



VFBV

VOLUNTEER FIRE
BRIGADES VICTORIA

2 Minute Briefings December 2024

The 2 Minute Briefings are a quick snapshot of the priority issues and actions from recent Joint Committee discussions between CFA and VFBV.

They are intended to update members on key issues that have recently been discussed. Effort is made to include any related items that may have been progressed out of session or through other avenues that are related to each committee's subject matter. Priority is given to topics where recent progress has been made. Topics where no progress has been made or where there are differences of opinion are sometimes included to ensure members are aware of VFBV efforts in continuing to advocate for progress or outcomes.

Joint Committees are formal committees between CFA and VFBV made up of VFBV delegates appointed by VFBV State Council, and CFA management representatives appointed by CFA. They are a critical loop in our consultative structures. They endeavour to work collaboratively and cooperatively on issues but may also be required to escalate issues where resolution or common ground cannot be found - requiring executive attention.

Joint Community Safety Committee

2 Minute Briefing



December 2024

Quick snapshot of the priority issues and actions from discussions between CFA and VFBV.

BUSINESS/INDUSTRY FIRE SAFETY

Recently there has been an increasing trend in the number of fires impacting businesses. In 2023 there were 157 significant fires that impacted a place of business. A significant fire is one that interrupts the primary business activities and has the potential to substantially affect the business from trading or interrupt its services. These fires are considered important enough to be reported to the CFA Chief Officer so that frequency and trends can be closely monitored. While all fires have an impact, not all business fires significantly interrupt the business activities.

Trends include an increase in the number of fires from rubbish bins, cooking or cooking equipment, electrical equipment, heating (internal and external) and from stored combustible materials. Small to medium size businesses are often more vulnerable to fire due to larger business often operating over multiple sites creating redundancy and already having a fire contingency plan in place. Small businesses with less capital and fewer people often also face a greater challenge to rebuild when impacted by fire.

CFA is the lead agency to promote fire safety amongst business and industry located in CFA areas and work is being undertaken to work develop enhanced resources for businesses to promote greater awareness of the risk of fire as well as proactive steps to minimise fire risk and precautions for businesses to promote a safety conscious culture.

This project will also provide brigades with resources to allow them to confidently interact with their local businesses and promote fire safety messages. Delegates are keen to ensure the resources are easily accessible and that brigades are supported in connecting with their local business and industry groups.

PREDICTIONS IN PUBLIC: NATIONAL RESEARCH

CFA is participating in national research to improve the way public facing predictive fire spread products are used during an emergency and how this information is communicated and disseminated to the public.

The use of fire prediction maps has received increased attention since the 2019/20 fire season with recent inquiries recommending greater use of fire spread predictions in public messaging. Currently each jurisdiction provides maps that appear differently and contain different symbols, colours and information. This can cause confusion, especially for people living close to state and territory borders.

Implementing these recommendations has been difficult due to the lack of research into how these maps should be designed and communicated to the public and when they should be issued. The project aims to ensure that the right information is being placed in the right hands and at the right time so that people can make informed decisions for their safety. The project involved representatives from each State and Territory as well as AFAC and the Bureau of Meteorology.

The project will be completed in three stages. The first phase involved understanding what agencies current communication practice are and how this is interpreted by the community. This phase resulted in 23 evidence-based principles to build upon, benefits and barriers in different ways of displaying information and better understanding of what information people look for in maps.

The project's current phase seeks to develop fire spread prediction maps and test them with the community. The intention of these maps are to provide clear information so that the readers can easily understand where they are in relation to the fire, current area of risk and predicted area of risk as well as uncertainty.

The final phase will develop policy and practice based on previous two phases. More information can be found at <https://www.naturalhazards.com.au/predictions-in-public> CFA will continue to update and engage with the Committee throughout the project, and we look forward to sharing further details soon.

Joint Equipment and Infrastructure Committee

2 Minute Briefing



December 2024

Quick snapshot of the priority issues and actions from discussions between CFA and VFBV.

