference where no overtime was required yet delegate had been forced to take rec leave. Union argued this was unreasonable denial of access according to the EA. Jenkins-Flint said ARFFS will review.

1. **Commencement of next round of EA negotiations**

Jenkins- Flint asked for Union’s view on commencement of next round of EA negotiations – Branch Secretary suggested preliminary meeting towards end of November with possible meeting/s before Xmas and then continuing into 2017.

Agreed

1. **Code of Conduct issues**

CFO said would have to leave meeting in few minutes so only limited time was given to this issue – Union referred to issues with members being told not able to discuss their matter with anyone resulting in members cautious about approaching the Union for assistance out of fear of breaching instruction [ this is tantamount to denial of employee’s right to discuss the matter with their Union/legal advisor or support person] – Union said that confidentiality being breached, evidence members who have had allegations made against them are being rung at home and being given heads up that when come into work tonight expect to be told you could be under investigation over allegations levelled at you and evidence of an email being sent from one family member in the service to another re a matter that was subject of an investigation .

**Meeting concluded approximately 1515hrs**