



**Country Fire Service
Volunteers Association**
"Representing the Interests of CFS Members"

CFSVA STATEMENT IN RELATION TO DISCIPLINE POLICY REG 21 PROCESS

Since July 2020, the CFSVA has been raising your concerns in relation to the disciplinary policy with the CFS Executive, inclusive of past and current Ministers. The association has been clear that the CFS disciplinary process is failing some volunteers, and whilst the attention is on those under investigation, the protracted process presents challenges for all members impacted.

Full details of our efforts in relation to this matter are outlined on the CFSVA website.

The CFSVA has remained silent in the media as we recognised very early our efforts were best spent ascertaining the facts & informing our membership of the real situation rather than the media's interpretation, which stands only to inflame.

We acknowledge & support the response from Chief Officer Brett Loughlin in relation to streamlining the process & making legislated changes if and where required.

It is clear, that the best pathway forward involves –

- (a) Direct consultation between the CFS and CFSVA.
- (b) Agreement on definitive actions
- (c) Clear timeframes for those actions to be taken.

The CFSVA has identified several areas for improvement in the process, however, further consultation with our membership will be encouraged as a review commences.

We look forward to developing and delivering a policy that is conducive to a volunteering environment, whilst maintaining the safety and wellbeing of our members.