

**FAIR WORK COMMISSION**

Matter No. AM2014/202

*Fire Fighting Industry Award 2010 – Part-Time Work*

**FURTHER WITNESS STATEMENT OF GREGORY LEACH**

I, Gregory Leach, of [REDACTED], Victoria, Deputy Chief Officer of the Metropolitan Fire and Emergency Services Board (**MFB**) say as follows:

1. I am employed by the MFB as a Deputy Chief Officer.
2. I am authorised to make this statement on the MFB's behalf.
3. I have previously made two statements in this proceeding that have been marked with exhibit numbers MFB/CFA 14 and MFB/CFA 15.
4. I make this statement on the basis of my own knowledge. Where I state matters based on information provided to me, I believe such information to be true and correct.

**Data regarding recalls**

5. I am informed by Adriana Rosa, Business Manager at the MFB, and believe that on 21 April 2016, Ms Rosa generated a report showing the number of shift changes over a month. The report was generated from an internal MFB application called 'Shift Change Reports'. This application incorporates information regarding rosters and day-to-day operational staff movement, which is drawn from the MFB's time and attendance system, 'MFBPro'.
6. I am informed by Ms Rosa and believe that in generating the report, she accessed the 'Shift Change Reports' application, selected the 'recalls by date range' tab and set the date range as 20 March 2016 – 20 April 2016. After the data was generated, the information was exported to an Excel spreadsheet. Now produced and shown to me and marked **GL-1** is a true and correct copy of the report generated by Ms Rosa.

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**15698497/9**

**Lodged by:** Corrs Chambers Westgarth on behalf of the Metropolitan Fire and Emergency Services Board and the Country Fire Authority

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Ref:JT/JXM

7. The report shows how many firefighters were recalled to duty on each day between 20 March 2016 and 20 April 2016 for both day shift and night shift. A firefighter is recalled to duty when the MFB's staffing numbers fall below the minimum staffing numbers contained in Schedule 2 of the *Metropolitan Fire and Emergency Services Board United Firefighters Union of Australia Operational Staff Agreement 2010* or where it is necessary to recall an operational staff member above strength due to the requirement for a particular specialist skill set.
8. For example, the first row of the report shows that on Sunday 20 March 2016, A Platoon was on day shift and 55 operational firefighters were recalled. B Platoon was on night shift, and 31 operational firefighters were recalled. This means that on Sunday 20 March 2016, a total of 86 operational firefighters across two shifts were absent from work and the MFB had to recall 86 firefighters to maintain minimum crewing levels.
9. A recalled firefighter is not necessarily recalled to their rostered station. Firefighters are often recalled to stations that they are not currently rostered to.
10. Throughout the period 20 March 2016 to 20 April 2016, a total of 375 operational firefighters were recalled to day shifts and a total of 371 operational firefighters were recalled to nightshifts. In total, the MFB recalled 746 firefighters over that four week period.

**Gregory Leach**

**28 April 2016**

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**ATTACHMENT GL-1**

This is the attachment marked **GL-1** referred to in the further witness statement of Gregory Leach dated 28 April 2016.

Shift Change Recalls Data Export

<b>From</b>	20-Mar-2016	Sunday	Day Shift	A Platoon
<b>To</b>	20-Apr-2016	Wednesday	Night Shift	C Platoon
	32 Days			
<b>Run At</b>	Thursday 21 April, 2016 10:46			

Date	Day Of Week	Day Shift Platoon	Day Shift Recalls	Night Shift Platoon	Night Shift Recalls
20/03/2016	Sunday	A	55	B	31
21/03/2016	Monday	A	10	B	29
22/03/2016	Tuesday	D	0	A	3
23/03/2016	Wednesday	D	0	A	5
24/03/2016	Thursday	C	4	D	3
25/03/2016	Friday	C	5	D	12
26/03/2016	Saturday	B	19	C	13
27/03/2016	Sunday	B	27	C	12
28/03/2016	Monday	A	16	B	12
29/03/2016	Tuesday	A	18	B	17
30/03/2016	Wednesday	D	3	A	7
31/03/2016	Thursday	D	2	A	13
1/04/2016	Friday	C	10	D	20
2/04/2016	Saturday	C	20	D	44
3/04/2016	Sunday	B	28	C	5
4/04/2016	Monday	B	15	C	5
5/04/2016	Tuesday	A	20	B	9
6/04/2016	Wednesday	A	18	B	10
7/04/2016	Thursday	D	1	A	8
8/04/2016	Friday	D	3	A	29
9/04/2016	Saturday	C	13	D	11
10/04/2016	Sunday	C	14	D	0
11/04/2016	Monday	B	13	C	0
12/04/2016	Tuesday	B	16	C	0
13/04/2016	Wednesday	A	0	B	14
14/04/2016	Thursday	A	12	B	20
15/04/2016	Friday	D	0	A	13
16/04/2016	Saturday	D	0	A	26
17/04/2016	Sunday	C	13	D	0
18/04/2016	Monday	C	0	D	0
19/04/2016	Tuesday	B	8	C	0
20/04/2016	Wednesday	B	12	C	0
		<b>Total</b>	<b>375</b>		<b>371</b>