FLEET FUNDING

VFBV have continued to highlight the significant impact on the fleet, stations, and equipment that the cuts to CFA's budget are having. As a result of a question from VFBV District 11 Council, State Council has pursued clarification on CFA's policy of vehicle mid-life refurbishment. The need for vehicle refurbishment at their half-life point, is noted in CFA's Strategic Asset Management Plan (SAMP). Delegates sought clarification on what constitutes the "half-life" of vehicles and what actual refurbishment occurs.

CFA Fleet have informed the Committee that when vehicles are cascaded, they undergo maintenance to address any existing issues and make minor improvements, such as upgrading lights. However, there is no documented refurbishment process or program in place.

VFBV will continue to raise these concerns but also encourages brigades to engage with their local Members of Parliament about the deteriorating CFA budget and the aging fleet. In your correspondence, please request their support for a Government commitment to maintaining the CFA budget without further cuts and inquire about the allocation of the additional \$186 million collected this year from the increased Fire Services Property Levy, noting that none of this increased funding is flowing to CFA.

Your support is essential in helping us raise these concerns more widely. VFBV District Councils are requesting brigades with trucks older than 25 years to please get in touch and send photo's so we can continue to advocate for fair funding.

CREW PROTECTION RETROFITS

The crew protection modifications to the Ultra-Light fleet continues with the Nissan Patrols now commencing. When the vehicle is returned from undergoing the modifications a copy of instructions on how to use the crew protection systems is provided and CFA have also produced a video for each type of vehicle. Reports back from brigades has been critical that there hasn't been enough communication from CFA to advise brigades on what resources are available to them on how to use the system or train. In some districts brigades have been instructed not to run the crew protection for training that has angered brigades wishing to familiarise themselves with the system. Concerns have also been raised about potential for foam being inhaled through the reconfigured snorkels, plastic cable ties being used on some variants, and how the passenger side of the retrofit can be lifted by almost 25mm in some instances. These issues are being pursued and has been raised with the committee who is now awaiting a response to the concerns raised.

CAPITAL PROJECTS

Delegates continue to advocate on behalf of brigades still awaiting planned station builds or modifications. Concern continues to be raised about ongoing delays with capital projects managed by the Governments new Community Safety Building Authority (CSBA) and questions surrounding timelines not being met and cost escalations remain. The Government created the CSBA to address what they at the time perceived to be CFA delays and cost overruns, with the CSBA promising to address these issues and deliver projects on time and cheaper. Unsurprising to VFBV, these grandiose commitments do not appear to have been achieved, and the problems associated with timelines and cost escalations appear to be worse than ever.

CFA has recently completed work on a revised two-year station modification plan, that it hopes will address the issue of scheduled appliance replacements not being coordinated with necessary stations improvement and modifications that have resulted in brigades receiving trucks that do not fit in their existing stations. VFBV continues to raise these concerns, and CFA has informed the Committee that it is optimistic that their new approach will eliminate these occurrences in the future. The committee will continue to monitor.

Joint Member Services Committee

2 Minute Briefing



December 2024

Quick snapshot of the priority issues and actions from discussions between CFA and VFBV.

TAP AND GO IS THE GO!

Members would recall VFBV has been pursuing a modernisation of approved methods for brigades to access when running fundraising events. CFA committed to trials of 'tap and go' payment methods, reviewing different terminals but most importantly the different contract arrangements most suitable to how brigades would use the platforms. Providers need to be compatible with tax donation receipt reporting, as well as appropriate fee schedules. Many early adopters have unknowingly entered arrangements with high transaction fees, or high monthly minimums or service charges not suitable to occasional use. The trials will identify the most effective arrangements with the least overhead and service charges. CFA Financial Services have been reviewing current terminal providers with 50 Tyro Terminals provided to Brigades across the state to trial. Tyro was chosen for the trial as at present it offers the most cost-effective terminal system, with no monthly leasing fees, and a set fee on each transaction. It is hope that the trial will enable a central contract decision to be made so that brigades can easily transition to a modern fundraising option with no hidden catches.

VICTORIAN CONTAINER DEPOSIT SCHEME

CFA Financial Services have successfully negotiated with the VCDS, achieving donor status, with any funds collected initially needing to go into the CFA & Brigades Donations Trust to comply with the charity rules. Currently the organisations collecting the containers are Tomera, Visy, and Clean Away, with Tomera and Visy negotiating with Brigades to deposit any returns directly into the brigade's donation account. Clean Away to date are not offering this option for direct deposits to Brigades. Unfortunately, Clean Away currently covers the majority of the west of the state however it is hoped that they will come on board with further discussions.

POCKETBOOK APP ARRIVES

The new CFA pocketbook app requested by members for many years has finally entered its final testing phase. The long-awaited beta testing has been released to specific Brigades for field testing. Delegates are very keen for the final version to be made available to all members across the state. Key features of the app will be key incident tactics and safety messaging, access to Standing Orders and SOP's as well as calculators and converters, member contact details and operational topics. In the cases where connectivity is an issue the app has been designed to work offline as well as with internet access. Delegates are keen that once final testing is completed the Pocketbook App will be available to all members, which CFA advises is expected before the end of the year.

MEMBER PULSE SURVEYS

CFA's volunteer sustainability team are looking to develop pulse surveys to be sent to members during various times of their volunteer journey to assist with retention activities. The intent of the surveys is to try to understand what is working and where there are pinch points or barriers in a member's service to the organisation and to try to improve so that members don't get to the point of leaving disgruntled. Once the data is analysed it will give CFA the opportunity to address the issues hopefully before they get to the point of leaving. The current volunteer exit survey is sent to members after they leave CFA and figures presented currently indicate that not feeling valued and brigade culture as well as management style are three of the top five reasons members are leaving. Current trends indicate members are leaving CFA between 3-5 years. The first pulse surveys are intended to target this cohort to identify key issues to address to turn this trend around. Delegates were pleased to hear that CFA will de-identify the data so that privacy can be maintained and will continue to report to the committee. Volunteers are requested to please ask for a volunteer exit survey should they decide to leave and please provide open and honest feedback so that CFA can continue to improve in this area.

Joint Operational Capability Committee

2 Minute Briefing



December 2024

Quick snapshot of the priority issues and actions from discussions between CFA and VFBV.

FIRE MEDICAL RESPONSE (FMR) COMMENCING

After extensive training, the first nine brigades who have volunteered to provide FMR services will shortly commence delivering this vital service to the community. The first brigades are due to commence in December with public comms scheduled in each of those communities to coincide with the launch, explaining how it works and to educate the community why a fire truck may be turning up to a medical incident. Each brigade has spent the last few months undertaking extensive joint training with Ambulance Victoria and CFA to ensure they are qualified to assist with emergency first aid until a paramedic or ambulance is available. The brigades will not be transporting patients to hospital or medical appointments, however will remain on scene with a patient until the ambulance or paramedic arrives. FMR brigades will only be responded to certain serious “Priority Zero” events such as cardiac and respiratory arrest. Research shows that early intervention to a patient suffering from these conditions within the first 10 minutes increases the chances of survival and recovery exponentially. There are currently 28 brigades in the first round with the aim to have 50 brigades offering this valuable service statewide. FMR was offered to brigades and members identified by Ambulance Victoria as priority areas via an extensive consultation process. Congratulations to the teams that voluntarily added this to their brigade’s capability.

