

*Inquiries Act 2014***Review of the Fire Services**

I, Jane Garrett MP, Minister for Emergency Services, with the approval of the Premier, appoint David O'Byrne under section 93(2) of the *Inquiries Act 2014* to constitute a Formal Review to inquire into and report on the terms of reference specified in this instrument.

**1. Terms of Reference**

The Formal Review will inquire into, and make recommendations on, the resourcing, operations, management and culture of the Metropolitan Fire and Emergency Services Board (MFB) and the Country Fire Authority (CFA)(collectively, the "fire services"), including, but not limited to the following matters:

- (a) an assessment of the resourcing requirements necessary to ensure Victoria is appropriately equipped and fire ready;
- (b) how CFA and MFB staff can be best supported in protecting communities, taking into consideration operational needs, as well as Occupational Health and Safety best practice and best training methods;
- (c) the interoperability between the CFA and MFB;
- (d) the interoperability across fire agencies responsible for preventing and suppressing all types of fire in Victoria, whether on public or private land;
- (e) CFA and MFB management structures and management work practices;
- (f) enhancing workplace culture, including fostering greater respect and cooperation between management and its workforce, as well as enhancing workplace innovation and diversity;
- (g) options for the establishment of a Career Firefighters Registration Board; and
- (h) the best mechanism to provide support for volunteer fire brigades and to ensure their viability in providing emergency services.

**2. Reporting Date**

The Formal Review is to report on its inquiry to the Minister for Emergency Services by 30 September 2015.

**3. Authority to incur expenses and financial obligations**

3.1 [Redacted from circulation version.]

**4. Manner in which the inquiry of the Formal Review is to be conducted**

4.1 The Formal Review may conduct its inquiry, subject to s. 99 of the *Inquiries Act 2014*, in the manner it considers appropriate, which may include:

- (a) obtaining written submissions from key stakeholders;
- (b) interviewing representatives from key stakeholders;
- (c) conducting research into fire services in other Australian or international fire services; and / or
- (d) conducting a literature search.

4.2 For the purposes of this clause, “key stakeholders” include, but is not limited to:

- (a) CFA;
- (b) MFB;
- (c) Department of Environment, Land, Water and Planning;
- (d) Emergency Management Victoria;
- (e) United Firefighters Union of Australia Victorian Branch;
- (f) Community Public Sector Union;
- (g) Australian Workers Union;
- (h) Australian Services Union; and
- (i) Volunteer Fire Brigades Victoria.

**Jane Garrett MP**  
Minister for Emergency Services

Date: