



CFA Regulations 2025 - Key Changes

Significance is not an indicator that the change is good or bad. It simply indicates that from our analysis – it is either a significant change, or one where there is likely to be volunteer sensitivity.

2025 Regulation	2014 Regulation	Heading	Significance	Key Changes
5	-	Definitions misconduct includes the following— (a) unacceptable or inappropriate conduct, having regard to any behavioural policies or standards developed by the Authority; (b) conduct that is likely to damage the Authority's reputation or diminish public confidence in the Authority;	High	This has been added. VFBV has no concerns with part (a) but request members review part (b) which is expressed very broad and is very subjective. Situations may arise where a member speaks out against a CFA decision. This limit may be perceived as censorship or an unreasonable restriction on free speech.
16	-	Presence at meetings	Low	Allows members to attend brigade and group meetings by audio-visual link, or audio link.
17	Schedule 2	Ineligibility to vote	High	Introduces four categories of persons who are ineligible to vote at meetings or elections. Members should review (c) and (d) specifically.
19	30	Application for registration of brigades	Medium	Removes the need for a public meeting to be held to consider the establishment of a brigade.
20	Schedule 2	Application for formation of a group of brigades	Low	Transferred from the old Schedule 2.
21	Schedule 5	Application for the variation of a group of brigades	Low	Removes a prescribed form from the old Schedule 5.
-	32	Sufficient members and apparatus to remain in brigade area	Medium	The new regulations do not have the requirement for Captains to ensure a sufficient

				number of members and appliances remain in the brigade area.
22	33	Brigade rules	Medium	See note for Reg 24.
23	34	Rules for groups of brigades	Medium	See note for Reg 24
24	Schedule 2/6	Model Rules	High	The model rules for brigades and groups have been removed from the regulations, allowing the CFA Board to set these and modify them at any time in the future. Some model rules have been retained. See Schedule 2 references below.
25	35	Uniforms	Low	Part 3 creates a new power for the Chief Officer to direct a person to return their uniforms.
26	Schedule 2	Categories of membership	Medium	Changes the name of “senior” member to “general” member.
27	Schedule 2	Criteria for general membership	Low	Transferred from the old schedule 2.
28	Schedule 2	Criteria for junior membership	Low	Transferred from the old schedule 2.
29	Schedule 2	Application for enrolment as a member	Low	Transferred from the old schedule 2.
30	Schedule 7	Application for transfer between brigades	Low	Transferred from the old schedule 7.
31	Schedule 2	Application for general membership by a junior member	Low	Transferred from the old schedule 2.
32	37	Enrolment of volunteers	Medium	New regulation refers to both physical and medical fitness, which will cover potential mental health assessments.
35	40	Resignation	Low	Allows CFA or the brigade to be advised directly and is silent on the method.
36	-	Leave of absence	Medium	New regulation requiring leaves of absence for 6 months or more to be approved by the Chief Officer.
37	-	Cancellation of enrolment	High	Allows CFA to cancel a member’s enrolment if the person has been absent without leave, has not demonstrated sufficient interest, if the member is no longer a fit and proper person, or if the continued enrolment could bring the CFA into disrepute.

38	42	Physical and medical fitness	Medium	New regulation refers to both physical and medical fitness, which will cover potential mental health assessments.
39	43	Training	Medium	New regulation moves the power to set training requirements from the CFA Board to the Chief Officer.
40	-	Subcategories of membership	High	Allows the Chief Officer to establish subcategories of membership and specify functions and criteria for each.
41	-	Electronic voting	High	Allows electronic voting for brigade and group elections, and sets requirements for any system to protect integrity of voting system.
42	Schedule 8	Eligibility to stand for election	High	Prevents a suspended member from being able to stand for election and allows the Chief Officer to set other minimum requirements for officers (like working with children checks), including minimum training requirements.
44	Schedule 2	Seniority of officers of brigades	Low	Old wording specified officers were elected in order of seniority. New wording matches the old Schedule 9 for groups.
49	Schedule 9	Eligibility to stand for election (Groups)	High	New regs no longer require a Group Officer to have served as an officer of a brigade or a DGO for 2 years or more. Also allows the Chief Officer to set minimum requirements and training for Group and Deputy Group officers.
55	44	Grounds for disciplinary action	Medium	Changes terminology and broader application.
56	46,48,49	Chief Officer may authorize persons to conduct disciplinary processes	Low	Simplifies the language and amalgamates previous disjointed regulations.
57, 58	47	Interim restriction of duties or suspension	High	Broadens the power of the Chief Officer to restrict a member's duties or suspend them if they may have engaged in conduct that is ground for disciplinary action. (This is before a finding of guilt and may be before an investigation has been conducted.)