SPECIALIST RESPONSE

Delegates have requested CFA ACFO Specialist Response to brief the committee on brigade specialist response capabilities. There are numerous specialty roles that brigades undertake including road crash rescue, high angle and steep angle rescue and large animal rescue to name just a few. CFA has reported that road crash rescue brigades have continued to be busy with over 722 extrications over a nine year period and CFA is negotiating an updated agreement with TAC who fund the road crash rescue capability. CFA has 16 brigades trained in steep angle rescue and six brigades trained in high angle rescue and two brigades trained in large animal rescue even though CFA is not the lead agency in large animal rescue. Members have requested timelines on training material review, with some specialist response brigades advising many of the training packages for specialist response needing to be updated.

Responding to increased brigade appetite to expand their capabilities, delegates were very interested to discuss CFA’s plans for an increased specialist capability across the state with CFA developing five specialty response plans. Hazmat, Rescue, Marine, Alpine and Respiratory Protection. The 10-year specialist capability plan will be written with a risk based approach that will concentrate on ensuring a long term response to the areas of focus. This type of forward planning will assist CFA in setting priorities and investment initiatives as well as giving a base document when applying for grants, investment and funding submissions. We have reported in the past on the whole of life asset plan and the areas of change identified by the Chief Officer. The specialist capability plan will work alongside these initiatives. The committee have requested they be updated regularly on the project’s progression, and we will communicate updates to members.

SEASONAL UPDATE

Many districts have already had their FDP declared with many parts of the state experiencing difficult conditions. The annual summer fire season campaign was rolled out in the past few months by Government and helps communicate to the community their fire safety responsibilities as well as providing fire safe messaging. CFA’s messaging works closely with partner agencies to encourage Victorians to plan and prepare for the summer and actions to take on high-risk fire days. CFA has reported that aviation resources for the State have been confirmed and are expected to be fully operational by the start of December. You can view the CFA pre summer briefing by logging into members online and visiting LMS.

CFA publishes a quarterly update and the December edition is highly focused on brigades response as well as member safety. Many forecasts are pointing towards a drier than average summer with temperatures hotter than average for many parts of the state. Reminder for all operational members to ensure they have completed the CO mandatory requirements and be aware of fatigue management and hydration.

Joint Operational Performance Committee

2 Minute Briefing



December 2024

Quick snapshot of the priority issues and actions from discussions between CFA and VFBV.

DPC CONSISTENCY

In the March edition of our 2-min-briefings, we reported on inconsistencies with the structure of DPC's and how despite the trial of "District Strategic Advisory Teams" (DSAT) pilot ending three years ago, there was still a DSAT operating. We can now report that after consultation with the affected groups in the district involved, they have passed a motion to wind up the DSAT and revert back to operating as a DPC. Members have indicated that this will improve consultation and discussion amongst the group and makes for a more collaborative approach.

JSOP REVIEW

In light of the recent reviews into CFA SOP's and related doctrine, the committee have turned their attention to understanding how Joint Standard Operating Procedures (JSOP) are reviewed and consulted on across the sector. Delegates are particularly interested in understanding the process of JSOP reviews and how the agencies are acquitting each of their own consultative obligations to affected stakeholders. CFA has a Performance Improvement Senior Co-ordinator who is now seeking information from EMV on where CFA sits in the review process, when the reviews are happening and how other agencies are able to collaboratively provide input. Experience has shown that often the feedback window and review timelines are very short and don't allow for volunteers to consult with groups and brigades before entering feedback. Timelines that do not account for this level of engagement would not be compliant with statutory obligations and is a matter of emerging concern. We will continue to seek updates and provide information when it becomes available.

SOP CONSULTATION

CFA has continued to review its backlog of policies and procedures over the past 12 months with 29 SOP's reviewed and updated. Thank you to all volunteers who have provided feedback in any form, it is always a difficult task to provide feedback on every SOP however members have been generous in their time to give honest proactive feedback when requested. VFBV has tried to make the task as easy as possible with surveys and comprehensive comparisons of new and old SOP's. Please continue to monitor your emails and VFBV's Consultation Dashboard on our webpage. VFBV has asked CFA to minimize feedback requests over the Fire Danger Periods as we are aware members attention is not focused on administration tasks. If you have any feedback on the raft of SOP's that are current being reviewed please talk to you District Council, State Councillors or visit the VFBV website vfbv.com.au to provide feedback.

