Tasmania Fire Service

STATE FIRE COMMISSION **ANNUAL REPORT 2013-14**

STATEMENT OF COMPLIANCE

Supporting our community. Photo courtesy of the Launceston Examiner.

Honourable M.T. (Rene) Hidding MP

Minister for Police and Emergency Management

Dear Minister

In accordance with Section 107(g) of the *Fire Service Act 1979*, we hereby submit for your information and presentation to Parliament the Report of the State Fire Commission for the year ending 30 June 2014.

The Report has been prepared in accordance with the provisions of the *Fire Service Act 1979.*

M W Brown AFSM, BSocSc, MIFireE, EFO

CHIEF OFFICER

7 October 2014

Lyndsay Suhr AFSM

COMMISSION MEMBER

Main cover photo courtesy of Tony Schultz. Back top left photo courtesy of the Advocate. Back middle left photo courtesy of Warren Frey. Back bottom left photo courtesy of the Launceston Examiner.

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Dunalley Fire Brigade members. Photo courtesy of the Mercury.

Vision

Our vision is a Tasmanian community safe from the impact of fire and other emergencies.

Profile

Tasmanian firefighters have served the Tasmanian community since the early 1800s and have had a legislated responsibility since 1883. The current Tasmania Fire Service (TFS) was established by the *Fire Service Act 1979*.

Today, TFS is an innovative and efficient state-wide service that takes pride in its long history and strives for continuous improvement. TFS provides its services from 231 brigades throughout Tasmania. These services include rapid and effective response to fires and emergencies including rescue and hazardous materials incidents, as well as fire prevention and fire safety education.

Our 5,553 volunteers and career staff work together as an integrated team committed to achieving our strategic goals for a safe Tasmania.

Our Role

The role of the State Fire Commission (the Commission) is to protect life, property and the environment from the impact of fire and other emergencies.

The Commission delivers all of its services through its operational arm, TFS. We measure our success by:

- Comparing performance with industry benchmarks
- Achieving our periodic goals and objectives
- Maintaining financial strength and viability.

Our Values

The services we provide are driven by the needs of the community. In order to meet these needs, and the needs of our people, we have adopted the following core values:

Service - We value: serving the Tasmanian community; being responsive to community needs; being progressive and delivering quality services.

Professionalism - We value: dedication and pride in our organisation; being skilled, efficient, committed and innovative; using our collective capabilities to deliver an excellent service; being accountable for our actions.

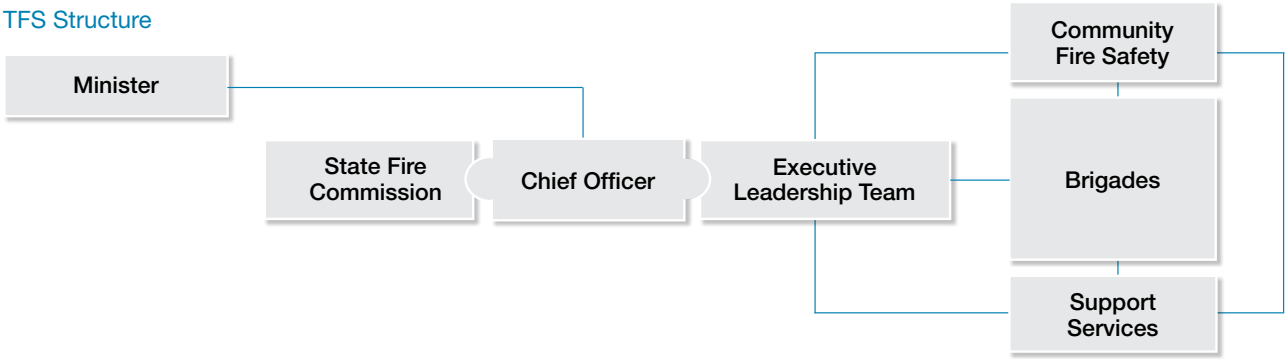
Integrity - We value: being trustworthy and ethical; treating each other fairly and honestly; having the courage to do the right thing.

Consideration - We value: each other; working together to achieve our goals; treating each other with respect and understanding; being supportive, compassionate and helping each other.

Major Goals and Expected Outcomes

Major Goals	Expected Outcomes
Be a leader in emergency management and inter-agency relations.	More effective and efficient emergency management arrangements for the Tasmanian community.
Build community capacity to prevent, respond to and recover from fires and other emergencies.	A safer and more resilient Tasmanian community.
Deliver safe, effective and efficient strategies for preventing, preparing for and responding to fires and other emergencies.	Fewer fire fatalities and injuries and less fire-related damage.
Be an adaptive, relevant, resilient and sustainable organisation.	An effective organisation, capable of responding effectively to change.
Be a socially and environmentally responsible organisation.	An organisation respected by the Tasmanian community.

TFS Structure



CHAIRPERSON'S REPORT 2013-14

It is with great pleasure that I present the 2013-14 Annual Report of the State Fire Commission.

It has been another busy year in general with our brigades attending more than 10,000 incidents. While our summer season was relatively quiet compared to the eventful and challenging season of the previous summer, we were still presented with difficult fire weather conditions and requests to support our colleagues interstate.

Cool and mild conditions of early summer lead to a late start to the season for Tasmania, but by mid-January we experienced more severe conditions with some days at Severe-Extreme fire weather, commencing at the Australia Day Long Weekend. We declared eight Total Fire Bans over the season. More than twice the average.

New South Wales Rural Fire Service (NSWRFS) requested our support for additional Incident Management Teams (IMT) and Divisional/Sector Command personnel in October and an inter-agency taskforce was deployed and operated effectively in the Blue Mountains and at NSWRFS HQ. In December our new and innovative Compressed Air Foam (CAF) capability was introduced and subsequently used to assist at the Victorian Morwell coal mine fire. Our response and the new equipment met with high praise from our interstate counterparts. We spent more than a month working in Victoria with several rotating crews.

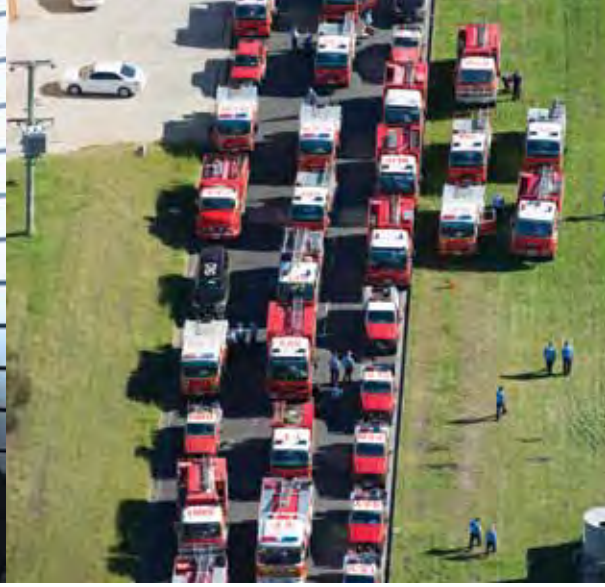
Our extreme and challenging fire events of 2013 were reported comprehensively in the 2012-13 Annual Report however I feel it is important to mention the October release of the Hyde "2013 Tasmanian Bushfires Inquiry". The public release of this report was reported widely in the media and several of its recommendations were critical of TFS; challenging our leadership, trust, brand and had the potential to impact on community confidence.

In the immediate wake of the 4 January fires and recognising that TFS is a mature and learning organisation, I engaged the Australian Fire and Emergency Service Authorities Council (AFAC) and the Bushfire Cooperative Research Centre (BCRC) to review our operations and experience.

Both organisations agreed to conducting independent studies and responded almost immediately - while we were still experiencing challenging fire operations.

AFAC engaged senior and experienced fire and emergency management specialists from Victoria, South Australia and New Zealand and imbedded them in all aspects of our operations for three weeks, observing our operations at every level, conducting interviews and reviewing procedures and doctrine. The AFAC Audit-Review made 14 recommendations.

Photo courtesy of the Mercury.



Exercise Huddle. Photo courtesy of Warren Frey.

The BCRC worked with our fire-affected communities conducting interviews to analyse people's preparations, actions and observations. The research reflected on the effectiveness or otherwise of our advice, messaging, warning and our general effectiveness in influencing community behaviour.

The Hyde "2013 Tasmanian Bushfire Inquiry" commenced work after the fire season and presented the report to Government in October 2013. The Inquiry made some 103 recommendations. The Government accepted and agreed to act and respond to almost all of them.

Responding to the recommendations was a major task over the past year for TFS, Police and others. I can say with confidence that TFS's brand, reputation, and our communities trust and support remains sound.

Our road crash rescue (RCR) capability continues to develop and our highly skilled operators continue to work effectively in conjunction with Ambulance Tasmania (AT) and the State Emergency Service (SES) to save Tasmanians impacted by road crashes.

Brigades across the State achieve a consistently high result in terms of confining structure fires to the room of origin, reflecting good offensive fire attack strategy. Over the past 15 years we have seen a steady decline in fire fatalities, injuries and residential property losses. This reflects well on our operational skills and our ongoing educational programs and campaigns.

Our Community Bushfire Protection Planning program received State, National, and more recently, International recognition through awards and invitations to deliver presentations. More than 150 Tasmanian communities now benefit from having plans that help individuals prepare their own Bushfire Survival Plans and assist firefighters when responding into those areas.

In closing I have no doubt the next year will be a period of change and associated challenges. The Commission is confident TFS is up to the challenge and joins me in sincerely thanking and acknowledging the work of all our firefighters, career and volunteer, along with all those that work to support the essential work we do.

M W Brown AFSM, BSocSc, MIFireE, EFO

CHIEF OFFICER

STATE FIRE COMMISSION

Lyndsay Suhr AFSM, Rodney Sweetnam, Andrew Newell, Michael Brown AFSM, Gavin Freeman AFSM, Dale Rayner, Paul Kingston, Hannah Rubenach, Bruce Corbett AFSM, and Scott Wilson-Haffenden

Michael Brown AFSM, BSocSc, MIFireE, EFO
Chairperson of the Commission and TFS Chief Officer (CEO). Former Deputy Chief Officer and Regional Chief of TFS with 38 years' experience. Chairperson (Director) for the Board of the National Aerial Firefighting Centre (NAFC), Director (Board Member) of AFAC Board, AFAC member and member of the State Fire Management Council.

Rodney Sweetnam AFSM
Local Government Association of Tasmania (LGAT) representative on the Commission since November 2009. Director Facilities Management and Municipal Emergency Management Coordinator with the Launceston City Council. LGAT representative on the State Fire Management Council from 2002 until his appointment on the Commission in 2009. Currently Group Officer of the Quamby Group and has held various officer positions as an active volunteer in brigades in Tasmania and Victoria.

Bruce Corbett AFSM
Tasmanian Retained Volunteer Firefighters Association (TRVFA) representative on the Commission since November 2006. Commenced with the Wynyard Brigade in 1977 and has held various positions in the brigade including that of Brigade Chief since 1991. Life Member of both TRVFA and the Wynyard Brigade. Board member and TRVFA representative on the recently formed Council of Australian Volunteer Firefighters Association. Represents TRVFA on the Tasmanian Volunteer Awards Framework Management Committee, the State Volunteer Consultative Committee and the Volunteer Handbook Review Committee. President of the North West Branch of TRVFA.

Lyndsay Suhr AFSM
Tasmanian Volunteer Fire Brigades Association (TVFBA) representative on the Commission since July 2007. Commenced with the Glenorchy Central Brigade (now Wellington Brigade) in 1977 and has held various positions including that of Brigade Chief. Currently a Group Officer of the Derwent Group. Life member of the TVFBA and Wellington Brigade. Member of the Wellington Trust Maintenance Coordinating Committee and Glenorchy Emergency Planning Committee. Represents TVFBA on the Operations & Resources Committee and Volunteer Handbook Committee. Southern delegate to the State Council of the TVFBA. Member of the State Championships committee.

Paul Kingston BEc(Hons), GAICD
Department of Treasury and Finance representative on the Commission since December 2009. Currently Director, Procurement and Property Branch and holds a Graduate Certificate in Public Sector Management.

Dale Rayner
Hobart Fire Brigade Senior Station Officer with 25 year's experience at TFS. Representative of the United Firefighters Union (Tasmania Branch) on the Commission.

Hannah Rubenach BA (Hons), Grad Dip Sc
Local Government Association of Tasmania (LGAT) representative on the Commission since January 2013; Deputy Mayor of Break O'Day Council; volunteer with St Marys Brigade since 1995; Third Officer of St Marys Brigade.

NOTE: Gavin Freeman (Deputy Chief Officer), Andrew Newell (Manager Corporate Support) and Scott Wilson-Haffenden (Director Corporate Services) provide executive support to the Commission.

EXECUTIVE LEADERSHIP TEAM

Scott Wilson-Haffenden, Damien Killalea, Michael Gallagher, Jeffrey Harper, Michael Brown, Gavin Freeman, Robyn Pearce, Jeremy Smith and Ian Bounds (Andrew Comer absent).

Michael Wayne Brown AFSM, BSocSc, MIFireE, EFO
Chief Officer
Director (Chairman) – NAFC
Director (Board Member) – AFAC Board
Chair – State Fire Commission
Chair – TFS Executive Leadership Team (ELT)
Chair – TFS Learning and Development Policy Group
Chair – TFS Leadership Strategy Group
Co–Chair – Emergency Services Review Committee
Member – State Fire Management Council
Member – State Emergency Management Committee

Gavin Stuart Freeman AFSM, MEmergMgt, Grad Dip Exec Lship, MIFireE
Deputy Chief Officer
Chair – AFAC Hazardous Materials Technical Group
Chair – TFS Operational Leadership Group
Chair – TFS Volunteer State Consultative Committee
Chair – TFS Central OH&S Committee
Chair – Tasmanian Emergency Services Capability and Capacity sub committee
Chair – TFS Enterprise Bargaining Committee
Member – AFAC Urban Operations Group
Member – Tasmanian Security Emergency Management Advisory Group
Member – State Fire Management Council
Member – TFS State Consultative Committee

Michael William Gallagher RFD, BBus(Acc), CPA
Director, Corporate Services (Retired January 2014)
Chair – AFAC Business Management Group
Chair – AFAC Collaborative Purchasing Group
Chair – Strategic Information Management Committee
Chair – TFS Learning and Development Reference Group (Divisional)
Chair – Passenger Vehicle Committee
Chair – Divisional Employee Safety Representatives Committee
Member – Emergency Services Review Committee

Scott Wilson–Haffenden BCom
Director, Corporate Services
Chair – TFS Passenger Vehicle Committee
Chair – Divisional Employee Safety Representatives Committee
Member – AFAC Business Management Group
Member – AFAC Collaborative Purchasing Group
Member – Inter–Agency ICT Committee
Member – Agency Business Advisory Committee
Member – Emergency Services Review Committee
Member – DPEM Internal Audit Committee

Damien John Killalea AFSM, BBus, GIFireE
Director, Community Fire Safety
Chair – AFAC Community Safety Group
Member – Bushfire & Natural Hazards CRC Research & Utilisation Committee
Member – National Fire Danger Ratings Project Steering Committee
Member – National Warnings and Communications Project Steering Committee
Member – AFAC AIIMS Review Steering Committee
Member – State Emergency Management Committee Recovery & Resilience Sub–Committee
Member – Tas Natural Disaster Resilience Program Assessment Panel
Member – TFS State Consultative Committee
Lead End User – BCRC Social Research Projects

Robyn Elizabeth Pearce Grad Cert App Mgt
Director, Human Services
Chair – AFAC Work Health and Safety Technical Group
Chair – TFS State Consultative Committee
Member – AFAC Workforce Management Network
Member – AFAC Employee Management Technical Group
Member – TFS Volunteer State Consultative Committee
Member – TFS Central OH&S Committee
Lead End User – BCRC Occupational Health and Safety Projects

Jeremy Jeffery Smith Grad Cert App Mgt, Grad Cert PSM
Regional Chief, South
Member – AFAC Rural and Land Management Committee
Member – AFAC Pacific Islands Fire Services Association
Member – TFS Operational Leadership Group
Member – TFS State Consultative Committee
Member – TFS Volunteer State Consultative Committee
Member – Southern Region Emergency Management Committee
Member – TFS Representative Multi Agency Coordination Group (MAC)

Andrew Charles Comer AFSM, BBus, Grad Dip Exec Lship, Grad Dip Bushfire Protection, Grad Cert Lship and Mgt, FIFireE
Regional Chief, North
Member – AFAC Knowledge Management Group
Member – TFS Operational Leadership Group
Member – Community Protection Planning Steering Committee
Member – Northern Region Emergency Management Committee
Member – Emergency Services Collaborative Learning Committee

Jeffrey Andrew Harper Grad Cert PSM
Regional Chief, North West
Member – North West Emergency Management Committee
Member – National Bushfire Arson Reduction
Member – SEMAG Collaborative Leadership Committee
Member – Northern Region Emergency Management Committee

Ian Stuart Bounds Grad Cert Policing and Emergency Services AIPM
A/Regional Chief, North West
Member – North West Emergency Management Committee
Team Leader– TFS AVL project

STATE FIRE MANAGEMENT COUNCIL

Gavin Freeman AFSM, Katy Edwards, Nigel Foss, Peter Mooney, Tony Gee, Dr Stephen Bresnehan, Dr Adrian Pyrke, Sandra Whight, Mike Brown AFSM, (Steve Whiteley absent).
Note: at time of printing the role of Chair for Council was vacant.

State Fire Management Council (SFMC) is an independently chaired body established under Section 14 of the *Fire Service Act 1979*. SFMC provides advice to the Minister and the Commission on all matters relating to the management of vegetation fires in Tasmania. Its role is to enhance the efficient and effective management of bushfire related risk in Tasmania in order to protect life, property and significant community values.

Michael Brown AFSM, BSocSc, MIFireE, EFO
Michael is chairperson of the Commission and TFS Chief Officer (CEO). Former Deputy Chief Officer and Regional Chief of TFS with 38 years' experience. Chairperson (Director) for the Board of NAFC, Director (Board Member) of AFAC Board and AFAC Council member and member of the SFMC.

Gavin Stuart Freeman AFSM, MEmergMgt, Grad Dip Exec Lship, MIFireE
Deputy Chief Officer
Gavin has 29 years' experience in the emergency management field, as an operational fire officer, the last 14 as a manager, executive leader and innovator; having been promoted to District Officer in 1998, Deputy Regional Chief – North in 2009 and Deputy Chief Officer in 2010.
As Deputy Chief Officer, Gavin is primarily responsible for the Operational arm of TFS and also chairs or participates in a range of forums within TFS and across Government. At a National level, Gavin is Chair of the AFAC Hazardous Materials Technical Group and is a member of the AFAC Urban Operations Group.