59	-	Review of interim restriction or suspension	Medium	Requires the Chief Officer to review an interim suspension if within 60 days an investigation into the members conduct has not been completed.
60	46	Investigation of member's conduct	Medium	Requires the Chief Officer to investigate conduct that led to the issuing of an interim suspension or restriction.
61	46	Conduct of disciplinary investigation	Medium	Allows an investigator to request a person give information to the investigator.
62	48	Outcomes of disciplinary investigation	High	The new regs have removed the requirement that a laying of a charge must be within 30 – 60 days of when an investigation report is given.
63	-	Hearing officers	Low	Ensures a hearing officer cannot be the same person who completed the disciplinary investigation.
64	49	Date for disciplinary hearing	Low	Changes the notice period of a hearing from 21 days to 28 days, unless the member consents to a quicker timeframe.
65	49 (2)	Evidence for disciplinary hearing	Medium	Requires any evidence that may be relevant to the member who is the subject of the disciplinary hearing. Old regulation required the full investigation report be provided.
66	50	Conduct of hearing	High	Allows a hearing to be done on the papers, if the member consents. Removes the right of a member to call, examine and cross examine witnesses. Removes the obligation of the Chief Officer to have regard to the interests of justice and fairness. Allows the Chief Officer to issue guidelines to the procedure of a hearing.
67	45/51	Determination of matter and disciplinary action	Medium	Removes the penalty of an admonition from the old regulations, and increases the time required to notify the member of the result of the hearing from 14 days to 28 days.

68	52	Appeal Panel	Medium	Allows the CFA Chair to nominate any two persons (but not a CFA officer or employee) to the appeal panel. Previously the CFA Chair had to be on the panel, and they had to nominate another CFA board member as well.
69	53	Appeal of determination to take disciplinary action	High	Allows a longer time to submit an appeal from 14 days to 28 days after the hearing. Requires a member to specify the reason for the appeal. Allows the taking of disciplinary action to be taken while the appeal is heard.
70	-	Dismissal of appeal	High	Allows the Appeal Panel to dismiss an appeal without a hearing if it is satisfied that the appeal is frivolous or vexatious.
71	54	Notice of appeal hearing	Low	Changes the notice period of a hearing from 14 days to 28 days, unless the member consents to a quicker timeframe.
72	56	Conduct of appeal hearing	High	Allows a hearing to be done on the papers, if the member consents. Removes the right of a member to call, examine and cross examine witnesses. Removes the obligation of the Appeal Panel to have regard to the interests of justice and fairness. Allows the CFA Board Chair to issue guidelines relating to the procedure of the appeal.
73	57	Determination of appeal	Medium	Removes the right of the appeal panel to make any order or exercise any power which the Chief Officer exercised or could have exercised. Increases the amount of time to notify the member of the result of the appeal from 14 days to 28 days.
74	58	Immediate suspension	Medium	Allows the Chief officer to immediately suspend a member who is being investigated by police in relation to an alleged indictable offence, or

				has been charged with an offence that is punishable by a term of imprisonment, or has been given a working with children exclusion.
75	-	Duration of immediate suspension	Low	Clarifies the duration of the immediate suspension.
76	-	Suspension and cancellation following finding of guilt	High	Allows the CFA to cancel the enrolment of a member who is found guilty of an offence that is punishable by a term of imprisonment. The power to remove an employee who is found guilty of an offence punishable by a term of imprisonment has been removed. [Old regulation 11(h).]
77	-	Restrictions during suspension	High	Prohibits a member on suspension from attending any meetings, or participating in any events or activities while on suspension.
78	59	Appointment of secretary and treasurer	Medium	Requires brigades and groups to appoint a treasurer. (Used to be optional.) Clarifies a secretary and treasurer can be the same person. Allows an employee to be appointed, and the secretary no longer has to be a member of that specific brigade or group.
79	60	Financial records must be kept	Low	Clarifies the treasurer is responsible for ensuring proper accounts and records of financial transactions are kept.
80/81	61	Financial directions	Low	Allows CEO to give directions and set dates in respect of financial management. (Old regs specified specific dates.)
82	Schedule 10	Authorisation to collect money	Low	Replaces a specific form that used to be Schedule 10 and allows greater flexibility.
83	63	Property of brigade or group of brigades - deregistration	Medium	Old regulations only referred to brigades. New regulation picks up group property.

