



Office of the CEO
Headquarters

Steve Warrington
Chief Officer
CFA
8 Lakeside Drive
Burwood East, VIC 3151

Dear Steve

Draft Enterprise Agreement

As you are aware, a draft enterprise agreement is currently being considered by the CFA Board. Once the Board has authorised progressing the proposed agreement, it will be made available to CFA employees who will be asked to vote on it during the week 25 August to 1 September 2016. If it is approved by a majority of the affected employees it will go to the Fair Work Commission for vetting and approval and, once approved, will replace the current enterprise agreement.

The purpose of this letter is to advise you that, if the agreement becomes operative, this will not and cannot affect the operation of certain Victorian laws and your powers and obligations under those laws. The principal legislation to bear in mind is the *Equal Opportunity Act 2010* and the *Occupational Health & Safety Act 2004*. You must at all times ensure that we comply with those laws.

It is also relevant to note that the *Fair Work Act 2009* and any award or agreement made under it cannot interfere with or detract from your powers and obligations under the *Country Fire Authority Act 1958* concerning directions to perform work relating to the provision of essential services or in situations of emergency. In that regard, I draw your attention specifically to your powers under section 27 of the CFA Act which places all officers and members of CFA brigades under your order and control.

Please do not hesitate to contact me if you wish to discuss any issue aspect of this directive.

Greg Smith AM

Chairman