Antony (Tony) Gee AFSM
Tony is a mixed farmer growing beef cattle, superfine wool and cropping on two family properties, one in the Fingal Valley, the other in the St. Pauls Valley. Contract harvesting is another enterprise. Tony has been a Volunteer Firefighter since the formation of the volunteer service following the 1967 southern fires, and Group officer 1983-2005 of Fingal and then Golden Gate Group.

Dr Adrian Pyrke BSc (Hons), PhD
Adrian has been working in fire management in the Tasmania Parks and Wildlife Service (PWS) for 20 years and has been Manager Fire Operations since 2005. Prior to working specifically in fire, Adrian was a park ranger and ecologist, completing a PhD in vegetation ecology in 1994. Adrian is committed to using fire as a tool in the landscape to manage bushfire risk and maintain biodiversity.

Peter Mooney
Peter has 35 years' experience in parks management, and since 2004 has been General Manager Tasmania PWS. Peter has a strong commitment to building the capabilities of conservation agencies to manage reserves in partnership with local communities. The PWS places high priority on improved management of bushfire and fuel reduction burning.

Steve Whiteley
Steve is the Forestry Tasmania (FT) representative on the SFMC since May 2013. Steve is currently Chief Executive Officer of FT.

Dr Stephen Bresnehan
Stephen is LGAT representative to the SFMC since 2009, and Bushland Fire Officer at Hobart City Council since 2005. Stephen is a Member of the Hobart Fire Management Area Committee (FMAC), Hobart City Council Emergency Management Committee and the Wellington Park Maintenance Coordinating Committee.

Sandra Whight
Sandra has 20 years' experience in bushfire and land management, in response, research and policy development. As the Manager of the SFMC Unit within TFS, Sandra provides executive officer support to the Council.

Nigel Foss
Nigel has been the FT representative since 2013. Nigel is the General Manager, Operations at FT.

Katy Edwards
Katy is the Forest Industries Association of Tasmania (FIAT) nominee on the SFMC and represents the interests of the forest industry companies in that role. Katy is the Forest Resources Team Leader with Norske Skog, and has more than 18 years' experience in the Tasmanian forest industry. Katy is the Chair of the Forest Industry Fire Management Committee.

Mr Stephen Geard tendered his resignation as chairperson of the State Fire Management Council on 6 June 2014. At the conclusion of the financial year a chairperson had yet to be appointed.

In accordance with the State Fire Commission Corporate Plan and section 15 of the *Fire Service Act 1979*, a report on the activities of the State Fire Management Council and Fire Management Area Committees is included against the goals of the Commission within this annual report.

KEY PERFORMANCE INDICATORS

In accordance with our vision and role, our key performance indicators are:

- The rate of fire fatalities and injuries (number of fatalities and injuries/100,000 residents)
- The rate of structure fires (number of structure fires reported to TFS/1,000 structures)
- The value of building stock lost in fires as a proportion of the total building stock.

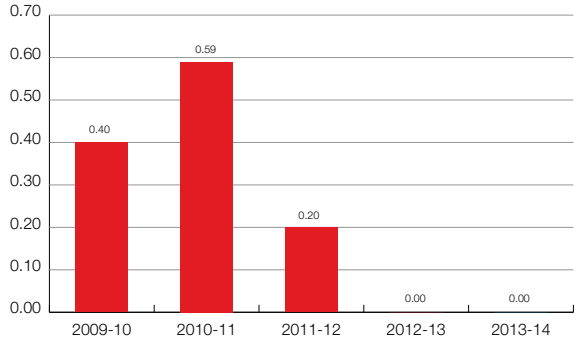
Fire fatality rate

Sources: Fire fatalities: TFS; Tas population: Australian Bureau of Statistics (ABS)

Fire fatalities from accidental causes attended by TFS over the five years to June 2014 varied from a high of three in 2010-11 to a low of zero in 2012-13 and 2013-14. Fire-related suicides and homicides are excluded, as are fatalities involving fire where the primary cause of death was a motor vehicle accident (MVA). The chart below shows the fire fatality rate, which is the number of fire-related fatalities per 100,000 people. Results for the past two years and the strong negative trend are encouraging.

The Australian fire fatality rate (inclusive of murders and suicides) for the latest reported period available, 2011 (source: *Report on Government Services 2014*, Productivity Commission), was 0.58 fatalities/100,000 people. The rate for Tasmania for the same period was 0.98 fatalities/100,000 people. In comparison to the relatively stable Australian rate, there is significant variability in the Tasmanian rate due to the relatively small population.

Number of accidental fire fatalities (Tas) per 100,000 residents 2009-10 to 2013-14



Fire injury rate

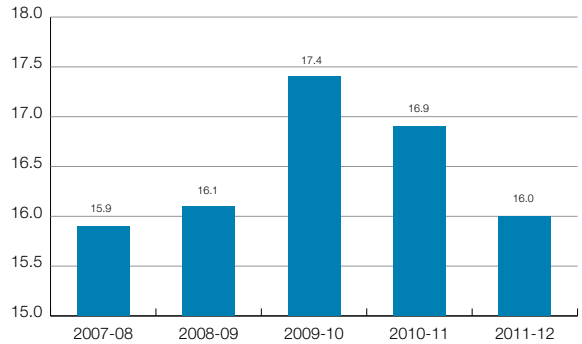
Source: Fire injuries: Report on Government Services 2014

Accidental fire injuries in Tasmania requiring hospital admission over the five years to 2011-12 (the latest data available) have varied from a high of 88 in 2009-10 to a low of 79 in 2007-08. Eighty-two accidental fire injuries requiring admission were reported in 2011-12.

The chart below shows the accidental fire injury rate (hospital admissions for accidental fire injuries per 100,000 Tasmanians) for the same period; a statistic comparable with other jurisdictions. The Tasmanian fire injury rate in 20011-12 was 16.0, compared to the Australian rate of 17.8 for 2011-12 (source: *Report on Government Services 2014*, Productivity Commission; more recent data is unavailable).

There is more variability in the Tasmanian rate than in the Australian rate due to our relatively small population.

Number of accidental fire injuries (Tas) (hospital admissions) per 100,000 residents 2007-08 to 2011-12



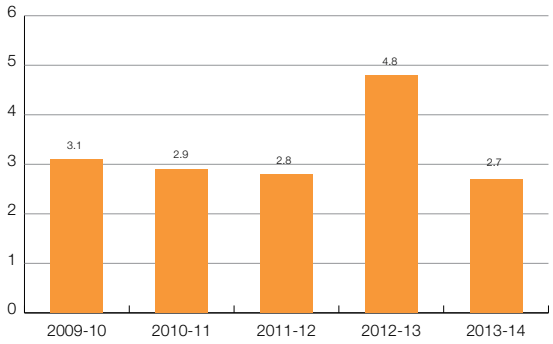
Structure fire rate

Sources: Structure fires: TFS; Structures: Department of Primary Industry, Parks, Water and Environment (DPIPWE)

Structure fires attended by TFS over the past five years have varied from a high of 694 in 2009-10 to a low of 631 in 2013-14. This doesn't include the 431 structures damaged or destroyed during the January 2013 bushfires, most of which weren't attended at the time they burned.

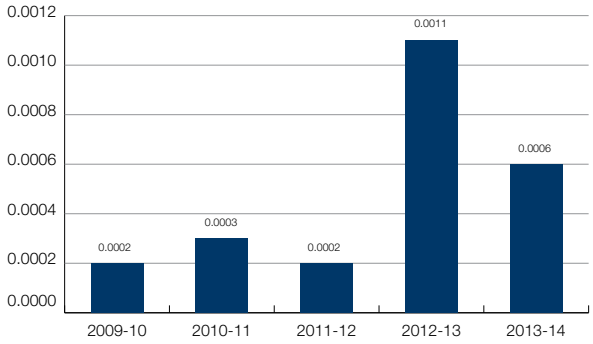
The chart below shows the structure fire rate (structure fires per 1,000 structures) for the past five years. The rate for 2012-13 includes the 431 structures burned during the January 2013 bushfires.

Number of structure fires (Tas) per 1,000 structures 2009-10 to 2013-14



The significant increase in the loss rate depicted in the following graph is attributable to insurance claims resulting from insured dwellings damaged or destroyed during the 2012-13 bushfire season.

House fire insurance claims as a percentage of housing stock insured 2009-10 to 2013-14



The value of building stock lost in fires as a proportion of the total building stock

Source: Insurance Statistics Australia Ltd

As an indicator of the value of building stock lost to fire as a proportion of all building stock in Tasmania, the value of fire insurance claims by Tasmanian householders as a proportion of housing stock insured is compared. Data is available for the 12-months to 31 March in each reporting year.

House fire insurance claims have varied from a high of $43.15M in 2012-13 to a low of $7.65M in 2009-10.

Statistical Information

The data used for reporting operational activities was derived from the TFS incident reporting system which conforms to AFAC Standard - Australian Incident Reporting System (AIRS). All TFS brigades contribute data to the reporting system. Incident reports are compiled from observations made at the scene by responding officers and fire investigators. Of the 10,901 incidents attended by TFS, 96.1% had incident reports completed by brigades. TFS operational graphs and tables are based on incident statistics from completed incident reports.

PERFORMANCE TARGETS					
	2012-13 Actual	2013-14 Target	2013-14 Actual	2014-15 Target	2015-16 Target
Operational					
Number of preventable structure fires per 1,000 structures	4.8*	2.7	2.7	2.6	2.5
Number of false alarms (DBA)	3,186	3,000	3,367	2,900	2,900
Percentage of fires of undetermined cause	19.0%	19.0%	18.0%	18.0%	18.0%
Percentage of fires in structures confined to room of origin	71.3%	75.0%	71.6%	76.0%	76.0%
Financial					
Operating surplus	$1.0m	($1.6m)	($4.2m)	($3.8m)	($1.3m)
Return on assets	1.0%	(1.1%)	(3.3%)	(3.1%)	(0.9%)
Return on equity	1.0%	(2.0%)	(4.3%)	(4.0%)	(1.4%)
Debt to equity	4.7%	(5.4%)	3.5%	5.6%	5.8%
Current ratio	107.5%	66.4%	64.4%	47.4%	43.9%
Human Resources					
Average sick days per employee	6.1	<6	6.0	<6	<6
Workers compensation claims	108	<50	70	<50	<50

*inflated by losses incurred in the January bushfires

BE A LEADER IN EMERGENCY MANAGEMENT AND INTER-AGENCY RELATIONS

IMPROVE PUBLIC SAFETY OUTCOMES THROUGH EFFECTIVE INTER-AGENCY AND STAKEHOLDER COLLABORATION AND INTEROPERABILITY

Priorities

- *Foster and formalise cooperative arrangements with emergency management partners to facilitate interoperability*
- *Identify opportunities and implement initiatives to maximise efficiencies and effectiveness across the emergency management sector, and with key stakeholders*
- *Actively participate in the Emergency Services Review Committee.*

There have been numerous initiatives and opportunities to maximise efficiencies within the emergency management sector and key stakeholders, a number of these include:

Aerial Firefighting

TFS, PWS and FT have entered into a new 3+1+1 year contract period for rotary winged firefighting aircraft for Tasmania. NAFC, based in Melbourne, facilitated the procurement of firefighting aircraft for the Tasmanian fire and land management agencies.

TFS, PWS and FT have collaborated in the development of a comprehensive Aviation Operational Procedures manual. These procedures are intended to increase the safety of personnel, providing guidance and direction in the operation of aerial firefighting resources.

Marine / Aviation Response

Memorandums of Understanding (MOUs) have been developed and signed off between TFS and the Australian Maritime College to allow collaboration and sharing of facilities and resources to be able to provide training for Marine Response Instructors.

TasFire Training

TasFire Training (TFT) has been consulting with major industries about effective emergency response in high-risk workplaces such as the mining and manufacturing sector. These include Grange Resources, Henty Gold (North West), Temco (Bell Bay) and Nyrstar and Norske Skog in the South. Most of these industries are also jointly serviced by TasFire Equipment (TFE).

TFT works closely with these industries to tailor Emergency Response Team training programs that target specific site risks at these typically isolated worksites. This training prepares the site teams to effectively respond while the nearest TFS brigade is alerted via 000. Well-trained Emergency Response Teams can mitigate on-site fire risks, often preventing small fires from developing into much larger incidents. Their key motivation is saving lives, with a secondary focus on asset protection and working effectively with the responding TFS brigade. An increasing number of workplace Emergency Response Team members are also active TFS volunteers.

Urban Search and Rescue (USAR)

The multi-agency Tasmanian USAR team completed four workshops in 2014 to further enhance interoperability between TFS, AT and the SES. USAR capability consists of around 50 highly trained personnel and three caches of specialised equipment, primarily used to stabilise collapsed structures and allow safe access for rescue technicians.

Vertical Rescue

TFS, Tasmania Police (TasPol) and SES vertical rescue technicians participated in a seven-day joint training initiative early in 2014. We were extremely fortunate to secure the services of world-renowned rescue instructor Reed Thorne from the US. Reed has vast experience in the vertical rescue field and the knowledge he was able to share with the course participants was truly invaluable.

State Operations

TFS facilitated several whole-of-government interoperability workshops that were coordinated through the Department of Premier and Cabinet (DPAC); and designed to provide participants with an overview of the functions within Australasian Inter-agency Incident Management System (AIIMS) and how the Incident Control System (ICS) is integrated within the State Fire Operations Centre (SFOC), Regional Fire Operations Centres (RFOC) and IMT. The overall objective of these workshops is to increase the capacity of emergency service organisations during periods of increased workload, particularly at incident management levels.

Photo courtesy of Warren Frey.

Photo courtesy of the Launceston Examiner.

Consultation and collaboration on state-wide training initiatives for the Public Information Unit remains ongoing for PWS, FT and TFS personnel. TFS and SES continue increasing capacity to issue community warnings using the TFS publishing system and social media. Modifications to the publishing system continue to be made with ongoing training provided to personnel.

Tactical Command - Urban

TFS continues to meet with stakeholders on a regular basis and recently undertook an exercise with the Launceston Airport and TasPorts' Bell Bay facility in order to review and test current procedures.

Learning and Development are currently liaising with Aviation Rescue Firefighting (ARFF) regarding the sharing of skills and knowledge in relation to support in the form of airport response procedures and RCR training.

TFS undertook development opportunities in Urban Fire Suppression by attending the Fire and Rescue New South Wales (FRNSW) Urban Fire Suppression training facility with a view to reviewing the current fire suppression training delivered to recruit members of FRNSW and looking at suitable improvements that the TFS can utilise.

TFS has signed an MOU with FRNSW to form a working group that will meet regularly to discuss, review and make changes as required to structural firefighting training materials; theoretical and practical learning outcomes; practical 'live fire' methodologies; instructor training and qualifications and professional development opportunities.

Road Crash Rescue

TFS continues to strengthen ties with SES and AT, particularly the sharing of resources and training packages.

TFS and SES sent a team to the Australasian Road Rescue Organisation (ARRO) training and learning symposiums, and participated in the international competition achieving a silver medal in the extraction category, the highest placing for an Australian team in this category. TFS RCR trained instructors and operators assisted South Australian Metropolitan Fire Service deliver the Road Accident Prevention (RAP) program to a number of elite sportsmen at Bellerive Oval for Cricket Tasmania.

Hazmat

TFS recently participated in Australia-New Zealand Counter-Terrorism Committee (ANZCTC) funded exercises in conjunction with TasPol, TasPorts and AT in both the North and North West Regions. The outcomes of these Hazmat/CBRN exercises resulted in an increased awareness of agency capability, sharing of resources and cooperative procedures for successful incident mitigation.

TasPol and TFS continue to collaborate in joint training initiatives designed to complement interoperability between the two agencies. This will be expanded with the development of an MOU to facilitate joint operational responses and resource sharing.

TFS Station Officers have undertaken visits to other fire services to explore opportunities for further hazmat curriculum development. The existing partnership with the Melbourne Metropolitan Fire Service will be further strengthened with the development of an MOU to facilitate the sharing of learning and development materials between our two organisations.

Remote Area Teams (RATS)

The RATS continued to be utilised on a needs basis over the summer period depending on the circumstances of the incident, either as a stand-alone agency response or as part of a multi-agency response. TFS sent a number of RATS to NSW to assist with the firefighting required in remote mountain locations in October 2013.

Fire Investigation

TasPol, Techsafe and TFS continue to collaborate in joint training initiatives designed to complement interoperability between agencies in areas of forensic and fire scene examination. Post Blast, Taspol and TFS staff have completed training to maintain skills for Post Blast scene examination, additionally TFS staff will undertake a one week training block in October 2014 to maintain levels of expertise in this area. Participation in ANZCTC exercises around the State over the past 12 months, Woolnorth Wind Farm being one of these.

Photo courtesy of the Launceston Examiner.

Photo courtesy of Warren Frey.

First Aid

TFS has committed to using AT as our clinical advisers to ensure all work practices are complimentary to the requirements of the Ambulance Service. An MOU has been completed establishing the support arrangements for TFS brigades to take part in the AT program "Early Access to Defibrillation". Twenty-three Brigades are currently registered as part of AT's program.

State Operations

TFS is participating in a whole-of-government research team investigating social media monitoring tools. This includes SES, TasPol, DPaC, DIER, DPIPWE and DHHS. A social media monitoring tool will assist to gather intelligence and issue community warnings.

Inter-agency information sharing through FireComm now enables PWS, FT and SES to access TFS online, allowing viewing of live emergency incident logs, vehicle allocations and paging.

Learning and Development

TFS continues to actively participate in the inter-agency training committee and the emergency services collaborative working group as well as contributing to the review of AIIMS and consequent development and roll out of AIIMS 4. TFS also participates in a number of national forums involving AFAC and other fire agencies where AIIMS and ICS form an important agenda item.

MAXIMISE BENEFITS AND OPPORTUNITIES FROM INVOLVEMENT IN NATIONAL FORUMS AND INITIATIVES

Priorities

- *Continue participation in and financial and workload commitment to the Australasian Fire and Emergency Services Authorities Council as the peak industry body, the Bushfire and Natural Hazards Cooperative Research Centre and other research partners.*

State Operations

TFS continues to be involved in national forums including the Bushfire and Natural Hazards Cooperative Research Centre (BNHCRC), AFAC, Standards Australia and NAFC.

Continued representation through NAFC has enabled Tasmania to increase its overall firefighting capacity and capabilities in relation to aerial firefighting resources, particularly water bombing, passenger and cargo delivery and water enhancement production.

TFS has also continued to attend and provide input to the National Emergency Communication Work Group. This group comprises communications centre managers from all emergency service organisations across Australia and New Zealand. Key projects for this group include: working on the next generation triple zero, training and new technologies while providing continued support of the triple zero awareness working group. This working group focuses on national triple zero awareness in education and the general public including the Emergency + smart phone App.