**FAIR WORK COMMISSION**

Matter No. AM2014/202

*Fire Fighting Industry Award 2010 – Part-Time Work***REPLY STATEMENT OF BRUCE RAYMOND BYATT**

I, **BRUCE BYATT**, of [REDACTED], Victoria, Deputy Chief Officer of the Country Fire Authority (CFA) say as follows:

- 1 I have previously provided two witness statements in these proceedings that have been marked with exhibit numbers MFB/CFA 17 and MFB/CFA 18.
- 2 I am authorised by the CFA to make this statement on its behalf.
- 3 I make this statement from my own knowledge except where otherwise indicated. Where I make statements based on information provided by others, I believe such information to be true.

**Data in relation to recalls**

- 4 I am informed by Hiella Van Niekerk, State Rostering – ICT Services at the CFA, and believe that on 26 April 2016 Ms Van Niekerk collected data which shows the number of recalls which occurred across CFA stations from 20 March 2016 – 20 April 2016.
- 5 I am informed by Ms Van Niekerk and believe that she generated this data by running a script to interrogate the CFA's time and attendance database, (known as Kronos) to provide a report showing, for the period 20 March 2016 – 20 April 2016, the total number of overtime shifts,, the station locations and the type of overtime shifts that were performed.
- 6 Now produced and shown to me and marked **BB-3** is a true and correct copy of the data generated by Ms Van Niekerk.

**15698632/4**

**Lodged by:** Corrs Chambers Westgarth on behalf of the Metropolitan Fire and Emergency Services Board and the Country Fire Authority

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- 7 The data shows how many fire fighters were recalled to duty at each CFA station between 20 March 2016 and 20 April 2016. A fire fighter is recalled to duty when the CFA's staffing numbers fall below the minimum staffing numbers contained in Schedule 1 of the *Country Fire Authority / United Firefighters Union of Australia Operational Staff Enterprise Agreement 2010*.
- 8 The 'Home Location OT Shifts' column shows the overtime worked at a fire fighter's rostered station not on their rostered shift. The 'Own OT Shift' column shows overtime worked at a firefighter's rostered station on their rostered shift. The 'Location Other Than Home OT Shift' column shows overtime worked at a station other than the fire fighter's rostered station.
- 9 For example, the first row of the report shows that between 20 March 2016 and 20 April 2016 at Ballarat City Station, 71 operational fire fighters were recalled to their rostered station but not on their rostered shift, 2 operational fire fighters were recalled to their rostered station on their rostered shift and 65 operational fire fighters were recalled to a location other than their rostered station.
- 10 Throughout the period 20 March 2016 and 20 April 2016, across all CFA stations, fire fighters were recalled to a location other than their rostered station on 716 occasions. Throughout that same period, across all CFA stations, fire fighters were recalled to their rostered station to work with a team other than their usual team on 921 occasions.

**Bruce Byatt AFSM**

**28 April 2016**

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**ATTACHMENT BB-3**

This is the attachment marked **BB-3** referred to in the further witness statement of Bruce Raymond Byatt dated 28 April 2016.

STATION	HOME LOCATION OT SHIFTS	OWN OT SHIFT	LOCATION OTHER THAN HOME OT SHIFT
Ballarat City	71	2	65
Belmont	25	0	17
Bendigo	55	0	34
Boronia	32	0	12
Caroline Springs	8	0	45
Corio	42	0	34
Craigieburn	22	0	25
Cranbourne	8	0	18
Dandenong	32	2	42
Eltham	15	0	4
Frankston	16	0	29
Geelong City	67	0	43
Greenvale	18	2	16
Hallam	30	0	36
Hoppers Crossing	28	0	18
Melton	46	0	30
Mildura	78	0	0
Mornington	17	0	17
Morwell	11	0	10
Ocean Grove	19	0	5
Pakenham	23	0	16
Patterson River	14	0	14
Point Cook	12	0	26
Portland	4	0	0
Rosebud	13	0	7
Rowville	9	0	9
Shepparton	55	0	29
South Morang	17	0	45
Springvale	18	0	14
Sunbury	13	0	19
Traralgon	32	0	7
Wangaratta	24	0	25
Warrnambool	25	0	0
Wodonga	22	0	5