DRIVER'S LICENSE UPGRADES

In reviewing SDS performance and monitoring the increased numbers of heavy vehicles being introduced into the fleet, VFBV has been advocating for greater support from Government and CFA in ensuring funding for members to upgrade their driver's licenses to heavy vehicle licenses is provided. VFBV continues to be made aware of volunteers being forced to pay for these upgrades themselves, or relying on the brigade to use fundraising to try and cover the costs which can amount to as much as \$1,000. This is completely unacceptable, and there should not be any instances where a volunteer or a volunteer brigade is being forced to pay for license upgrades.

As a result of our and CFA advocacy on this issue, additional government funding was provided to CFA to increase the availability of license upgrades. As part of the funding bid, every CFA District was requested to estimate how many license upgrades they needed over the next five years, and funding is being provided. Members can apply for a license upgrade (medium rigid or heavy rigid depending on your brigades appliance) by logging into CFA Members Online, going to the "Learning Hub" and search for a course called "CFADRIVE Heavy Vehicle Licence Training". You then sign up for the "course" like you would any other course, and your Captain will be requested to endorse you for a license upgrade, which then sends the request to your District ACFO. Once approved, the District will arrange a spot with one of CFA's contracted driver license training and testing partners.

Joint People, Culture & Safety Committee

2 Minute Briefing



December 2024

Quick snapshot of the priority issues and actions from discussions between CFA and VFBV.

HEARINGS, APPEALS AND ADVOCATES

Following discussions with brigades and members, it is clear many have little understanding or appreciation of CFA's formal charging process and subsequent hearing process that volunteers are exposed to when they are accused of serious wrongdoing. With approximately 125 discipline matters currently open, our advocacy for process improvements is critical to support not only those volunteers facing a CFA Hearing, but also brigades who are sometimes dealing with challenging behaviour. A CFA hearing is somewhat similar to a court hearing, where CFA - then the respondent - each call their witnesses and present their case in front of a Hearing Officer. The Hearing Officer then makes a decision, based on that evidence. Unlike a court however, the CFA process does not have as many checks and balances and in our view is over reliant on the personal attributes of the Hearing Officer to ensure a fair proceeding.

At the completion of a hearing the Hearing Officer hands down their decision as to the guilt or innocence of the respondent and an outcome/punishment. A respondent has the right to appeal this decision, the punishment or both. An appeal is dealt with by a panel of three, with two people selected by CFA and one person nominated by VFBV.

VFBV has been raising process concerns for some time now, and the committee regularly discusses potential process improvements. Delegates continue to provide strong advocacy for "Hearing Advocates". As the CFA regulations currently stand, a respondent (volunteer who has been charged with offences) must appear before the Hearing Officer, self-representing or potentially paying for a lawyer. A complainant (volunteer making the complaint) is supported and represented by CFA. Due to the imbalance and unfairness of this process, VFBV has posed the idea of CFA training volunteers, to the same level as its Charging and Hearing Officers, educating them in the hearing process, and to act as advocates for respondents to ensure the Hearing Officer (like a judge) is exposed to both sides of the argument. Our aim is to ensure every volunteer receives natural justice and procedural fairness. This idea had been met with much resistance from CFA over recent past, however, during more recent discussions with CFA, CFA have agreed to revisit the concept.

While VFBV cannot provide personal advocacy for a complainant or respondent, we are available to all volunteers and brigades involved in the complaints and/or hearing process for guidance and support. VFBV takes a neutral position, but ensures CFA follows its own processes, and that all parties have an opportunity to be heard and treated fairly. All members should have the benefit of the presumption of evidence, and VFBV feel strongly that CFA has an obligation to remove bias from its disciplinary processes. VFBV will keep members updated on how these discussions progress.