Urban Search and Rescue

TFS has District Officer representation on the AFAC USAR and Technical Rescue Technical Group which meets face-to-face annually, and completes other bodies of work via teleconference and out of session. One significant initiative the group recently achieved is an annual National USAR Instructor's Workshop; a forum for technical rescue instructors to discuss new techniques and equipment and share knowledge following emergencies and significant rescue incidents. TFS has been well-represented with six technicians participating since the forum's inception.

Hazmat

TFS continues to participate and chair the AFAC Hazardous Materials Technical Group. Membership of this forum allows for a consistent national approach to Hazardous Materials response, training and the discussion of common issues faced by fire agencies as well as to provide some policy direction back to member agencies on emerging issues.

TFS continues to have input into the National Chemical Biological Radiological & Nuclear (CBRN) Working Group under the guidance of the ANZCTC and the Federal Attorney General's Department. Benefits to the TFS include the ability to maintain links with national and international agencies and continue to learn and develop its capability through sharing of new ideas, information and trends occurring outside the agency.

Photo courtesy of the Mercury.

Photo courtesy of the Advocate.

Fire Investigation

TFS has representation on AFAC's National Fire Investigation Group and has had direct involvement in development of the Advanced Diploma qualification in Fire Investigation, and policy for self-extinguishing cigarettes and metholated spirit type heating appliances.

Fire Management

The Fire Management Planning Officer participates in the National Fire Weather Technical Group of AFAC which works to ensure national consistency in training standards for Fire Behaviour Analysts and to advise the Bureau of Meteorology on implementation of national standardised products for fire weather.

TFS and our partnership with the Nauruan Fire Service through the Pacific Islands Fire Services Association

TFS has participated in a sustainable development program with the Nauruan Fire Service for the past decade. This program aims to improve fire and emergency service provision in Nauru as part of AFAC's commitment to provide support to South Pacific Island Nations.

The Nauruan Fire Service sustainable development program is provided in cooperation with the Pacific Islands Fire Services Association (PIFSA). PIFSA is a non-profit network made up of fire and emergency services within the Pacific Region. Membership is open to Fire and Emergency Services of Pacific Island countries and territories within the region.

PIFSA Members work to actively support the building of safer and more resilient Pacific Island nations and communities by improving the technical and institutional capacity of Fire and Emergency Services in order to enhance levels of fire protection, community safety and fire and emergency management through an integrated approach with national and regional partners.

As part of this capability and capacity development, in November 2013 TFS delivered training to four firefighters from Nauru as part of our involvement with the Pacific Islands Fire Chief Association partnership.

This training included:

- USAR Cat 1
- Basic bushfire fighting
- Breathing apparatus (BA) training, testing and cleaning procedures
- RCR
- Structural tactics and live fire training.

TFS continues to assist with activities and opportunities to develop in-country capability and capacity at no direct cost to the organisation.

DELIVER SAFE, EFFECTIVE AND EFFICIENT STRATEGIES FOR PREVENTING, PREPARING FOR AND RESPONDING TO FIRES AND OTHER EMERGENCIES

ALLOCATE AND DEPLOY RESOURCES BASED ON ASSESSED RISK

Priorities

- *Ensure brigade assignment areas, and mobilisation and response times result in acceptable incident outcomes*
- *Profile static and dynamic risk and identify and implement a best practice resource distribution model for enhancing public safety*
- *Identify and apply desirable levels of incident management personnel for extended and complex incidents*
- *Further reduce unwanted alarms and unnecessary false calls.*

Regional management continued to audit brigade assignment areas to ensure appropriate response and acceptable incident outcomes. District staff are also continuing to work with individual brigades to boost membership numbers in areas that may be declining.

FireComm

FireComm - part of State Operations - is the centralised call receipt, dispatch and communications centre for TFS. The team consists of 16 dedicated Communications Officers and one Supervisor who initiate emergency responses on behalf of TFS. The recording and transmitting of important information supports operational needs through to incident completion. This includes community warnings and emergency alert messages during times of crisis.

FireComm also receives and records all incident information in relation to bushfires on land managed by FT and PWS as well as managing the dispatch of our SES units to RCR and MVA.

During the 2013-14 year, FireComm staff continued to complete formal training courses in a number of disciplines, including Certificate III and IV in Public Safety (Emergency Communications Centre Operations).

The ongoing review into FireComm instructions, guidelines and call-taking scripts has improved service delivery and customer/client relations.

A total of 10,901 emergency incidents were handled by FireComm during the 2013-14 reporting period. These figures reflect incidents where TFS resources were deployed, 83 bushfire incidents where the sole respondent was either FT or PWS, and three incidents where SES was the sole respondent.

As a result of the Tasmanian Bushfire Inquiry recommendations FireComm staff have been included as part of Regional IMTs, assisting with radio communications and required records management relevant to Regional incident management.

The 2013-14 period median call handling times reduced in comparison to the ten year average and median call handling times continue to trend downwards. Formal training, introduction of call-taking scripts, updated procedures and improved technologies have all contributed to this trend.

Response time is the difference between time of notification to TFS and when the first TFS vehicle arrives at the incident.

The Tasmanian 2013-14 bushfire season utilised five NAFC contracted rotary winged aircraft: two positioned in the north and three in the south. These aircraft can be repositioned anywhere in Tasmania depending on risk levels.

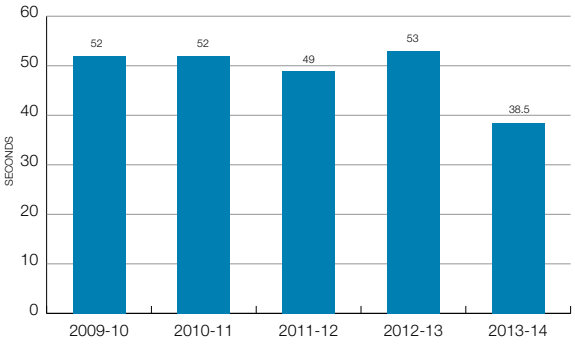
In addition, an aerial “Call When Needed Register” was maintained allowing fire and land management agencies capacity to resource incidents with additional aerial firefighting aircraft sourced from local contractors.

Based on reviews and recommendations, TFS has simplified its Community Warning templates to assist community members during bushfire incidents. Additional staff have undertaken training in the dissemination of Emergency Alerts.

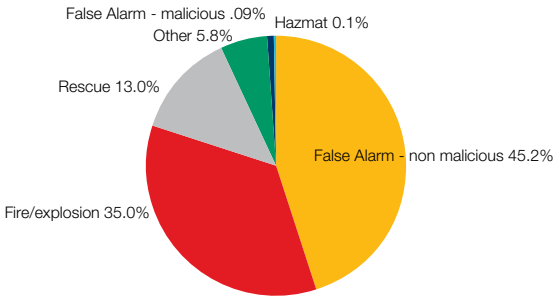
FireComm. Photo courtesy of the Mercury.

Photo courtesy of Warren Frey.

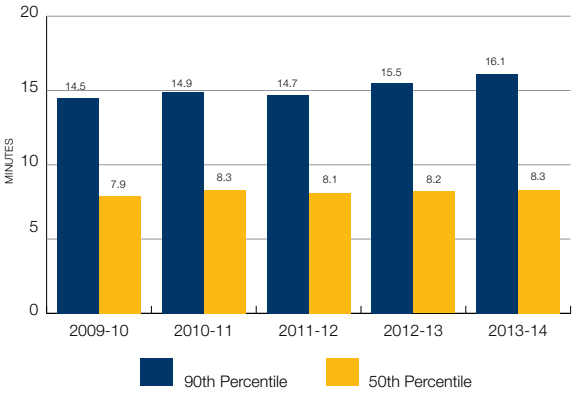
Median call-handling times 2009-10 to 2013-14



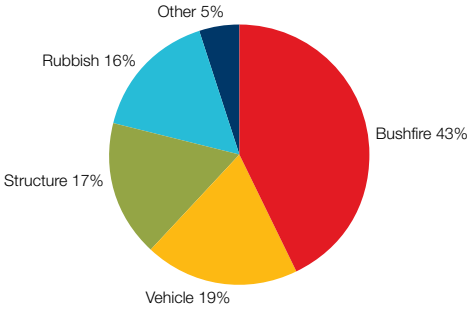
Types of incidents attended 2013-14



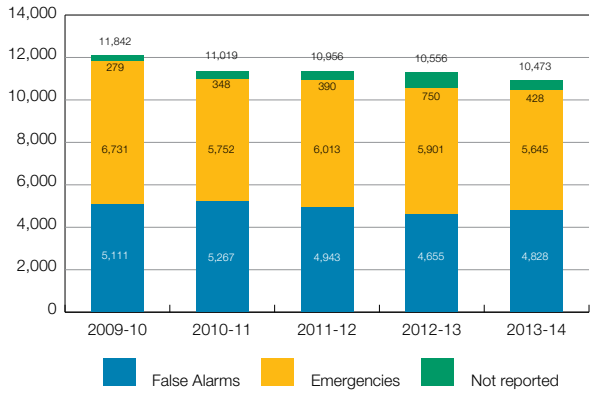
Response times (structure fires) 2009-10 to 2013-14



Types of fires attended 2013-14



Number of incidents 2009-10 to 2013-14



Total incidents attended by TFS brigades 2009-10 to 2013-14

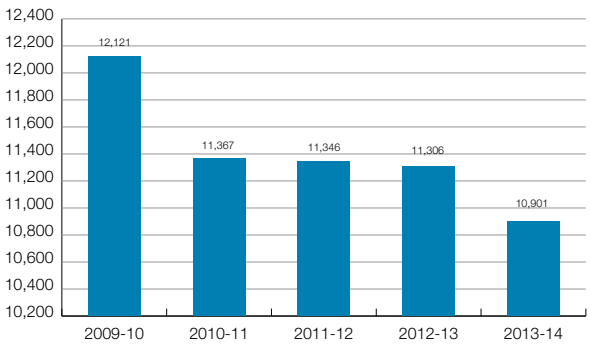


Photo courtesy of the Advocate.

Photo courtesy of Warren Frey.

Planning and Capability

The Planning and Capability unit reviewed the predetermined risk associated with specific buildings, industries and events, and develop an appropriate emergency response framework based on the perceived life risk. As a result of these reviews, additional resources are automatically sent in response to high risk events and buildings, depending on variables such as time of day, number of occupants, installed fire protection systems and building design features. This has also enabled pre-existing responses to be downgraded when life risk is lower or can be reduced.

TFS has been developing Pre-Incident Plans (PIP) for all alarmed buildings, special events and high risk buildings and industries within Tasmania. Currently we have completed 64% of these plans. It is envisaged that all plans will be completed within the next 12 months. PIPs can be accessed via in-vehicle mobile data terminals, or via a smart phone. The PIPs provide the responding crew with a site plan listing specific hazards, procedures and details for combatting a variety of emergencies in a particular building or event.

Road Crash Rescue

TFS regularly reviews response protocols and boundaries in consultation with all stakeholders, including assessing time and space for most appropriate response. During 2013-14 new RCR capability was implemented at Rocherlea, while Triabunna Brigade upgraded to the new Public Safety Training Package qualification and increased numbers at Triabunna Brigade from five to nine technicians.

For the 2013-14 financial Year TFS attended 1,434 MVAs and conducted 88 actual RCR extrications.

Breathing Apparatus

The roll-out of over 600 new Drager PSS 5000 BA units state-wide was completed last year and they have so far performed up to expectations. Local Drager representatives dealt with any arising issues promptly. Issues to date included replacement of the communications face mask receivers with an upgraded version.

Four volunteer brigades (Kingston, New Norfolk, Ulverstone and George Town) have received new communication face masks as part of BA review committee's recommendations. All brigades have completed training with the new masks and associated MRS radio systems, and positive feedback has been received.

Drager DSU 1000

Along with the new BA units, 600 Drager DSU 1000 personal distress units were purchased. Following some minor issues with the factory settings on the distress units, Drager was approached to adjust the settings to better suit our firefighters' operational environment. Replacement units have now arrived and are being issued. The adjustments comply with the required standards but now offer flexibility so the units do not activate unnecessarily.

New BA filling station

Following recommendations from the state-wide BA coordinator, a new B-safe containment cylinder filling station was purchased to replace the aging manifold system at Cambridge. The new unit allows cylinders to be re-filled under enclosed conditions - a major safety consideration should the cylinder rupture. Additional units are planned for the North and North West Regions.

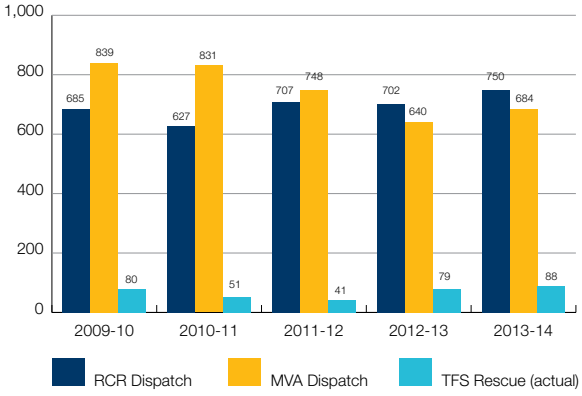
Fire Investigation

Investigation, property triage and post incident analysis of all structures lost in major incidents including the Dunalley, Molesworth and Bicheno bushfires, and the Bridges Bros fire in Hobart, were carried out to ensure the information collated would benefit other departments within the organisation.

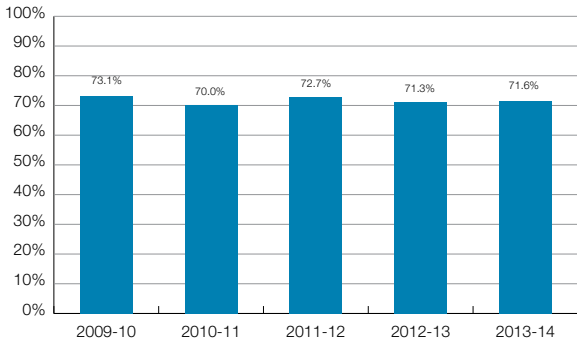
Photo courtesy of the Advocate.

Photo courtesy of Warren Frey.

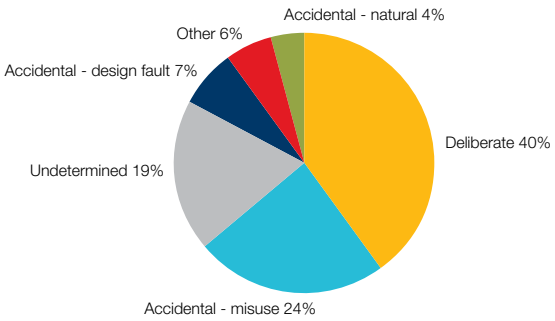
TFS MVA and RCR dispatches and actual rescues 2009-10 to 2013-14



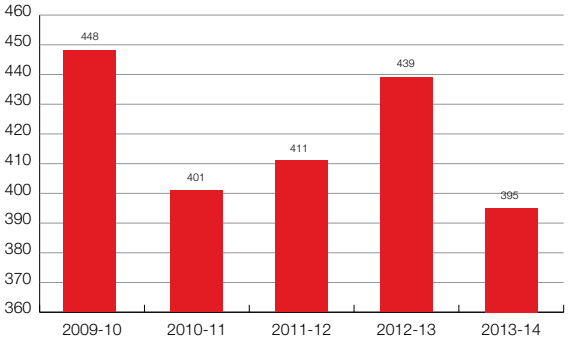
Structure fires confined to the room of origin 2009-10 to 2013-14



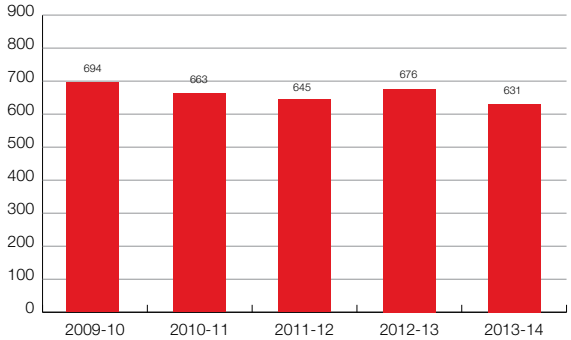
Causes of fires attended 2013-14



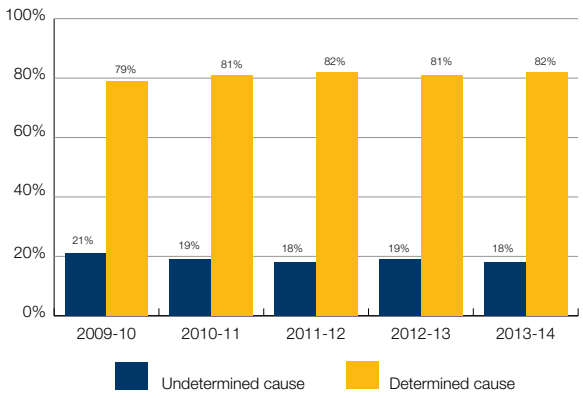
Accidential residential structure fires 2009-10 to 2013-14



Total structure fires 2009-10 to 2013-14



Causes of all fires 2009-10 to 2013-14



Significant Bushfires

Incident Date	Street	Location	Region	Area burnt (ha)
04-Feb-14	Clarke Island	Clarke Island	Northern	5,218
17-Jan-14	Surprise Creek	Pieman Heads	North West	2,426
27-Jan-14	Lake Burbury	Queenstown	North West	2,114
03-Nov-13	Banca Road	Gladstone	Northern	1,682
11-Mar-14	Tasman Highway	Buckland	Southern	743
28-Jan-14	Heemskirk Road	Zeehan	North West	738
14-Jan-14	Pine Tier Road	Bronte Park	Southern	555
11-Mar-14	Heemskirk Road	Zeehan	North West	460
07-Feb-14	Moonlight Flats	Southwest	Southern	361
10-Jan-14	Murchison Highway	Tullah	North West	335
28-Jan-14	Wiggins Road	Wattle Hill	Southern	264
17-Jan-14	Lyell Highway	Queenstown	North West	203
11-Mar-14	Swanston Road	Stonehenge	Southern	129
14-Dec-13	Barnbougle Road	North Scottsdale	Northern	114

Bushfire Season 2013-14

The 2013-14 bushfire season was less demanding than the 2012-13 season. However there was still significant potential for incidents to become of major concern if not for an efficient response. The 'fire season' ran for 172 days in 2013-14 compared to 187 days in 2012-13.

Significant preparation for IMTs, RFOC, SFOC, Strike Teams, heavy machinery and aircraft for days of very high fire danger or higher assisted to provide an efficient response and likely contributing to a reduced amount of burnt area.

In September 2013, the Bureau of Meteorology issued a bushfire outlook that suggested a normal level of fire potential with a couple of areas that were drier than normal of particular concern. The majority of the State either had average or above average soil moisture, however, there was potential for fires to become uncontrollable in the New Year because of vegetation growth.