Forest Industry Brigades

90	-	Requirement to notify Authority of changes	Low	New requirement for FIB's to notify CFA of changes to people and apparatus.
92	71	Training	Low	Moves the power to set training requirement for FIB's from the CFA Board to the Chief Officer.
-	73	Certain regulations not to apply to forest industry brigades	Low	The old regulations exempted Parts 3 (Employee Discipline) and Part 4 (Vol Discipline) of the old regulations for FIB's.
Compensation				
94	74	Definitions	Low	Definition of 'dependant' has been removed.
95	74	Meaning of service as a member	Low	Now separated from definitions with what appears to be minor updates to wording.
96	74	Meaning of suitable employment	Low	Now separated from definitions.
97	-	Recovery of overpayments	High	New regulation that allows CFA to recover payments that were made as a consequence of false or misleading statement or representation, or a failure or omission to comply with a provision under this section of the regulations. The regulation is silent on how CFA may determine any wrongdoing on the part of the member.
98	-	Objectives of personal compensation	Medium	New regulation that states the objectives of personal injury compensation and introduces the objective of enabling effective rehabilitation and recovery of the injured member.
99	75	Entitlement to compensation for personal injury	Low	Separates personal injury from loss/damage to personal property.
100,101,102	77	Repayment of compensation where award, compromise or settlement paid by person or body other than the Authority	Low	Appears to be mostly minor edits and rearranging of parts for flow.
103	78	Making a claim for personal injury compensation	Low	Allows the CEO to approve a form to be used for making a claim and the use of medical certificates. The previous regulations required

				CFA to use WorkSafe forms. Also simplifies where the form is lodged.
104	79	Chief Executive Officer may request statement or report	Low	Allows greater flexibility in how Captains are involved in making statements and reports on the incident.
106	83	Determination of claim for personal injury compensation	Medium	Have added 82BA for injuries sustained prior to 2014, and 43A/53A for injuries sustained after 2014. This introduces the concept that weekly payments may be reduced because of combined drink and drug driving offences, and clarifies that an assessment of impairment is to be used consistently for any other purpose under the Act.
111	87		High	New regulation 111(2) has been introduced to make it explicit that CFA may vary, reduce or terminate payments for medical and like expenses if CFA believes that a member is no longer entitled.
114	-	Power to obtain information	Medium	New regulation that allows CFA to require a person to provide information required for CFA to ascertain a members continued entitlement to compensation, and allows CFA to suspend compensation if a person unreasonably fails to provide the information required.
115	-	Return to work obligations of members	High	Obligates members who are in receipt of compensation to make reasonable efforts to participate in rehabilitation service or a return to work plan. Obligates a member to not unreasonably fail to accept an offer of suitable employment.
121	75	Entitlement to compensation for property loss and damage	Medium	While these are new clauses – they mostly mirror sections extracted from R75 that now splits personal injury compensation from property damage.

				The main difference is R121(2)(b) which says a member is not entitled to compensation for an unregistered motor vehicle that is used on a highway.
131	101	Emergency attendances	Medium	The fee for false alarms will now be based on each appliance in attendance for each 20 minutes (instead of 15 minutes previously). The fee unit also increases from 39.45 units to 103.2 units (\$1,685) per every 20 minutes per appliance which CFA advocate is full cost recovery.
134	-	Commercial events	High	Allows CFA to impose a fee for commercial events that brigades attend. Commercial events are defined as sporting, entertainment or other event where either a fee is charged for admission or participation; it is commercial in nature; or it is commercially promoted or sponsored.
-	104 - 108	Fire Prevention Committees	Low	These regulations have been removed as Fire Prevention Committees have been replaced with all hazard committees under the Emergency Management Act.
135 – 139 Incl. Sched 2, 3 and 4	109 - 110	Permits granted during a fire danger period	Medium	Permits for vegetation burning are now required to be adequately monitored, permits to burn during a fire danger period can now be issued outside the fire danger period, and permits now state that they do not apply when the Chief Officer declares a TFB. New regulations also clarify that breaches of permit conditions are an offence.
142	113	Sawmills	Low	Minor change clarifying that the Chief Officer's approval for a pit or burner and the required fire suppression equipment for the burning of flammable material must be in writing.

146 - 151	117-122	Alarm monitoring information	Low	Minor changes to requirements for operators of automatic alarm monitoring to keep their contact details up-to-date within the prescribed timelines.
152	-	Community fire refuges	Low	Part 10 simply adds the locations and details of Community fire refuges which used to be found in separate regulations.