VOLUNTEER COMPENSATION SCHEME

The Volunteer Compensation scheme remains a contentious subject amongst volunteers and delegates, given a recent Supreme Court decision, which found in favour of the volunteer and criticised CFA's decision and process to terminate a volunteer claim based on an outlier Independent Medical Examination (IME). Delegates felt compelled to question the thought process and decision making within the CFA team that would lead to such a poor outcome. Members have continually raised with VFBV concerns around what sort of culture exists now in CFA where this kind of outcome could occur. Whilst CFA continues to decline to discuss specifics of the case, CFA has stated that this decision does not reflect the whole scheme, noting that CFA have handled over 1300 claims in 10 years and less than 59 have been rejected or terminated. VFBV agree it is only one decision but have pointed out it is also the only one of the 59 that has been independently reviewed by a court, and therefore we are seeking confidence that this case is not emblematic of a broader problem, noting it was a defining decision that has resonated with volunteers and significantly impacted CFA's reputation. Looking at the broader picture, VFBV believe that all volunteers must be able to trust in the knowledge that ongoing care and support will be available to them through the CFA Volunteer Compensation scheme, should they injure themselves physically or mentally, in the course of their service to CFA and their communities. CFA have agreed to commission an end-to-end review of the volunteer compensation scheme and committed to VFBV involvement in the review. VFBV will remain vigilant and continue to pursue these difficult discussions with CFA to find consensus, resolution and the best possible outcome for all volunteers - restoring their confidence in the arrangements.

Joint Technology & Innovation Committee

2 Minute Briefing



December 2024

Quick snapshot of the priority issues and actions from discussions between CFA and VFBV.

MULTI FACTOR AUTHENTICATION (MFA)

Members will be aware now about CFA's Multi factor authentication that was launched in October for all members to provide an increase in security of the IT systems. As at time of publishing, almost 11,000 volunteers have activated their MFA. All CFA members will now need to activate MFA before they can access their CFA members email or access CFA online systems such as Members Online. Members who have not yet set-up MFA, will be prompted to do so when they next try to login. If your account is locked but you still remember your password, click on the "Unlock Account" link at the bottom of the sign-in page. Alternatively, you can contact the ICT Service Desk on 1300 883 734.

Still to be finalised is work involving Local Control Facility (LCF) systems such as the potential of setting up role-based logins. With the upcoming roll out of CFA's Mobile Data Capability Project, the project team are investigating the use of a token instead of individual user log-ins. Where there is no, or unreliable, mobile connection members can use free applications such as OKTA, MS Authenticator, or Google Authenticator to get a code to enter that works offline.

FIRS UPDATE FOR PLANNED BURNING ACTIVITIES

VFBV continues to advocate and encourage updates to CFA's Fire Incident Reporting System (FIRS) to support more accurate volunteer activity records. These records are essential if a member has need to submit an injury or compensation claim through presumptive legislation for example. Along with these changes the first phase of recording Planned Burn information in FIRS went live. In this phase, state Vegetation Management personnel can create reports in FIRS to log planned burn activities. The aim is to enhance reporting on the resources and hours committed to CFA and DEECA Planned Burns. One key advantage of this phase is the consolidation of data into a single, CFA-friendly system, reducing duplication between the Fuel Management System and FIRS by linking both through a shared burn number. Future plans include automating the creation of burn information from the Fuel Management System and Permits Vic into Triple Zero Vic CAD, capturing appliance details through CAD, and enabling Brigades to record their members' involvement in the planned burning program.

FEM FIELD MANAGEMENT APP

Following extensive feedback over the years about the barriers that CFA's old and paper based Fire Equipment Maintenance (FEM) systems are having, CFA is developing new tools to transition FEM activities to digital. A new FEM Field Management app will notify FEM members of jobs, site and maintenance tasks, contacts and allow service logs to be completed electronically. The data will automatically be sent to SAGE for invoicing as well an improvement to the reporting will be available. The app is currently being scoped with the development and release dates to be confirmed.