In preparation for the 2013-14 fire season, the TFS Chief and Deputy Chief Officers briefed the TFS career, volunteer and support staff as well as partner fire agencies, Cabinet and Government Agencies about fire likelihood and what to expect.

The Fire Permit Period commenced in the south on 23 December 2013 and then expanded state-wide on 17 January 2014. It ended in all parts of the State on 4 April 2014.

Extensive media campaigns were launched in 2013 warning the Tasmanian public to prepare their homes for fire and to prepare personal plans for what to do in the event of a fire. All media outlets were utilised to disseminate these messages.

Fires of significance during the season occurred at Clarke Island, Surprise Creek, Lake Burbury, Gladstone, Buckland and Zeehan, with smaller fires occurring in various other locations around the State.

Region	Number of fire permits				
	2009-10	2010-11	2011-12	2012-13	2013-14
North West	512	272	422	436	331
Northern	332	155	478	388	309
Southern	603	603	504	394	532
Total for State	1,447	1,030	1,404	1,218	1,172

Statistics 2013-14

- **Fire Permit Period:** commenced in the Southern and Northern Regions on 23 December 2013 and then extended state-wide on 17 January 2014. The period ended in all parts of the State on 4 April 2014
- **Fire Permits Issued:** Total 1,172 (1,218 in 2011-12). Regions: South 532 (394 in 2012-13), North 309 (388 in 2012-13) and North West 331 (436 in 2012-13)
- **Fires registered that did not require a permit:** Total 8,524 (5,860 in 2012-13). Regions: South 5,468 (4,201 in 2012-13), North 1,917 (1,576 in 2012-13) and North West 1,139 (83 in 2012-13)
- TFS now encourages registration of fires that do not require a permit in order to prevent unnecessary dispatch of resources
- **Total Fire Bans** (TFB): 8 TFBs were declared. 3 were declared for the whole State, all 8 included the South, 4 in the South, 1 North/South which covered 2 days, 0 in the North and 0 in the North West. The season was above the 32 year average (South 3, North 2 and North West 1)
- **Bushfires:** The season total of 1,598 bushfires is <2% below the 10-year average
- **Area Burnt:** The total area burnt was 7,512 hectares. This is less than the 10-year average of 40,275 and the 2012-13 total of 69,017 hectares. Regional totals include: South 848 hectares, North 2,778 hectares and North West 3,886 hectares.

Photo courtesy of the Advocate.

Photo courtesy of the Launceston Examiner.

TFS incident management capability has undergone a significant review both since the 2009 Victorian Bushfires and following our own 2013 bushfire season. As a result, corporate staff are involved increasingly in support roles like logistics, staging area management and resourcing.

A significant influence on our incident management capability development was the recent adoption of the latest version of the Public Safety Training Package (PUA12). TFS is undertaking a mapping process through which competencies gained by our people are aligned to the new units (where applicable), simultaneously identifying and analysing any gap training requirements.

During 2013-14 TFS contributed to the integration of AIIMS 4 into TFS, PWS and FT. A decision was made to introduce the revised incident control system over two years following consultation with the Multiagency Coordination Group (MAC). The main underpinning principles of AIIMS were adopted with minor changes to the new functional roles within AIIMS 4. The need to continually train and mentor staff is a challenge for all agencies involved, however, priorities have been identified and TFS, PWS and FT are working closely together to achieve the benchmarks.

TFS, PWS and FT have focussed on the functional role capability to identify gaps and prioritise training requirements. Early 2014 brought a significant focus on developing a sector commander program in readiness for the 2014-15 bushfire season. Considerable effort has also been made to develop learning and assessment materials for level two Incident Controller and Operations Officer roles. These will be delivered in early 2015. Ongoing improvement is also being coordinated in other functional AIIMS roles as resources and funding allows.

TFS, through AFAC, continues to work closely with all fire agencies throughout Australasia to develop national strategies aimed at reducing unwanted alarms and unnecessary false calls.

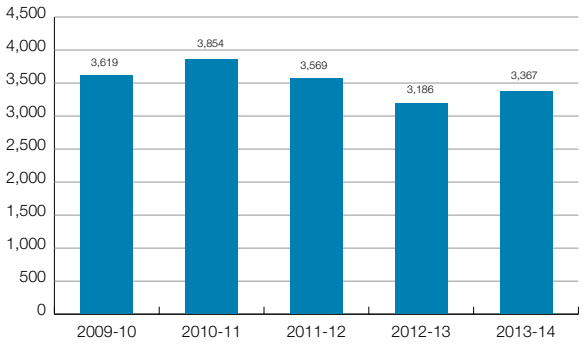
The recent TFS focus on developing sustainable false alarm reduction strategies has been centred on capturing accurate data from brigades that attended false alarm activations. Data is interrogated to determine the factors that resulted in the false alarm occurrence and are generally categorised into human, system or external causes.

Following analysis of the data, TFS engages with the alarmed premises to discuss their system and provide advice on measures that can reduce the incidence of avoidable false alarms at their premise.

This strategy has proven successful to date with a 50% decrease in the number of premises experiencing more than 15 false alarm activations per annum since 2010. This is not reflected in overall numbers as last year's figures identified an increase in premises experiencing between 1-4 false alarms per year resulting in an increase in the total number of false alarms recorded.

TFS will continue to work with individual premises in an effort to further reduce unwanted alarm activations and is working nationally to develop information pamphlets for owners and occupiers of premises fitted with direct brigade alarms (DBA) on ways to better manage their premise to minimise false alarms.

False alarms (Direct Brigade Alarms) 2009-10 to 2013-14



BUILD COMMUNITY CAPACITY TO PREVENT, RESPOND AND TO RECOVER FROM FIRES AND OTHER EMERGENCIES

BUILD PARTNERSHIPS WITH COMMUNITIES AND SHARE RESPONSIBILITY FOR RISK

Priorities

- *Enhance capacity of brigades to effectively engage with communities*
- *Support the provision of strategic bushfire risk mitigation programs*
- *Develop strategic partnerships to identify and target specific sectors for relevant fire and emergency risk mitigation initiatives.*

TFS delivers a broad range of programs to improve the safety of people in the community, with a focus on those most at risk from structure fire or bushfire. These programs aim to prevent fires and minimise the impact of any fires that occur. The Community Fire Safety Division focuses on delivering programs that improve fire safety in the home, workplaces and other locations, such as healthcare facilities and schools. Targeted risk mitigation initiatives have been undertaken with a wide range of identified risk groups, including children, elderly people and people with disabilities living in the community, workplaces, and remote and isolated communities.

Mitigation of Fire Risk for children

Historically, children have been over-represented in home fire morbidity and mortality statistics in Tasmania. Schools are also a priority for bushfire protection and emergency planning.

School Fire Education Program (SFEP)

The TFS's SFEP has been designed to teach children from Prep to Grade Six about basic home fire safety, and empower them to make safer choices about fire risk. The program is offered to all Tasmanian primary schools, and more than 95% of Tasmanian children participate in the program at least twice during their primary school education. There is substantial evidence that the program is effective in increasing fire safety knowledge and skills for the children it reaches directly, and for adults in the community.

The school-based program also aims to prevent the onset of fire-lighting among children by increasing their awareness of the danger of fires, and encouraging them to make safe choices about fire. This is reflected in reduced referrals to TFS's secondary arson prevention program for children, the Juvenile Fire Lighter Intervention Program (JFLIP).

Classroom lessons and take-home learning resources are provided by specially trained TFS career firefighters. Age-appropriate learning activities and resources have been developed and reviewed in consultation with educators. An evaluation of the program is being undertaken currently by a TFS career firefighter as his research project for a post-graduate qualification in Education.

During 2013-14 the program was delivered to 15,986 primary school children in 69 schools.

Bushfire-Ready Schools

The Community Protection Planning unit is coordinating Bushfire-Ready Schools (BRS) and Bushfire-Ready Sites. These initiatives use bushfire science to categorise sites based on their survivability during a bushfire event, and prescribe tailored risk treatments. Through these joint initiatives, stakeholder groups such as the Department of Education (DoE) and Department of Health and Human Services (DHHS) are being engaged with, and strategies for bushfire protection and emergency management at high-risk sites developed.

During 2013-14, 32 sites were assessed and protection strategies developed. These plans focus on asset-level fuel management, and building retrofits for ember protection. Community Protection Planning, through BRS and Bushfire-Ready Sites is working with key stakeholders to generate a greater understanding and mitigation of their bushfire risk.

Mitigation of Fire Risk for Older People and People with Disabilities

The majority of fire fatality victims in Tasmania are aged 60 years or older. Elderly people and people with disabilities living in their own homes have been identified as a major risk group for home fires and fire morbidity. The ageing population and increased demand for the provision of care to people in their own homes makes this issue of particular relevance to Tasmania.

Photo courtesy of the Launceston Examiner.

Photo courtesy of the Advocate.

Project Wake Up (PWU)

PWU is a state-wide home fire safety program in which career and volunteer brigades provide home fire safety checks and installation of smoke alarms in the homes of the elderly and people with disabilities.

It commenced as a state-wide program in 1999, following a project undertaken by the New Norfolk volunteer brigade, which developed a program for the large population of elderly people and people with disabilities living in that community, including those who had previously lived in the Royal Derwent Hospital.

The components of PWU are:

1. Home fire safety audit – observation and advice regarding specific risk factors; discussion of escape plan;
2. General home fire safety information – provision of home fire safety resources and general advice (safe heating and cooking, smoke alarm maintenance, escape plan and so on); and
3. Installation of smoke alarms (photoelectric, 10-year lithium battery, installed to AFAC standard).

   Clients are referred to the program by 175 aged care service providers. In 2013-14, 371 clients were provided with services through PWU, including the installation of 575 smoke alarms in their homes. All career brigades and 143 volunteer brigades have been involved in delivering the program.

Council on the Ageing Home Fire Safety Peer Education Program

Following the success of a peer education pilot in 2012-13, TFS committed to this program again in 2013-14. The rationale behind peer education is that peers can be a trusted and credible source of information as they share similar experiences and social norms and are therefore better placed to provide relevant, meaningful, explicit and honest information. Peer education is proven to break down barriers and open channels of communication. This collaborative approach offers older people the opportunity to participate in conversations about issues that affect them and to access the information and services they need to protect their wellbeing.

The outcomes of the home fire safety program have included participants:

- Increasing their knowledge about home fires
- Gaining a greater understanding of what they can do to prevent home fires, and
- Gaining a greater understanding of what they can do to reduce or limit the severity of fire in their homes.

During 2013-14 the program reached approximately 350 community members across the State.

Smoke Alarms for The Deaf and Hard of Hearing

People who are Deaf or Hard of Hearing are at increased risk of injury or death resulting from a house fire, compared to hearing people in comparable living situations. ABS census data indicates that there are at least 200 Auslan Signing people in Tasmania. It is estimated that hearing impairment in Australia (15 years and over) is around 22% or 3.25 million people (statistics from The Deafness Forum).

Since July 2010, TFE and Community Education units of TFS have worked with The Tasmanian Deaf Society (TasDeaf) and DHHS (Disability and Housing) to deliver home fire safety program for Deaf and Hard of Hearing Tasmanians. This includes home fire safety checks and installation of subsidised specialist smoke alarms by TFE fire equipment officers. This program provides equitable access to essential and potentially life-saving equipment for the Deaf and Hard of Hearing community in Tasmania.

In 2013-14, 24 Deaf and Hard of Hearing clients had specialist smoke alarms installed in their homes. A total of 140 clients have participated since the program began.

Tasmanian Aged Care Emergency Management Advisory Committee

The Bushfire-Ready Neighbourhoods (BRN) program is a member of the Tasmanian Aged Care Emergency Management Advisory Committee, which provides oversight and support to the service providers undertaking bushfire (and other natural disaster) survival planning with clients. This includes people in institutional care, as well as those living in the community. The Tasmanian Aged Care Emergency Management Advisory Committee is currently undertaking an evaluation of community providers' progress in preparedness planning.

Jackson Street scrap yard fire. Photo courtesy of Kate Smith.

Mitigation of Fire Risk for Workplaces

Emergency preparedness and response training

TFT markets emergency preparedness/response training to Tasmanian workplaces in the form of Emergency Response Team training, workplace fire safety, use of portable firefighting equipment and emergency control organisation training. TFT offers subsidised training services to workplaces that are isolated and also at-risk not-for-profit organisations that have a reduced capacity to pay.

In 2013-14 TFT delivered 541 courses to 4,331 participants. TFT instructors reached employees from 386 individual employers in all sectors across Tasmania. Forty percent of participants were from other government agencies, and 25% were from high-risk not-for-profit organisations. More than one-third of the training delivered was Emergency Response Team training for high-risk sectors such as mining and manufacturing.

Fire safety standards in commercial buildings

The Building Safety Unit of TFS is authorised to inspect and report on implementation of the annual maintenance statements required for all commercial buildings under the *Building Act 2000*. This assesses the level of compliance, and measures improvement over time of the standard of maintenance of the essential health and safety systems in our commercial building stock. Building Safety staff also work closely with the Director of Building Control and Building Surveyors to ensure that new and renovated buildings have appropriate fire safety systems and features. This is necessary to ensure that the occupants can safely evacuate buildings, and that the fire service can safely intervene, should a fire occur.

Building Safety also assesses and monitors the performance of those companies permitted to work on fire protection system and equipment. This is to ensure the systems and equipment installed and maintained correctly, are fit for purpose, and meet community and TFS expectations.

The TFS Building Safety Unit continues to support career brigades to assess and improve evacuation plans required under the *General Fire Regulation 2010*. Building Safety staff assess and approve the written plan, with the Brigades and District staff observing and critiquing the practise evacuation that is used as part of the final approval. Check lists and other resources are prepared and managed by Building Safety to provide a consistent approach to our external clients.

Mitigation of Fire Risk for Culturally and Linguistically Diverse (CALD) Communities

In 2013 TFS played an integral part in Phase 2 of the Migrant Resource Centre Inclusive Disaster Resilience Project, funded under the Natural Disaster Resilience Program.

Aims of the project included:

- Informing specific CALD communities about the roles and responsibilities of emergency services in natural disaster situations,
- Promoting inclusion of those CALD community members in Tasmanian disaster resilience arrangements,
- Promoting preparedness and response readiness for emergencies,
- Developing closer linkages between CALD members of the community, the Migrant Resource Centre and emergency services, and
- Promoting preparedness and response readiness for emergencies by key agency staff including volunteers.

An information day held at the TFS Cambridge facility included other key emergency service agencies, and focused on interacting with recently-arrived communities about emergency preparedness. TFS sessions concentrated on home fire safety prevention and preparedness - an identified risk for this group.

The agencies that participated in delivering the workshops all commented that these sessions provided a fantastic opportunity to breakdown myths and stereotypes and enable better access to services for these communities. TFS participants also noted that they learned a lot about different cultures and communities that now call Tasmania home. Phase two of the project also included Migrant Resource Centre bicultural workers delivering cross cultural awareness training for key TFS response personnel.

Photo courtesy of the Launceston Examiner.

The TFS resource '*Visual guide to home fire safety*' increased in popularity in 2013-14. The pictorial booklet was developed for those whose first language is not English and also caters for community members who may have literacy difficulties.

Mitigation of Arson Risk

Juvenile Fire Lighter Intervention Program

JFLIP is a family-based program for primary school-aged children who engage in unsafe fire-play. Ninety per cent of participating children do not re-offend. JFLIP practitioners are also trained to participate in Youth Justice diversionary processes for young people who have committed fire-related offences. As an arson prevention program for children, JFLIP is an extension of the SFEP. The reach of the SFEP with the target demographic has been an effective primary prevention strategy, and has contributed to a decline in referrals to JFLIP. During 2013-14 five JFLIP cases were registered and practitioners represented TFS at three Community Conferences and Formal Cautions.

Collaboration with Tasmania Police

TFS fire investigators continue to work with TasPol to identify effective strategies based on the identification of arson hot spots and reporting, so that policing activities and programs can supplement or support TFS programs.

Mitigation of Fire Risk for Remote and Isolated Communities

Both TFE and TFT units of TFS provide services across Tasmania, with a focus on more remote areas of the State. Geographical isolation means that emergency service response times to these areas are slower than in urban areas and so there is an increased need for workplaces and individuals to respond quickly and safely to fires. Delivery of services to these areas is not financially viable for commercial providers leaving communities with little access to fire equipment maintenance and workplace fire safety training otherwise.

BUILD COMMUNITY CAPACITY TO PREVENT, RESPOND AND TO RECOVER FROM FIRES AND OTHER EMERGENCIES

Priorities

- *Develop and implement customised community-based risk assessment and management strategies in collaboration with local communities*
- *Support Fire Management Area Committees to develop and implement local risk mitigation plans*
- *Develop, promote and review community bushfire protection plans for at risk communities*
- *Develop and implement local community development initiatives for bushfire prevention and preparedness in at risk communities.*

State Fire Management Council

In March 2013 the SFMC Unit was established within the Fire Service to provide support to Council, in particular policy development and strategic planning. In the past year the focus of the Unit has been on two main areas of work:

1. Preparing a strategic fuel management report for the Government, and
2. Establishing new FMAC and commencing their work to develop fire protection plans.

A team of seven has been engaged with the specific roles of undertaking bushfire risk assessment modelling; providing planning support to fire management area committees; providing administrative support to Council and the FMAC; developing policy; increasing response capability in planning, fire behaviour analysis, mapping and some incident management responsibilities.

Strategic Fuel Management Report

The first strategic fuel management report was provided to Government on 31 May 2014. Conducted at a state-wide level, the report provides analysis of the current state of bushfire risk in Tasmania and compares the effectiveness of different fuel reduction strategies. The risk analysis work that has been completed underpins much of the prioritisation and implementation of a number of the TFS Bushfire Mitigation Programs. Significantly, the report moves away from post-event analysis of bushfire risk, and

uses scenario-based modelling tools to better identify bushfire potential in the future.

Fire Management Area Committees

FMAC's now report to the SFMC rather than to the Commission as they did previously. FMAC membership has also been changed, to reflect broader strategic goals, and the committee boundaries have been modified to reflect that bushfire is a landscape-scale problem. There are ten FMACs covering the State (see map below), with boundaries based on bushfire risk and topography, and largely aligning to local government boundaries. The boundaries for the new FMACs were gazetted on 11 September 2013, and meetings for the new committees commenced in November and December of 2013. FMACs report all their activities to the SFMC.

The current focus of the FMACs is to prepare fire protection plans for the fire management areas through identification and prioritisation of bushfire vegetation risks, and identification of strategic works to mitigate these risks. All plans are being prepared on a tenure-blind basis, with committee membership drawn from: local government; TFS volunteer representative; TFS District Officer; FT; PWS; Private Conservation Partnerships Program; major private land owners (including Aboriginal land); Defence; SES; private forest companies; the Tasmanian Farmers and Graziers Association; and the utility companies.

Planned burning is a very important tool for managing fuel hazards and enhancing biodiversity and native vegetation condition (for example, enhancing regeneration and assisting in weed management). However, during past decades usage of planned fire has been reduced and skills required to conduct burning this way have been lost. The SFMC Unit is responsible for Red Hot Tips, a program designed to assist landholders in rural areas of Tasmania to implement safe and strategic planned burning of native vegetation on private land and develop farm fire management plans.

Macquarie Franklin has been engaged to deliver much of the program, with considerable support also provided by TFS, FT and the PWS. The project has developed practical tools for both wildfire management and planned burning on private land, including property-based fire management plans, training workshops, risk assessment, a monitoring template and a practical manual for burning on private land. Red Hot Tips completed 19 farm fire management plans and two case study burns. Additional burning is likely to be undertaken in spring 2014, when weather allows. All Red Hot Tips products are available for free from the SFMC Website: www.sfmc.tas.gov.au

Community Protection Planning

The Community Protection Planning Unit is developing bushfire protection plans, response plans and mitigation plans for high-risk communities. Protection plans focus on local safety options for communities, such as nearby safer places, escape routes and emergency information sources. They are developed with community, brigade and stakeholder consultation, which promotes ownership and confidence in these plans. During 2013-14, the Community Protection Planning Unit developed 13 community protection plans, covering 41 high risk communities state-wide.

Response plans are a tactical tool for firefighters and identify protection priorities when bushfires are burning out of control. The development of these plans also involves engagement with the local brigade and local community. This planning process enhances the relationship between brigades and communities and ultimately enables local brigades to respond to bushfire emergencies in the most safe and effective way possible.

Mitigation plans focus on local-level fuel management strategies that improve community survivability. FMAC identify communities where mitigation plans are a priority and Community Protection Planning develops these plans with brigades and the community. This consultative approach to mitigation planning ensures community, brigade and stakeholder values and expectations are managed. Brigades ultimately play a key role in the implementation of mitigation strategies identified in these plans. The Community Protection Planning Unit has facilitated the implementation of bushfire mitigation plans for two high-risk communities, and 32 assets.

Community Protection Planning, through BRS and Bushfire-Ready Sites, is working with key stakeholders to generate a greater awareness of bushfire risk, and to assist in planning and preparation for bushfire emergencies.

Through these initiatives, stakeholder groups such as DOE and DHHS are empowered to mitigate bushfire risk at their sites.

Bushfire-Ready Neighbourhoods (BRN) program

In May 2013, the BRN program was approved and resourced for five years from July 2013. BRN is a community-based prevention and preparedness program for bushfire-prone communities across Tasmania. The program is staffed by the Community Development Coordinator and three new Community Development Officers (appointed in May 2014). The program receives advice regarding planning, implementation and evaluation from the Bushfire-Ready Neighbourhoods Advisory Committee. This committee is comprised of key expert stakeholders, including representation from across TFS, SFMC, local government and the University of Tasmania.

A comprehensive and rigorous pilot of the program was undertaken for five years prior to its establishment. The pilot tested evidence-based community development in selected bushfire prone communities with the aim of building community preparedness and resilience. The pilot was planned, implemented and evaluated based on best practice community development approaches and taking a community-led approach. It incorporated and built on existing bushfire safety research, enquiry recommendations, policy and strategies. Fundamental to the success of the pilot was collaboration with the University of Tasmania, the BCRC, TFS staff, volunteer brigades and communities. The success of the pilot has led to the roll out and integration of the BRN program as an element of core business for TFS.

Research conducted by the BCRC has shown that simply giving or distributing information about what to do is not enough for everyone in the community to prepare for hazards, particularly low frequency hazards such as bushfires. Community development is a successful and cost-effective approach for changing behaviour by accessing existing community networks and resources and supporting communities to develop specific local strategies. A feature of BRNs will be to increase the capacity of members of our career and volunteer brigades to work with their communities to increase resilience. Some of the bushfire preparedness activities may include community forums, workshops, field days, bushfire rehearsals, women's programs, BRN groups, and property assessments. The exact activities to be used in each community will be identified through collaboration with local brigades.

In 2013-14 BRN continued to work with ten TFS brigades in communities already involved in the pilot project. The evaluation of the pilot found that almost all (98%) of the volunteers surveyed believed that encouraging community-brigade engagement was beneficial to increasing bushfire preparedness and enhancing brigade ability to assist the preparedness goals of communities. Importantly, the engagement process employed in the pilot was perceived to increase people's understanding of the respective roles and responsibilities of volunteer fire brigade and community members furthered the message of "help us to help them". There has been strong ongoing interest from volunteer brigades requesting TFS support to develop their capacity for community engagement leading to bushfire preparedness. BRN implementation will include:

- Working directly with communities (including volunteer brigades), and
- Developing the capacity of career and volunteer brigades to engage in community consultation and development.

Establishment of the state-wide program commenced in 2013-14, including the selection of an additional 16 bushfire prone communities for inclusion in the first stage of implementation (2014 to 2016). These communities were selected using a multi-stage evidence-based approach. The list was prepared with input from the SFMC based on the Bushfire Risk Assessment Model (BRAM) and Phoenix Rapidfire. This list was then compared to a list of existing and future community protection planning priorities. Consultation was undertaken with Regional Chiefs and District Staff and a series of other criteria were considered, including community connectedness, TFS capacity and ground-truthing. The community development team commenced work with the identified communities in June 2014, leading up to the 2014-15 bushfire season.

BE AN ADAPTIVE, RELEVANT, RESILIENT AND SUSTAINABLE ORGANISATION

FURTHER DEVELOP A SAFE, STRATEGIC AND CAPABLE WORKFORCE

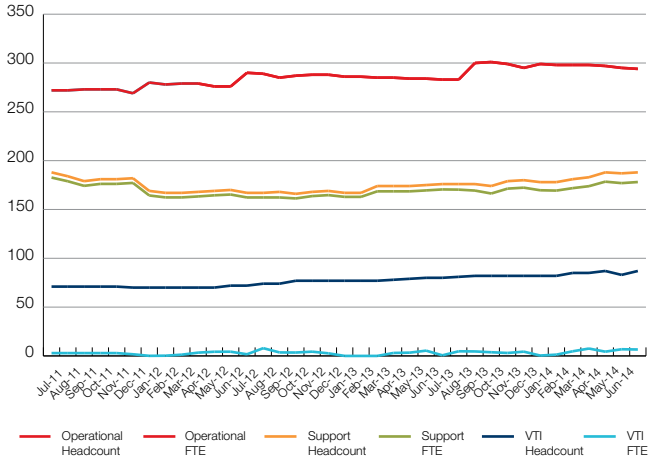
Priorities

- *Further develop and continue to implement the State Fire Commission strategic work health and safety plan*
- *Develop and implement the TFS strategic learning and development plan including ensuring our learning framework encourages strategic thinking, adaptability and flexibility*
- *Develop strategies to further improve recruitment and selection systems*
- *Ensure the knowledge and skills of brigades and members are aligned with their respective risk*
- *Develop a strategic project planning and workload management capability*
- *Effectively match our resources to our organisational priorities*
- *Engage our people in developing and implementing strategic plans.*

Workforce Distribution

As at 30 June 2014, TFS had a workforce of 5,070 volunteers and 475.82 full time equivalent employees. The overall workforce distribution is relatively stable with numbers higher during the past 12 months than in previous years. The increased employee numbers reflect new Trainee Firefighter intakes to address shortages, and additional staff for community and strategic fuel management strategies.

Operational and support career members and volunteer training instructors from July 2011 to June 2014



Operational firefighter volunteer numbers have increased during the past 18 months, mainly as a result of the heavy bushfire season in 2013 when volunteer intake increased by approximately 200 members. Operational support numbers comprise non-operational ageing members, family members, juniors and cadets. These numbers change regularly because of members leaving, and the transition of cadets into operational firefighter roles at age 17.

Operational and support volunteer members from July 2011 to June 2014

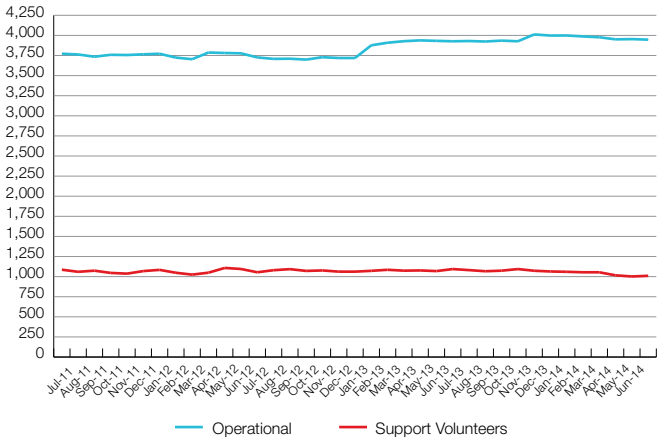


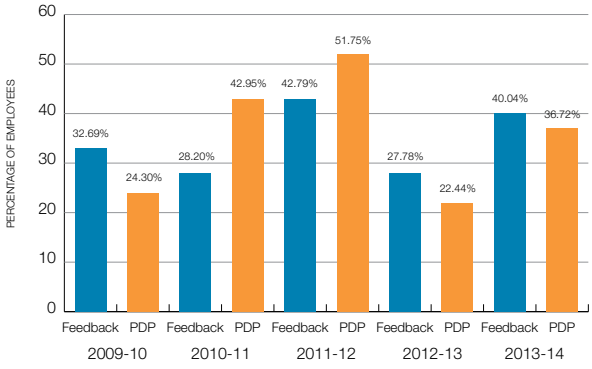
Photo courtesy of the Launceston Examiner.

Photo courtesy of the Launceston Examiner.

Performance Management

TFS implemented its performance management system (Workplace Feedback) in 2010. Participation in the system has varied since that time. It is pleasing to see that the number of performance feedback meetings and personal development plans increase in 2013-14, however, numbers were still low with only 40 percent of employees participating. TFS continues to work on strategies to increase the number of employees who participate in workplace feedback.

Workplace feedback sessions and personal development plans completed



Workplace Behaviour

TFS takes seriously any allegations of inappropriate behaviour. Depending on the seriousness of a concern, an issue may be dealt with through informal processes such as seeking clarification or encouraging discussion. Alternatively, more serious or chronic matters may be addressed through inquiries, formal dispute resolution options (like mediation or counselling), or formal investigations. For the first time, TFS piloted the use of restorative practices and this approach has proved to be very effective.

In 2013-14 there were about 30 volunteer related concerns that were referred to Human Services. These included issues such as ongoing internal brigade conflict, allegations of theft, making secret recordings, interpersonal conflict, complaints from members of the public, as well as allegations of bullying or discrimination.

To put this into perspective, TFS has over 5,000 volunteers in about 230 brigades. These cases indicate that only a very tiny minority of our members behave inappropriately. Unfortunately, the behaviour of this tiny minority has a very significant impact on other members and requires a disproportionately large level of resources to address.

One ongoing challenge has been maintenance of appropriate levels of confidentiality. As brigades are based in communities it is often difficult to ensure that all members maintain confidentiality. This can make it even more difficult to resolve concerns fairly and promptly. A related issue has been that, in order to respect the privacy of members, TFS has generally not disclosed much information about the outcomes of resolution processes. This has sometimes given rise to a belief that TFS had not addressed the concerns, which has rarely been the case. TFS is developing a more structured approach to informing members about the outcomes of resolution processes so that 'justice is seen to be done', while still maintaining appropriate privacy.

Within career membership, a number of conflict and performance management issues have been dealt with through the year. At the most serious end of the scale, one employee was terminated for breaching the State Service Code of Conduct. An investigation into an alleged breach of the State Service Code of Conduct was commenced, and one complaint alleging bullying and harassment was made by an employee to WorkSafe Tasmania. The outcomes of both of these matters were still pending at the end of the reporting period.

Firefighter Championships

The Firefighter Championships are run by a voluntary committee of career, volunteer and support members. The Championships enable TFS members to practice skills relevant to firefighting, and put their skills to the test in a competitive environment.

November 2013 was an extremely busy time for the Tasmanian Fire Brigades Competitions Association. The first weekend saw the staging of the bi-annual Australasian Firefighters Championship, held for the very first time in Tasmania. Thirty teams from NSW, Vic, NT, NZ and Tas competed against each other in ten individual events over

two days at Launceston's Invermay Park, vying for the title of Australasian Champions.

The Championships commenced in 2001 with the Centenary of Federation Fire Brigade Championships and have been held in NSW, Qld, Vic and NZ since then. Echuca in Victoria will host the 2015 Championships.

TFS was very well represented in Launceston with teams from Devonport, Sassafras, Kingston, Claremont, New Norfolk, Rokeby, Bushy Park and Prospect competing – some for the first time in the Championship's short history. Our own teams were joined by nine each from NSW and Vic, three from NZ and one from NT.

The event was won by the Melbourne Metropolitan Fire Brigade, Echuca (Vic) in 2nd place, closely followed by Kelso 3rd (NSW), Dorrigo 4th (NSW) and Silverdale 5th (NZ). The best placed Tasmanian team was Devonport, finishing in 11th place.

The event attracted some excellent sponsors along with our major partners Hino and FRM. Significant contributions were also received from Country Club Tasmania, Bendigo Bank, Caltex, Scania, RACT Insurance, Global Fire Solutions, Draeger, Kidde and Tassie Instant Marquees. Logistical support was also received from FRNSW in the form of timing equipment and an immense amount of 'know-how'!

One week later the annual State Firefighter Championships were again conducted at the same venue. Our own Championship continues to strengthen with 17 senior and 15 junior teams competing in 2013.

The 2013 senior State Champions were Devonport 2 closely followed by Kingston in 2nd, New Norfolk 3rd, Prospect 4th and Claremont 1 in 5th place. In the junior section, Claremont 1 pipped Sassafras by just 6 points for the title, followed by Kingston 3rd, New Norfolk 1 in 4th and Claremont 2 rounding out the top five placings.

Work Health and Safety Performance

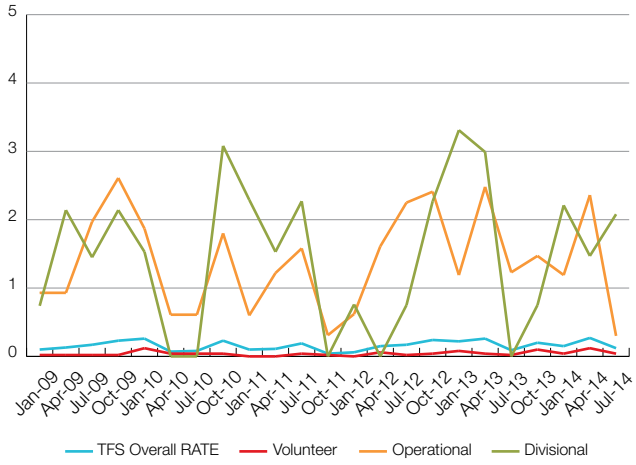
A subcommittee of the Commission and ELT has been established to focus on driving our Work Health and Safety (WHS) strategy and monitoring performance. This subcommittee is developing the TFS WHS Strategy to provide direction on key WHS priorities for the next three years. Following review of the WHS Plan and the key objectives of the Strategy, a draft document has been developed for consultation through the WHS committee structure, and members.

Significant projects are occurring to address key risks, including fatigue management, remote and isolated work, falls prevention and safe driving.

TFS uses a number of measures to determine WHS performance. The *lost time* accident rate and average time lost rate are preferred to the traditional *lost time injury* frequency rate as this allows us to measure performance for both career and volunteer members.

Lost time accident rate

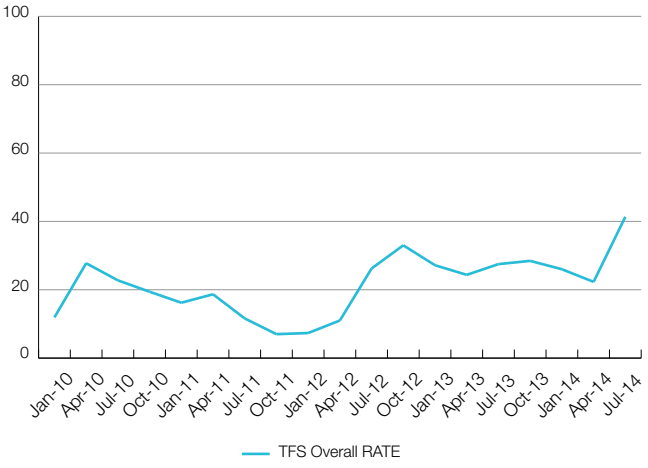
Measures the number of new lost time death, injuries and diseases reported during the quarter for every 100 members



The lost time accident rate is a measure of the frequency of lost time accidents based on the number of members (rather than hours worked). It looks at the number of new lost time death, injuries and diseases reported during the quarter for every 100 members. This number remained stable in 2013-14. The significant movements in divisional numbers is affected by the lower numbers in this group, while volunteer - the largest group - is not significantly impacted by a small number of occurrences.

Average lost time rate

Measures the total number of workdays that were lost during the year as a result of death, injuries or diseases divided by the number of new lost time occurrences



The average lost time rate is a measure of the severity of lost time accidents. It measures the total number of workdays that were lost during the year as a result of deaths, injuries or diseases divided by the number of new lost time occurrences There is a trend towards an increasing accident severity rate which is consistent with a number of long term injuries that have been experienced.

Workers Compensation

The table below provides a profile of the claims experienced for the past three years. The bottom row outlines the number of claims that are open as at 30 June 2014, based on the financial year in which the claim occurred. The 2013-14 year resulted in a decrease in the number of claims from 2012-13. However, in 2012-13 the significant bushfire season caused elevated claim numbers.

Year	2011-12	2012-13	2013-14
Claims Made	57	109	70
Open Claims	1	8	19

'Slips trips and falls' and manual handling have been the most prolific cause of injury, however, the highest claims costs are comprised of claims for cancer related to firefighting as well as post-traumatic stress.

Introduction of the "Presumptive Cancer Legislation" on 21 October 2013 by way of the *Workers Rehabilitation and Compensation (Firefighters) Act 2013* will impact on the claims experience and costs of workers compensation for TFS in the future. This landmark legislation recognises the impact of exposures to carcinogens that occur when career firefighters and volunteer firefighters (who attend a similar number of emergency incidents as career firefighters) perform firefighting duties.

TFS has commenced development of additional reporting on individual exposures that occur while performing firefighting duties which will provide information for an evidence based approach from which to develop strategies to reduce exposures.