FOV/MCV UPDATE

The FOV / MCV Working Group has been formed with the purpose to address the aging Field Operations Vehicles (FOV) and Mobile Command Vehicles (MCV) and develop a strategy to determine fleet requirements, scope of works and funding. The Working Group is chaired by the Assistant Chief Fire Officer Operational Communications and have met both online and face to face. The Joint Technology and Innovation Consultative Committee is pleased this Working Group has commenced and looking forward to the future outcomes of the Working Group.

Joint Training Committee

2 Minute Briefing



December 2024

Quick snapshot of the priority issues and actions from discussions between CFA and VFBV.

OPERATIONAL ENDORSEMENTS

Following many comments and discussions between volunteers, delegates and members CFA has commenced updates to the Learning Management System (LMS) to enable it to store operational endorsements. Using the Brigade Snapshot function in members online, Captains have been requested to record members that they have currently endorsed for the following roles: Internal BA Operator, Hazmat Operator, Protective Equipment Operator, Code 1 and/or 3 Driver and Crew Leader.

In varying degrees of formality this information is already maintained by Brigades, but having a “single source of truth” will be of benefit to brigade management teams and Districts alike. Having this capability information also provides Brigades an extra lever when requesting training. VFBV often gets comments from Brigades that members are knocked back from training because the BOSP shows that they already have enough members who hold a particular competency. However, this is not a true indicator of capability as some of these members may no longer be performing that particular role and VFBV reminds members that BOSP was intended as a minimum number, not a maximum. Brigades should refer to the number of endorsed or actively practicing members when making a case to get members on to a particular course.

TRAINING PATHWAYS

For many years members have had difficulty navigating what training was required for a particular role and the order that it should be completed in. Only finding out you are missing a prerequisite when you enrol for a course is most unhelpful. Over the past 12 months CFA have been developing, consulting and now implemented a set of training pathways. While it is still early days, and the pathways require a lot more development, delegates have put a large amount of work into providing feedback to CFA on the pathways and future refinements. Volunteers have often been frustrated by the fact that CFA were developing pathways to roles that had no formal definition or role statement. Therefore, assumptions had to be made during the development as to what skills were operationally required for a particular role or even if that role should exist at all. CFA have committed to continual revision of the pathways once roles have been defined through projects such as the CFA Operating Model Review which is being led by the Chief Officer.

Delegates have also commented that the current way the pathways are represented in the LMS is somewhat clunky and sometimes confusing to use. CFA have indicated that they will be implementing a graphical representation of the pathways showing them as a “roadmap” where members will be able to click on the desired courses for enrolment information. For roles that require formal endorsement, the interface will also include links to the appropriate SOP that defines this endorsement process. VFBV will be actively pushing for this to be implemented as soon as possible as this ease of use will be where members receive the most benefits of the system.

RECOGNITION OF EXTERNAL QUALIFICATIONS

Over recent years VFBV has received many complaints from members expressing difficulties in getting CFA to recognise competencies obtained through external organisations. As a Registered Training Organisation (RTO), CFA is required to recognise and record national competencies issued by any other RTO and has committed to do this. However, CFA communicated that the recognition of a particular competency may not result in the member automatically being endorsed to perform the role that the competency relates to. For example, a member may obtain the Operate BA Open Circuit competency through another organisation but will not be endorsed as a CFA BA Operator until they have undertaken a challenge test to demonstrate they are familiar with CFA operating procedures and equipment. Further to this process, CFA are planning to introduce a system where a “gap analysis” can be performed between what skills the member has obtained in their external training and what skills are required for the related role. This will enable CFA to design a form of gap training so the member will not have to complete an entire training course, repeating what they have already learnt. VFBV delegates will monitor this process to ensure that the ‘gap’ training is relevant to the task and does not mean a member is doing more training to gain endorsement than the original course required.