The intense fire season in 2012-13 continues to have an impact on the wellbeing of our members. In response to these events, TFS set up a TFS Member Welfare Working Group. This group carried out a survey of TFS members and used its findings, as well as evidence from research and the practices of similar agencies, to draft a holistic member welfare framework. This draft framework can be used as a guide for TFS to identify and implement future welfare and wellbeing initiatives.

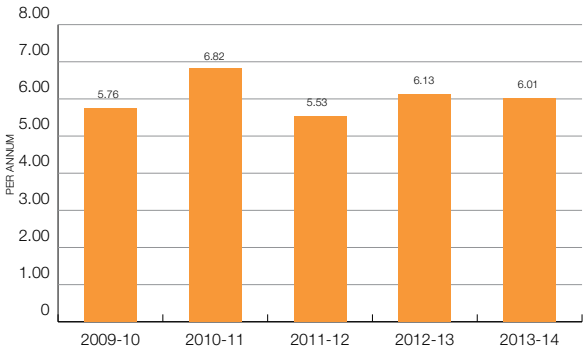
The working group also developed a poster (with supporting information sheets) to encourage members to recognise and talk about the mental health challenges they may face.

Absenteeism

Absence Rate

The absence rate indicates the average number of days of absence on personal leave (personal illness or care for others) per employee per annum. The absence rate for the past financial year is slightly lower than for 2012-13 and still within overall norms.

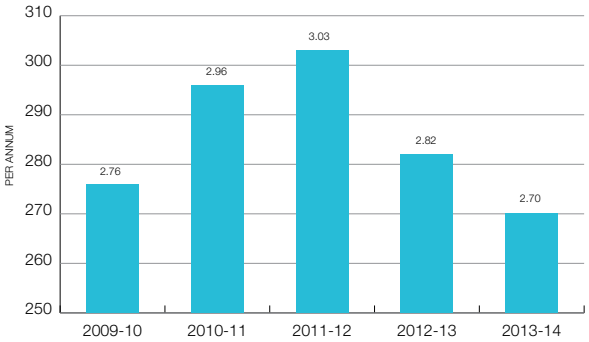
Average number of personal leave days per employee 2009-10 to 2013-14



Absence Frequency

The absence frequency indicates the average number of occasions of absence (personal illness or care for others) incurred per employee per annum. These figures provide an indication of whether there is a high level of short-term absences as opposed to long-term absences. A trend upwards will be indicative of an increase in short-term absences. It is pleasing to see that our absence frequency has remained less than three occasions per employee per annum this financial year indicating that fewer single day absences have been occurring.

Average number of absences per employee 2009-10 to 2013-14



Trainee Firefighter Recruitment

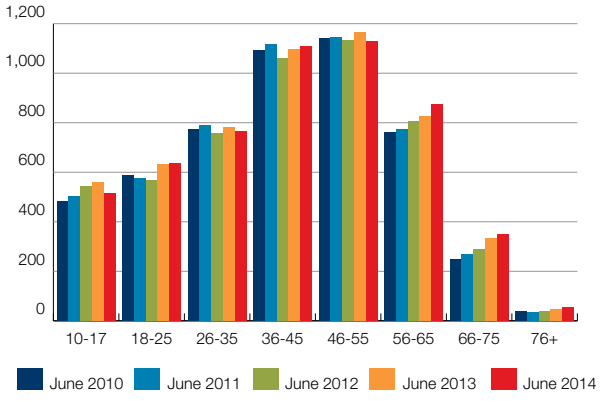
TFS commenced a recruitment campaign for Trainee Firefighters in February 2014 to address staffing needs arising from career firefighter resignations and retirements. A total of 425 applications were received. Following four months of physical and aptitude assessments, 15 candidates were selected for appointment. TFS wishes these individuals well as they embark on a 15-week Trainee Firefighter Development Program on 4 August 2014.

There has been a strong continuous improvement focus during the 2013-14 Trainee Firefighter recruitment campaigns in an effort to make the process more efficient and effective. For instance, TFS has begun using the upgraded suite of *Safeselect* psychological profiling tools, which is specifically tailored for Firefighter applicants. In addition, a review is under way to ensure current candidate aptitude and physical assessments remain relevant and appropriate.

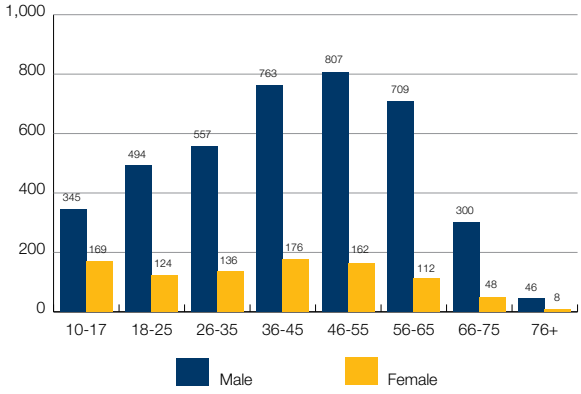
Age and Gender / Diversity

TFS has a healthy age profile, although ageing in the upper brackets is noticeable during the past three years. The highest point is the 46 to 55 age group, however the 36 to 45 age group is strong. The workforce distribution will need ongoing monitoring and support for workforce planning strategies to ensure TFS is able to maintain viable and diverse workforce numbers. The average age of volunteer operational firefighters is 44.5 years and 43.9 years for career operational firefighters.

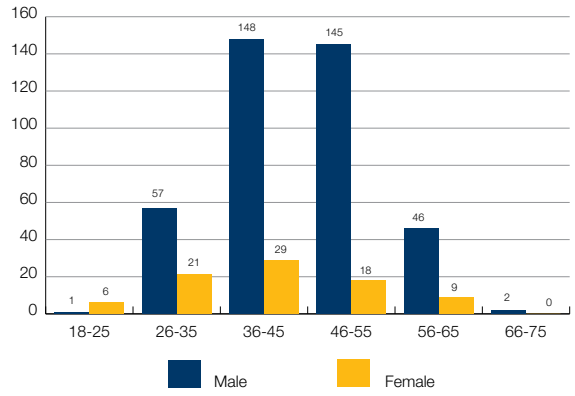
TFS age profile 2010 to 2014 all TFS members



Age and gender of all TFS volunteer members



Age and gender of TFS career, operational and support members



Learning and Development

A key component of the TFS Strategic Learning and Development (L&D) Plan has been a cultural shift to a capability learning framework. Work has begun to detail the capabilities required for the volunteer and career operational streams. This work will enable us to continue to deliver our services to the Tasmanian community at the highest possible standards. It will fully reflect the roles, responsibilities and behaviours expected of firefighters and officers, especially those relating to values and leadership, and have sufficient flexibility to accommodate different risks, hazards and environments. Development of the capability framework will continue during 2014-15.

Significant progress has been made on implementation of other elements of the L&D Plan. One new initiative has been a trial of the use of external curriculum developers to improve existing TFS learning and assessment resources and create new resources for Incident Management roles.

The Major Incident Operational Support Project started in 2013-14 (and will continue in 2014-15) has contributed to identifying and training suitably qualified operational support staff prior to the commencement of the fire season. As a result, TFS has competent operational support members who are able to utilise existing administration skills in various roles to support major incidents.

TFS continued to invest resources to maintain compliance with the Standards for National Vocational Education and Training (VET) Regulation Registered Training Organisations 2012 to maintain Registered Training Organisation (RTO) status and issue nationally accredited qualifications. This is an important mechanism to benchmark and quality assure our training against national standards in the public safety industry.

The Vocational Education and Training regulatory environment has been subject to constant policy and regulatory changes in the past financial year. TFS actively participated with the AFAC Learning and Development Group to make a series of national submissions including to the Department of Industry VET Reform Group to advocate the position of fire and emergency services agencies for a number of draft proposals where public input was invited.

TFS transitioned to the new version of the Public Safety Training Package (PUA12) during 2013-14, upgraded training officers to the current training and assessment qualification and worked towards achieving a number of recommendations for improvement from an internal training audit.

Career divisional members completed a number of targeted short courses linked to their Personal Development Plans and provided by The Training Consortium and other external providers. Courses included computer software skills; programs such as *Springboard* and *Compass* women's development programs, merit selection and workshops in self-management and interpersonal capability development such as coaching and mentoring, conflict management, working in teams, diversity, ethics and

courses and workshops relating to focus areas such as coaching and mentoring, health and wellbeing initiatives, occupational health and safety and human resource management.

A review of the learning and development framework and curriculum for FireComm personnel was undertaken, including training and assessment to "job roles" rather than individual units of competence, updating resources and reviewing the delivery and learning pathways.

TFS also coordinated three 'Introduction to AIIMS' workshops attended by candidates from across many government departments who have taken skills and knowledge back to their respective agencies. The instructors for this program come from both TFS and PWS. Included in this program for the first time were TFS non-operational members in recognition of the increasing part they play in IMTs. Work was also undertaken on developing a learning pathway for non-operational members.

Volunteer Skills Achievement

The capability of volunteer firefighters was maintained in 2013-14 with the numbers of volunteers who have achieved various types and levels of skills increasing slightly during the past three years (see figure 1). Over 87% of volunteers have core skills, 56% have achieved firefighter Level 1, 28% have advanced skills and 15% of volunteers are qualified crew leaders.

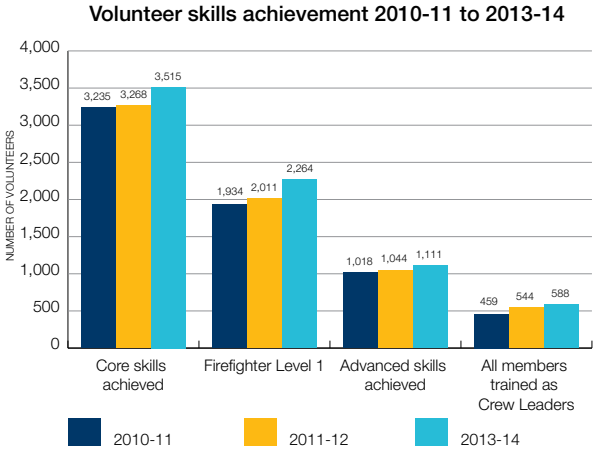


Figure 1. A comparison of the number of volunteer firefighters by capability from 2010-11 to 2013-14.

The number of courses held increased substantially this year with the number of participants per course also increasing (see figure 2). This is a result of L&D and District staff working together to identify training and scheduling needs. TFS's commitment to member safety was underscored by the 168 first aid courses held for over 500 volunteers who can now also use these skills for their families and communities. Volunteer firefighters also maintained their existing skills with more than 925 undertaking formal skills maintenance courses in addition to training and exercises completed at brigade, group and district level.

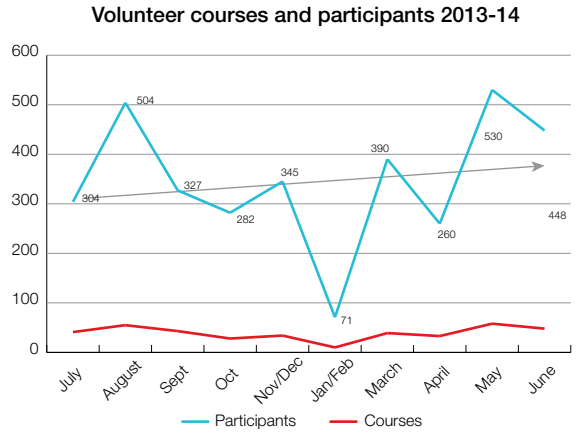


Figure 2. The number of volunteer courses and participants for 2013-14.

The average number of participants per course increased during the past three years (see figure 3) as regions became more efficient and effective at managing course nominations and scheduling. This was achieved through courses being held at times that matched volunteer availability, by holding more courses in districts and at brigades, and by better managing cohorts of new volunteers to acquire skills.

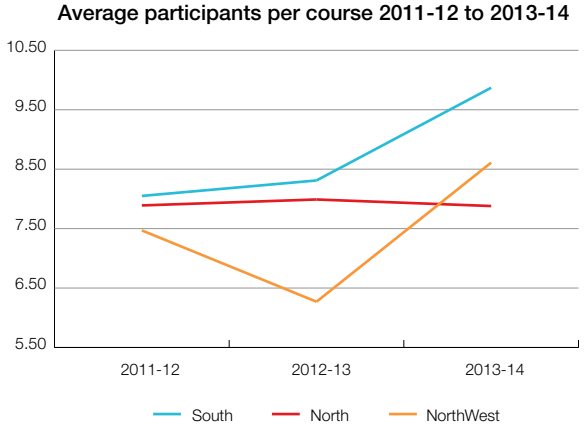


Figure 3. Average participants per course during the past three years by region.

Career Operational Skills Achievement

The levels of skill achievements by career firefighters were similar in 2013-14 to previous years (see figure 4). The reduction in number of Public Safety Training Package (PSTP) qualifications last year was an anomaly caused by the Trainee Firefighter Development Program not being held that year.

Photo courtesy of Klause Stange.

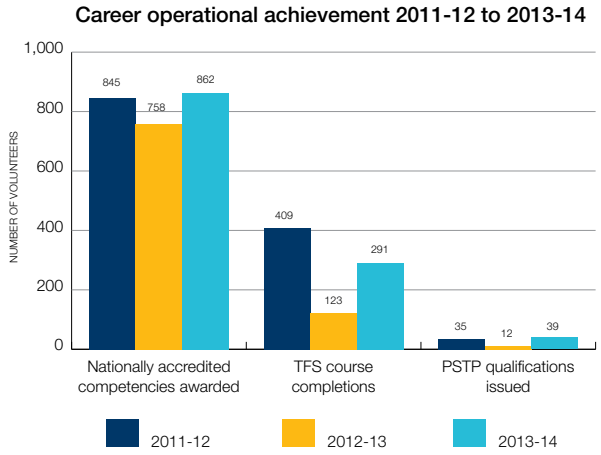


Figure 4. The number of courses attended and nationally accredited competencies and qualifications achieved in 2013-14 in comparison to previous years.

Hazardous Materials (Hazmat)

Enhanced training and upskilling of career operational members continued during the past 12 months with the equipment, procedures and techniques established as a result of the Hazmat Technician course and qualification development. In the past 12 months three career firefighters representing all three TFS regions have undertaken Hazmat Technician training in Melbourne and have further bolstered the number of technicians within TFS. Station Officers have also undertaken visits to other fire services to explore opportunities for further Hazmat curriculum development.

Road Crash Rescue

2013-14 saw continued participation in the ARRO. Additionally, TFS has trained existing and new RCR instructors. A capability pathway has been developed using instructors from technical and other specialist roles to upskill RCR instructors to include domestic, industrial and heavy or complex transport rescues.

Fire Investigation

New doctrine including guidelines, operating procedures and WHS practices has been developed for Fire Investigation. Three one-week fire investigation courses for Leading Firefighter promotion and a one-week inter-agency course were conducted at Cambridge training facility in the first half of 2014. The current Regional Fire Investigators will complete training with either FRNSW or Melbourne Metropolitan Fire Brigade to enhance skills and maintain the working relationship that currently exists with other fire agencies.

Planning and Workload Management Capability

Work continues to develop a robust strategic project planning capability based on business unit plans and reporting that are linked to the Commission's Corporate Plan. Further work was undertaken on the planning and reporting frameworks for the Commission's governance purposes. Determination of organisational priorities to assist with workload management continues with ongoing workload management continuing as a focus for work groups.

The refinement of a workforce planning model for career operational firefighting members has also been a focus with a robust tool developed to assist to determine future firefighting needs. The tool will be assessed at the end of the next financial year to determine its efficacy.

TFS has engaged its members in development of unit plans linked to the Commission's Corporate Plan and assist with the achievement and embedding of organisational goals. TFS operates a wide range of committees that assist with developing and implementing strategic plans. Our people played a key role in development and implementation of learning and developing strategic goals through their contribution as members of volunteer and career learning development reference groups. Both the Volunteer State Consultative Committee and the Central Occupational Health and Safety Committee have been directly involved in contributing to the development of strategic plans to guide organisational development in these important areas.

Photo courtesy of the Advocate

SHAPE AND FOSTER OUR LEADERSHIP AND CULTURE TO ACHIEVE OUR VISION, VALUES AND STRATEGIC OBJECTIVES

Priorities

- *Institutionalise TFS Values*
- *Continue implementation of our leadership framework*
- *Enhance our internal communications systems, processes and skills*
- *Monitor the effectiveness of our internal communications systems.*

Implementation of the TFS Values continues. Workshops were facilitated in some workgroups to enable them to articulate their expected behaviours arising out of the TFS Values. Work has commenced on developing a video format of a facilitated workshop which will enable workgroups, including volunteer brigades, to have discussions about behaviours.

The TFS Values continue to be incorporated into organisational systems and processes with inclusion in Statements of Duties, policies and procedures, training materials, decision making and communication. At a workgroup level, there is increasing observation of strategic and day-to-day decisions being based on TFS Values. Framed TFS Values posters being placed in all stations.

The TFS Leadership Framework was approved in 2013 and its implementation continues. The Framework defines leadership expectations and characteristics. It outlines development programs and ensures that all TFS systems support the desired leadership characteristics. The development and implementation of the Framework is informed by a steering group and a reference group.

ELT continued its *Leadership Development* program with a focus on *Emotional Intelligence*, *Thinking Styles* and coaching.

The *Life Styles Inventory* (LSI) self-assessment and 360 degree assessment tools program have been completed by all of the Executive and Managers/ District Officers. This financial year it was extended to the supervisor/ Station Officer level with 60 people participating. It has produced tangible results in decision making and quality conversations that would not have been possible previously. This program has identified development opportunities for executives and provides a basis for ongoing coaching.

The *Fireline Leadership* program continues at TFS. It is aimed at career and volunteer officers and supervisors. So far 324 members have attended. Many members have found the program extremely valuable within their workplaces or brigades.

Four people attended the AHRI Leadership Conference. Career operational and divisional members achieved a number of external VET and university management and leadership qualifications facilitated by the TFS Study Support Scheme which offers a combination of financial and study leave assistance for tertiary study. Additionally, as in previous years, both TFS career and volunteer members were supported to participate in a number of AEMI and AFAC/AIPM development and leadership programs.

Internal communication is currently under review within TFS to assist with the development of an effective internal communication framework. Feedback has been collected from a range of TFS members to inform further surveys and focus groups. Internal communication within TFS is complex given the range and distribution of members. It is viewed as a critical strategy to organisational success; including achievement of outcomes and embedding of desired culture.

The development of the Internal Communications Framework will fine tune monitoring and measurement tools. The 2013 State Service Workforce Survey identifies that employees have varying levels of understanding of TFS, with high levels of performance in some areas such as understanding TFS purpose and ethical standards applying to employees. Areas of improvement are also clear, particularly in relation to developing a shared vision and informing about change.

BE A WELL-INFORMED, EVIDENCE-BASED DECISION-MAKING ORGANISATION SUPPORTED BY EFFECTIVE SYSTEMS AND PROCESSES

Priorities

- *Develop a commitment and capacity to collect and use evidence to support decision making*
- *Actively participate in the Bushfire and Natural Hazards CRC*
- *Develop processes to take advantage of research findings and respond to trends*
- *Implement applicable findings from inquiries and post incident reviews.*

TFS members value intuition, judgement and experience. These attributes have been invaluable in developing approaches to the challenges facing emergency services. However, these approaches are not infallible and need to be 'truth tested' by collecting and analysing evidence. At times, the evidence challenges our assumptions. It can be incomplete which can frustrate members who may favour 'black and white' decisions. Evidence often alerts members to the complexity and interconnectedness of work. This can lead to discomfort caused by increased uncertainty.

An effective strategy has been the involvement of TFS members in the gathering and use of data from well-conducted research. The following are a range of areas where TFS has collected and/or used research to assist with decision-making:

Leadership Framework

One of the methods that TFS uses for leadership development is the Life Styles Inventory. This tool was selected because it was developed out of rigorous research and is supported by a large database for comparison.

Physical Abilities Assessment for Trainee Firefighters

Deakin University and TFS are undertaking a research project which aims to evaluate the Trainee Firefighter pre-employment Physical Abilities Assessment to ensure it accurately reflects contemporary firefighting requirements. Using firefighters as subject matter experts, the research has included developing task inventories, job-task analysis and conducting a field trial at Cambridge. This research work will conclude in 2014-15.

School Fire Education Program

The TFS SFEP has been designed to teach children from Prep to Grade 6 about basic home fire safety, and empower them to make safer choices about fire risk. The program is offered to all Tasmanian primary schools, and more than 95% of Tasmanian children participate in the program at least twice during their primary school education. There is substantial evidence that the program is effective in increasing fire safety knowledge and skills for both the children it reaches directly, and for adults in the community. Age-appropriate learning activities and resources have been developed and reviewed in consultation with educators. In 2013-14 an evaluation of the program was commenced by a TFS career member as his research project for a post-graduate qualification in education.

Bushfire-Ready Neighbourhoods

In May 2013, the BRN program was approved and funded from July 2013. This program has been based on a comprehensive and rigorous five-year pilot project; which tested an evidence-based community development approach for selected communities in bushfire prone areas with the aim of building community preparedness and resilience. It was based on existing bushfire safety research from the BCRC, and policy developed following the Victorian Bushfires of 2009 and subsequent Royal Commission.

An independent evaluation of the pilot was undertaken by Dr Mai Frandsen, as part of her doctoral thesis from the University of Tasmania, under the supervision of Professor Douglas Paton. Her PhD thesis 'Promoting Community Bushfire Preparedness – Bridging the Theory-Practice Divide' provides a comprehensive evidence base for policy decision-making. This thesis is publicly available and can be viewed by clicking on the link: http://eprints.utas.edu.au/15309/

With the BRN program taking an evidence-based approach, a longitudinal evaluation of the program commenced in 2014, with a pre-evaluation of the 16 communities/areas that were selected for the program. The aim of the pre-evaluation is to gather pre-engagement data for comparison at the end of the first phase of implementation (2014-16). This will evaluate the extent to which communities targeted by the program are more prepared following engagement. Researchers are initially undertaking a telephone survey of a sample of 616 individuals in bushfire risk communities across Tasmania.

A series of other research projects took place in 2013-14 and are contributing to an evidence-based strategic approach to the BRN Program. The projects include:

- **Volunteered Geographic Information (VGI), Community Engagement and Bushfire Preparation in Tasmania** (Billy Hayworth, University of Sydney, PhD thesis)
- **Touch Table Project** (Mark Brown, University of Tasmania, PhD thesis)
- There are also a number of BNHCRC projects in which BRN is partnering with researchers:
    - **Child-centred disaster risk reduction:** This project will conduct a nationwide evaluation of programs and strategies based on a Child Centred-Disaster Risk Reduction framework.
    - **Connecting communities and resilience: A multi-hazard study of preparedness, response and recovery communications:** The project adopts a multi-hazards approach to examine the effectiveness of response and recovery communication in communities (comprising individuals, groups, and businesses) affected by floods, cyclones, fires and earthquakes.

- **Improving the role of hazard communications in increasing residents' preparedness and response planning:** This project will identify barriers and enablers in residents' decision making, preparing, and planning with regard to natural hazards.
- **Managing animals in disasters: Improving preparedness, response, and resilience through individual and organisational collaboration:** The aim of this project is to identify the best practice approaches to the management of animals in disasters that result in optimal outcomes for public safety, and longer term mental and physical health of emergency services responders, those with animal-related businesses, community members and their communities.
- **The Australian Natural Disaster Resilience Index: a system for assessing the resilience of Australian communities to natural hazards:** This project will develop an index of the current state of disaster resilience in Australian communities – the Australian Natural Disaster Resilience Index. The index will facilitate assessment, evaluation, reporting and planning for natural hazard resilience under the NSDR.

This year has seen the very welcome establishment of the national BNHCRC to carry on the valuable work done by the BCRC.

To ensure that BNHCRC research findings can be operationalised, the BCRC has recruited agency members to representative End Users for each project. TFS makes a contribution through its End User representation on a number of the research projects.

TFS has benefited greatly from the work of the previous BCRC and is committed to supporting the work of the new entity. As a relatively small agency, TFS arguably stands to get disproportionally greater returns from the findings of BCRC research. A vital part of the research is the incorporation of its findings into agency practice and operational decision-making.

A number of TFS staff were Lead End Users in the BCRC; particularly Director Community Fire Safety Damien Killalea in the community safety research, and Director Human Services Robyn Pearce in the operational readiness/work health and safety research.

As the BCRC comes to an end, these Lead End User roles will also cease. However the value that has been provided to the Australian emergency management community through the coordination of end user guidance and input has assisted with the achievement of practical and effective research outcomes to guide agency strategy and practice. Other TFS members have also been involved. For example Bushfire Planning and Policy Officer Mark Chladil who is working with the next generation soil moisture model and national fire danger ratings projects.

The development of a "Lessons Learned" model has been identified as a key strategy in the TFS Strategic L&D Plan. Work on the development of this model is expected to commence in 2014-15.

Inquiry Outcomes

The bushfires that occurred during the summer of 2012-13 which saw unprecedented forecast fire weather conditions were the most significant bushfires occurring in Tasmania since the summer of February 1967.

As a result of these fires two reviews and one inquiry took place. TFS invited AFAC to carry out a review of the management of the fires that had occurred and a small team of senior staff from interstate fire agencies supported by the AFAC office in Melbourne prepared an audit-review. This review identified 14 recommendations which included some outstanding recommendations from the Victoria Bushfires Royal Commission.

Chief Officer Mike Brown also requested that an internal operational review be conducted which involved TFS operational and corporate services, interstate and international fire agencies and relevant government committees. From this, 12 broad recommendations were identified.

The State Government of Tasmania established the Tasmanian Bushfire Inquiry (TBI) and appointed former South Australian Police Commissioner Malcolm Hyde as the Special Investigator. From this inquiry 103 recommendations were presented. Of these, 40 recommendations were specific to TFS.

Mr Hyde also included the AFAC review recommendations and internal TFS review and the following progress has been achieved.

Of the 40 recommendations from the TBI, 16 were identified as needing immediate review and implementation; the remaining 24 were identified as non-immediate. Progress to date sees the immediate 16 recommendations with either implementations in place or the procedure in place progressing to implementation. The remaining 24 recommendations are ongoing with timelines being met as implementation occurs.

The outcomes from the AFAC review and the TFS internal review if not included in the TBI, are being reviewed and implemented as priorities allow.

BE A SOCIALLY AND ENVIRONMENTALLY RESPONSIBLE ORGANISATION

BUILD MUTUAL RESPECT AND UNDERSTANDING BETWEEN THE COMMUNITY AND OUR ORGANISATION

Priorities

- *Define and communicate our brand*
- *Build brigade capacity to better understand the needs and expectations of their communities, and to engage with them*
- *Develop strategies to enable TFS activities to provide benefit to the community*
- *Develop strategies to build trust and credibility with the community based on TFS Values.*

TFS State Conference

In the wake of the exceptional events that Tasmania experienced over the 2012-13 fire season the ELT decided to hold a single State Fire Conference in August in preference to conducting the three Regional Conferences that would normally have been scheduled for that year.

This decision ensured all TFS brigades were provided with the opportunity to come together from all parts of the State to share their respective stories and, most importantly, to maximise the learning potential that naturally flows out of the type and extent of emergency incidents that TFS and their partner agencies were confronted with during the summer of 2012-13.

The 2013 Conference was held at the Country Club Casino and attracted an unprecedented number of delegates. More than 350 TFS members and invited guests enjoyed a day of quality presentations, interaction and emotional exchange that reflected the intensity and impact that the fire incidents had on emergency responders and support personnel.

No one involved in the day was left untouched by the experience and a strong sense of community emerged among the attendees as the day progresed.

While there was certainly a degree of pride about what had been achieved by our agency during the season there was always an acknowlegement that we still had much to learn and that TFS was not going to rest on its laurels but continue to strive for even better performance in the years ahead.

The conference was opened by the Premier, The Hon Lara Giddings MP, who expressed on behalf of her Government and the people of Tasmania the tremendous gratitude and respect that they had for TFS and other emergency services for their efforts during the fires.

The Premier praised TFS for the professional approach it took during those challenging times and noted how thankful we all were that no lives were lost.

She also acknowledged the way in which we integrated our interstate colleagues into our Fire Service family and reminded us all that TFS has set a benchmark that other states have openly stated is a model for the future.

Chief Officer Mike Brown presented the Premier with a 2013 Tasmania Fire Campaign TFS Cap. He expressed his tremendous personal pride in TFS and its people, noting that being CEO of such an organisation is a genuine privilege.

He also indicated that he had received wide praise from all around the State, across the country and even overseas about the way in which TFS approaches emergencies and community warnings, the establishment and clarity of operational priorities, and the cooperation and coordination of all agencies at all levels to a common purpose.

Through the conference, participants gained insight into a range of topical issues including:

- the key factors and challenges TFS confronts when major events strike
- the frontline experience of the Dunalley fires, how leadership development has helped on the frontline, and learning from our experiences through the Field Ride
- bushfire recovery and the importance of communities taking ownership of their own recovery
- the key findings from the TFS Review of the fire season
- the new CAFS truck
- safety and member welfare
- plans for the SFMC and strategic fuel management, and
- changes at FT and PWS Tasmania.

Deputy Chief Officer Gavin Freeman with AFSM Medal recipients Rodney Moore, Trevor Kingston and Hugh Jones.

IFE Companion Fellow Andrew Comer.

AWARDS AND MEDALS

Australian Fire Service Medal

The Australian Fire Service Medal (AFSM) was awarded to Deputy Regional Chief Hugh Jones, Brigade Chief Trevor Kingston and Brigade Chief/Group Officer Rodney Moore.

Hugh Jones

Hugh commenced his fire service career in 1979 when he joined the Hobart Fire Brigade as a recruit firefighter. Hugh qualified by examination and practical assessment as a Station Officer in 1985 and was promoted to officer rank in 1988. In 1995, Hugh was successful in his promotion to District Officer and he worked at that level until 2013. As a District Officer, Hugh was well respected by staff, volunteers and the broader community he worked with. Hugh has always exampled qualities of engagement, fairness, consideration and diplomacy and his leadership skills are often acknowledged by those who have worked with him.

Hugh has also led many projects and initiatives regarding firefighters' protective clothing, technical rescue and equipment with his project management skills assisting him to achieve very positive outcomes. Hugh also has a long history in operational command and control including undertaking several roles in incident management over the challenging and extended 2012-13 bushfire season.

Trevor Kingston

Trevor joined the Smithton Volunteer Fire Brigade in 1974 commencing in the position of volunteer firefighter. In 1978 he was elected by his peers to the position of Deputy Brigade Chief and in 1995 his fellow members demonstrated their confidence in his leadership by promoting him to Brigade Chief; the role he still holds today.

As Brigade Chief, Trevor leads a strong and dedicated brigade that is well supported by skilled and committed firefighters. Smithton is a relatively isolated township with a variety of residential, industrial and tourism assets in the community. Under Trevor's leadership, the brigade has a respectful record of providing effective fire and emergency response both in Smithton and in support of brigades in surrounding areas. The Smithton community has benefitted greatly from Trevor's leadership of their fire brigade over many years.

Rodney Moore

Rodney joined the Gladstone Volunteer Fire Brigade in 1984. In the same year he was elected by members of the brigade and promoted to the position of Brigade Chief and Rodney maintains that leadership position to this day.

Brigades within the Mount Cameron Group of brigades elected Rodney to the lead area coordinator position of Group Officer, Mt Cameron Group in 1998. Rodney is also the area's Fire Permit Officer and volunteer representative on the FMAC.

Gladstone is a remote region in Tasmania and Rodney has taken the lead at many complex and extended fire operations in the area. The Gladstone community is small, Rodney's leadership and approach are very well respected and the brigade benefits from this with good membership and motivation. Gladstone and surrounding districts are most fortunate to have Rodney's commitment, knowledge and leadership in this important emergency service.

National Medals

The National Medal recognises diligent long service for members who protect life and property.

National Medals - awarded for 15 years service
- *82 recipients*

1st Clasp - awarded for an additional 10 years' service
- *60 recipients*

2nd Clasp - awarded for a further 10 years' service
- 12 recipients

3rd Clasp - awarded for a further 10 years' service
- *15 recipients*

4th Clasp - awarded for a further 10 years' service
- *1 recipient*

National Emergency Services Medal

At the TFS State Conference the Minister for the Department of Police and Emergency Management, Hon David O'Byrne MP, presented the Emergency Services Medal to members of TFS who had been deployed to Queensland, Victoria and New Zealand to assist with the emergency response to fires, floods, cyclones and earthquakes in those regions over the past few years. Well done to all recipients.

National Emergency Services Medal Recipients 2013.

Chief Officer's special awards

The conference closed with the Chief Officer presenting a number of special awards in recognition of outstanding efforts by various people.

These were: The Chief Officer's Award to TFS Firefighters, accepted by the Dunalley Fire Brigade; to TFS Operational Support Staff; to FT and to PWS.

"In recognition of your preparation, skill, commitment and professionalism in providing continued support to all aspects of the 2012-2013 Tasmanian Bushfire Emergency."

Chief Officer's certificates of appreciation were also presented to SES and Tasmania Police in recognition of their important roles.

IFE Companion Fellow

Regional Chief – North Andrew Comer, has received the prestigious award of Companion Fellow of the Institution of Fire Engineers. The grade of Fellow recognises Andrew's exceptional contributions to the profession of fire engineering, and the title of Companion is an extra honour voted by his peers. "I was truly honoured," he said.

MINIMISE OUR IMPACT ON THE ENVIRONMENT

Priorities

- *Improve our capacity to measure our impact on the environment*
- *Monitor our impact on the environment*
- *Develop and implement strategies to manage the net impact of our activities on the environment*
- *Emergency response strategies incorporate environmental risk assessment and mitigation strategies to manage our net impact on the environment.*

In order to achieve these priorities TFS has further implemented and monitored its Environmental Performance Improvement Strategy approved by the Commission in 2012-13. The initiatives and strategies contained within this report remain relevant with our key challenges faced this financial year including:

Energy – Continued to incorporate energy efficiency with our ongoing maintenance and capital program.

Travel – While continuing to include fuel efficiency and emission reduction in our selection of fleet vehicles there has also been a significant investment into video conferencing facilities at our major business centres across the State.

Waste – Further integration of the TFS Electronic Document Management System (TRIM) has occurred through workshops with divisions that can benefit the most as high-end users of physical documents/files (for example, Building Safety). Reduction in paper waste has also occurred through introduction of "tablet" based technology for TFS leaders.

Material – Reducing material consumption and, in particular, water usage continued to be a focus in 2013-14. The key strategy introduced in this period was our new urban interface firefighting appliance known as CAFS. This appliance uses significantly less water to produce foam concentrate for firefighting suppression. The success of this product will see further developments in this area in coming years.

Awareness – Although a number of strategies and processes are embedded within our procurement, design and building initiatives we still need to further develop the cultural/awareness component with our members who are integral to this program's success.

Road Crash Rescue

TFS has started development of policies and procedures to eliminate oil and fuel spills by ensuring all practice vehicles have been cleaned prior to use.

FINANCIAL OVERVIEW

The net deficit for the Commission for 2013-14 was $4.1 million, compared to a surplus of $1.0 million for 2012-13.

There was a significant reduction in total income ($11.9 million) due to the reduction in wildfire activity. Total expenses reduced by $6.8 million for the same period. A reduction in operations expenses of $9.6 million was partially offset by increases in employee related expenses ($1.4 million), depreciation ($0.7 million) together with minor increases in other expenditure line items.

2013 State Conference.

There was a reduction of $5.0 million in cash holdings at 30 June 2014 compared to the corresponding date the previous year. This was mainly attributable to investments in capital and the repayment of a long term loan ($1.4 million).

Details of the funding received and expenditure on line items are contained within the notes to the financial statements contained within this report.

PHYSICAL RESOURCE MANAGEMENT

For the 2013-14 financial year the Commission provided $10.7 million for additional physical assets. This included $5.3 million for fire appliances, $2.1 million for buildings, $1.3 million for motor vehicles and $2.0 million for items of plant and equipment.

Building Program

A major objective of the Commission is the funding of its Fire Station Replacement Program.

The completion of replacement stations in 2013-14 included Pyengana, Dilston and Sassafras. Joint TFS and SES facilities were established in St Helens and Zeehan, further strengthening the working relationship between volunteer units in the areas.

The new stations provide much needed facilities to TFS volunteer firefighters and the fire stations will become an important asset to their communities.

All stations include a separate meeting room, toilets, kitchenette, storage and office facilities.

Fire Appliance Program

A budget allocation of $0.18 million to refurbish the HFB Snorkel Aerial Platform was provided in 2013-14. In addition 14 heavy tanker four wheel drive heavy crew cab vehicles were fabricated with a budget of $3.2 million. Additional funds of $0.68 million were provided to fund the establishment of a CAFS capability in the form of an 8,200 litre - 6x4 CAFS Tanker Appliance.

Fourteen 4WD, heavy tanker vehicles were used to replace existing single cab heavy tankers. The project involved the design and manufacture of a new fire body module as well as the integration of enhanced crew safety features on the cab chassis, providing increased operational capability with enhanced crew safety. The new design will enhance the heavy tanker capabilities as a fire fighting appliance, due to increased stowage volume (locker space) and deliver significant benefits from a safety and WHS perspective. The new vehicles will offer improved functionality, and, importantly, provide in-cab seating for a crew of five, negating the need for crew to be seated on the rear of the appliance. The appliances have also been fitted with radiant heat shields and personal protective blankets for crew protection in the event of a burn over.

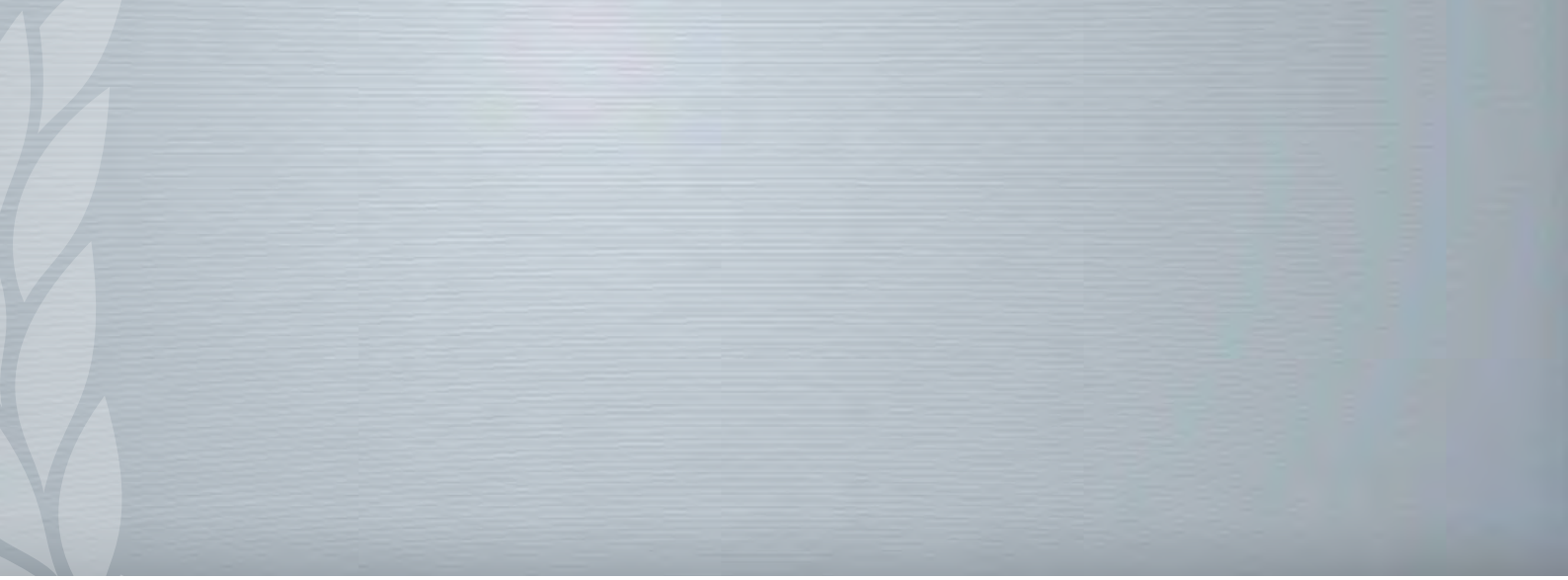
The CAFS capability that was designed, manufactured and commissioned into service will provide a new capability to the organisation in the area of urban interface during significant bushfire events and was utilised successfully at the Hazelwood Coal Mine Fire in February 2014.

ICT Systems Upgrades

Two significant website projects were completed this year. The first was the redevelopment of the community alerts publishing system. This system enables community alerts (Emergency Warnings, Watch and Act and Advices) to be generated and quickly distributed. The new system will allow multiple warnings to be published for the one incident, a significant change from the existing system which only allows one warning per incident. It will also allow a warning to be generated without an incident existing. The second project involved changes to the warning webpages to accommodate the new community alerts publishing system and to make it easier for the public to navigate in these pages. The members Alert List page was also modified to provide relevant incident and alert information in a clearer format. A dropdown menu of the vehicle details has also been included for those that have permission to work with the incident log.

A system was setup this year to allow the fire watch cameras to be viewed live (2-4 second delay) from any internal PC via a webpage. This allows more incident management staff to view the feeds without impacting on the communication links.

A trial of the automatic running of the fire behaviour analysis computer program Phoenix started this year. When a vegetation fire is entered into the dispatch system by FireComm, a fire model is run. It will assist the fire behaviour analysts when there are many fire starts, on



high fire danger days, and to see which fire starts have the potential to become large so they can prioritise their efforts.

As part of AT's Early Access to Defibrillation Program, a TFS automatic external defibrillator (AED) response area layer was developed and published to the Whole of Government Common Operating Picture. This layer shows the response areas of brigades that have an AED and will allow AT to select the closest AED to a heart attack incident.

The TFS information technology systems business continuity and disaster recovery plans were examined by external auditors this year to ensure there was no risk to the TFS's computer systems. The plans were given a clean bill of health.

The replacement of the operational servers that run the applications FIRM, RMS, Train and AIRS was completed this year. The end of life Sun Solaris servers were replaced with less expensive Dell blades running Linux. This was a significant change as all the server custom applications, originally written by the Country Fire Authority in Victoria, had to be modified to run under the new Linux operating system. The opportunity was also taken to modify some of the custom applications to move to more convenient and modern communication protocols.

Communications Network Upgrades

TFS continued to upgrade both radio and paging infrastructure this year; this has seen the replacement of 27 paging transmitters. These replacements are for end of life equipment and the new systems provide enhanced monitoring of each transmitter. An extra paging transmitter site in Burnie has been established to provide enhanced coverage for the greater Burnie area. TFS also continued to upgrade communications systems at local volunteer stations across the State including the installation of new radios at 12 brigade stations. A further six stations have been readied for NBN transition; this has enabled TFS to provide the brigade with a new communications hub that has access to enhanced data services including a wireless access point. TFS continued to provide ongoing systems provisioning and services to AT and SES for radio communications and dispatch paging services.

FINANCIAL STATEMENTS 2013-14

STATE FIRE COMMISSION FINANCIAL STATEMENTS 2013-14

The accompanying financial statements, including notes to accounts, are provided to disclose activities funded both within and outside the Public Account. These statements have been prepared on an accrual basis in accordance with the *Fire Service Act 1979.*

STATE FIRE COMMISSION CERTIFICATION OF FINANCIAL STATEMENTS

The accompanying financial statements of the State Fire Commission have been prepared in compliance with the provisions of the *Fire Service Act 1979* from proper accounts and records.

In the opinion of the Commissioners of the State Fire Commission:

a) the financial statements are drawn up so as to give a true and fair view of the results and cash flows for the period 1 July 2013 to 30 June 2014 and the financial position at 30 June 2014 of the State Fire Commission;

b) the accounts have been prepared in accordance with the provisions of the *Fire Service Act 1979*; and

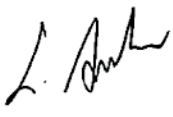
c) at the date of this statement, there are reasonable grounds to believe that the Commission will be able to pay its debts as and when they fall due.

At the date of signing we are not aware of any circumstances which would render the particulars in the financial statements misleading or inaccurate.

M W Brown AFSM BSocSc, MIFireE, EFO

CHIEF OFFICER

23 September 2014



Lyndsay Suhr AFSM

COMMISSION MEMBER

Tasmanian Audit Office

Independent Auditor's Report

To Members of the Tasmanian Parliament

State Fire Commission

Financial Report for the Year Ended 30 June 2014

Report on the Financial Report

I have audited the accompanying financial report of the State Fire Commission (the Commission), which comprises the statement of financial position as at 30 June 2014 and the statements of comprehensive income, changes in equity and cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement of compliance by the Members.

Auditor's Opinion

In my opinion the Commission's financial report:

(a) presents fairly, in all material respects, its financial position as at 30 June 2014, and its financial performance, cash flows and changes in equity for the year then ended

(b) is in accordance with the *Fire Service Act 1979* and Australian Accounting Standards.

The Responsibility of the Members for the Financial Report

The Members of the Commission are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and Section 107D of the *Fire Service Act 1979*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based upon my audit. My audit was conducted in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance as to whether the financial report is free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on my judgement, including the assessment of risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, I considered internal control relevant to the Members' preparation and fair presentation of the financial report in order to design audit procedures that are appropriate to the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Commission's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Members as well as evaluating the overall presentation of the financial report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

In conducting this audit, I have complied with the independence requirements of Australian Auditing Standards and other relevant ethical requirements. The *Audit Act 2008* further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of State Entities but precluding the provision of non-audit services, thus ensuring the Auditor-General and the Tasmanian Audit Office are not compromised in their role by the possibility of losing clients or income.

Tasmanian Audit Office

Jara K Dean
Assistant Auditor-General Financial Audit
Delegate of the Auditor-General

Hobart
23 September 2014

STATE FIRE COMMISSION

Financial Report

for the year ended 30 June 2014

STATEMENT OF COMPREHENSIVE INCOME

	Note	2014 $'000	2013 $'000
INCOME			
Fire Service Contribution		34,924	33,581
Insurance Fire Levy		17,658	17,200
State Government Contribution	2	5,046	16,544
Motor Vehicle Fire Levy		6,902	6,911
Fire Prevention Charges	3	5,855	5,668
Sundry Income	4	2,351	4,631
Commonwealth Government Contribution	2	1,399	1,430
Total Income		**74,135**	**85,965**
EXPENSES			
Employee Related Expenses	5	48,717	46,987
Community Awareness, Subscriptions and Professional Fees	6	1,971	1,433
Learning and Development		946	740
Operations Expenses	7	10,557	20,135
Protective Clothing and Uniforms	8	1,001	919
Depreciation	19	6,208	5,501
Financial and Other Expenses	9	3,704	3,944
Insurance		1,799	1,688
Borrowing Costs	10	242	251
Repairs and Maintenance	11	1,923	1,612
Minor Equipment Under $2,000	12	1,295	1,441
Total Expenses		**78,363**	**84,651**
Net Surplus/(Deficit) for the Year		**(4,228)**	**1,314**
Other Comprehensive Income			
Items That Will Not be Reclassified Subsequently to Profit or Loss			
Actuarial Gain/(Loss) on SFC Super Scheme Obligation	13	110	6,479
Increase/(Decrease) in Asset Revaluation Reserve	19	233	2,465
Total Other Comprehensive Income for the Year		**343**	**8,944**
Total Comprehensive Income for the Year		**(3,885)**	**10,258**

STATEMENT OF CHANGES IN EQUITY

		Reserves $'000	Retained Surpluses $'000	TOTAL $'000
Balance as at 30 June 2012		**15,034**	**74,026**	**89,060**
Net Surplus/(Deficit)		-	**1,314**	**1,314**
Other Comprehensive Income				
Actuarial Gain/(Loss) on SFC Super Scheme Obligation	13	-	6,479	6,479
Increase/(Decrease) in Asset Revaluation Reservce	19	2,465	-	2,465
Balance as at 30 June 2013		**17,499**	**81,819**	**99,318**
Net Surplus/(Deficit)		-	**(4,228)**	**(4,228)**
Other Comprehensive Income				
Actuarial Gain/(Loss) on SFC Super Scheme Obligation	13	-	110	110
Increase/(Decrease) in Asset Revaluation Reserve	19	233	-	233
Balance as at 30 June 2014		**17,732**	**77,701**	**95,433**

The Financial Statements are to be read in conjuction with the accompanying notes to the accounts.

STATE FIRE COMMISSION

Financial Report

for the year ended 30 June 2014

STATEMENT OF FINANCIAL POSITION

	Note	2014 $'000	2013 $'000
CURRENT ASSETS			
Cash and Cash Equivalents	14,26	6,180	11,132
Receivables	15	1,022	2,959
Inventories		1,738	1,471
Other Current Assets	16	2,854	2,932
Total Current Assets		**11,794**	**18,494**
NON-CURRENT ASSETS			
Capital Work in Progress	19	3,771	5,493
Property, Plant and Equipment	19	102,281	98,108
Total Non-Current Assets		**106,052**	**103,601**
TOTAL ASSETS		**117,846**	**122,095**
CURRENT LIABILITIES			
Payables and Income in Advance	20	4,087	3,726
Provision for Employee Related Expenses	13	12,737	12,105
Borrowings	21	1,500	1,368
Total Current Liabilities		**18,324**	**17,199**
NON-CURRENT LIABILITIES			
Provision for Employee Related Expenses	13	1,083	927
SFC Superannuation Fund Net Liability	13	1,176	1,321
Borrowings	21	1,830	3,330
Total Non-Current Liabilities		**4,089**	**5,578**
TOTAL LIABILITIES		**22,413**	**22,777**
NET ASSETS		**95,433**	**99,318**
EQUITY			
Retained Surpluses		77,701	81,819
Reserves		17,732	17,499
TOTAL EQUITY		**95,433**	**99,318**

The Financial Statements are to be read in conjuction with the accompanying notes to the accounts.

STATE FIRE COMMISSION

Financial Report

for the year ended 30 June 2014

STATEMENT OF CASH FLOWS

	Note	2014 $'000	2013 $'000
Cash Flows from Operating Activities			
Receipts from Operating Activities		77,466	86,723
Payments to Suppliers and Employees		(72,539)	(81,743)
Interest Paid		(242)	(250)
Interest Received		145	516
Net Cash provided by Operating Activities	26(b)	**4,830**	**5,246**
Cash Flows from Investing Activities			
Proceeds from Sale of Equipment		759	128
Payments for Property, Plant and Equipment		(9,173)	(9,428)
Net Cash used in Investing Activities		**(8,414)**	**(9,300)**
Cash Flows from Financing Activities			
Repayment of loan		(1,368)	-
Proceeds from loan		-	-
Net Cash used in Financing Activities		**(1,368)**	**-**
Net Increase/(Decrease) in Cash and Cash Equivalents		**(4,952)**	**(4,054)**
Cash and Cash Equivalents at the Beginning of the Financial Period		**11,132**	**15,186**
Cash and Cash Equivalents at the End of the Financial Period	26(a)	**6,180**	**11,132**

The Financial Statements are to be read in conjuction with the accompanying notes to the accounts.

STATE FIRE COMMISSION

Notes to the Financial Statements

for the year ended 30 June 2014

1. STATEMENT OF ACCOUNTING POLICIES

(a) Business Details of the State Fire Commission

The State Fire Commission (the Commission) is a Statutory Corporation created under Section 7 of the *Fire Service Act 1979* (the Act) of Tasmania, Australia. The Tasmania Fire Service was created under Section 6 of the Act and is under the control of the Commission.

The role of the Commission is to protect life, property and the environment from the impact of fire and other emergencies. It delivers all of its services through its operational arm, the Tasmania Fire Service, which also operates under the business names of TasFire Equipment and TasFire Training. Its principal activities are emergency response (fire, vehicle accidents, biological and chemical hazards, etc.), preventative fire safety through community education and training, sales and servicing of fire protection equipment and administration of the *General Fire Regulations* including such activities as approving building plans in relation to fire safety and issuing various permits.

The Australian Business Number for the Commission and its operating entities is 68 039 681 690. The Head Office of the Commission is on the Corner of Melville and Argyle Streets, Hobart, Tasmania.

At 30 June the Commission had 472.0 employees (full time equivalents). Last year it had 453.5 employees.

(b) Basis of Financial Statements

The financial report is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards and Interpretations. It has been prepared on the basis of historical costs except for the revaluation of land and buildings, and does not take into account changing money values. Accounting policies used are consistent with those of the prior year unless otherwise stated.

Compliance with Australian Accounting Standards may not result in compliance with International Financial Reporting Standards (IFRS), as Australian Accounting Standards include requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Commission is considered to be not-for-profit and has adopted the Australian Accounting Standards relating to not-for-profit entities which do not comply with IFRS.

(c) System of Accounting

The accompanying financial statements are prepared in accordance with the accrual basis of accounting that brings to account known assets and liabilities at balance date. Income is recognised when an increase in future economic benefits related to an increase in an asset or a decrease in a liability has arisen that can be measured reliably. Expenses are recognised when a decrease in future economic benefits related to a decrease in an asset or an increase in a liability has arisen that can be measured reliably. All amounts shown in the financial statements are in thousands of dollars unless otherwise stated. The system of accounting complies with the requirements of the *Fire Service Act 1979*.

(d) Inventories

Consumable stores are expensed at the time of purchase. Stock on hand is valued at the lower of average cost and net realisable value.

(e) Receivables

Trade and other receivables are measured at amortised cost less any impairment losses. The collectability of debts is assessed at year-end and a specific provision is made for any doubtful accounts. Due to the short settlement period, receivables are not discounted back to their present value. The Commission's average trading terms are 30 days and no material interest is charged on overdue accounts.

(f) Capital Work in Progress

Capital Work in Progress is valued at the cost of material, labour and labour oncosts for work to date. Capital Work in Progress excludes certain commitments for outstanding purchase orders and unperformed work under existing contracts (Notes 18, 19).

(g) Plant, Property and Equipment

Asset Revaluation

On revaluation, the accumulated depreciation accounts are transferred to the related asset accounts. The assets are then depreciated over their estimated remaining useful lives using their revalued amount as the base.

When a class of assets is revalued upwards, that part of the revaluation increment that reverses previously expensed revaluation decrements for that class of assets is treated as revenue, and any excess is credited to the Asset Revaluation Reserve.

When a class of assets is revalued downwards, that part of the revaluation decrement that reverses a credit balance in the Asset Revaluation Reserve relating to that class of assets is debited to the Reserve, and any excess decrement is expensed.

Land and Buildings

Freehold land and buildings are recognised at fair value. Cost is considered to be the best measure of fair value for recently purchased or constructed property. Where available, in years subsequent to acquisition, the Valuer-General's valuation is used. The Valuer-General progressively revalues land and buildings in a systematic manner, which is both independent and consistent.

During the year ended 30 June 2014, the asset classes of Land was revalued upwards by $0.302m (2013 $1.361m increment) and Buildings were revalued downwards by $0.069m (2013 $1.104m increment). These revaluations were both booked to the Asset Revaluation Reserve.

Fire Appliances, Passenger Vehicles and Plant and Equipment

Internal expenses incurred in the fabrication of Fire Appliances and the construction of Radio and Communications Equipment are capitalised.

Passenger vehicles are valued at cost.

Plant and Equipment is at cost and is comprised of Fire Fighting Equipment, Workshop and Other Equipment, Radio and Communications Equipment, Office Furniture and Equipment and Computer Equipment.

Items of Plant and Equipment with a purchase price of less than $2,000 are expensed at the time of purchase. Items of Plant and Equipment with a cost of $2,000 or more are shown at cost less depreciation and are written off over their expected useful life to the Commission on a straight line basis. Equipment is not depreciated until full operational status is attained.

Expenditure incurred in relation to plant and equipment subsequent to initial acquisitions is capitalised when it is probable that future economic benefits, in excess of the originally assessed performance of the assets will flow to the Commission in future years. Where these costs represent separate components they are accounted for as separate assets and are separately depreciated over their useful lives.

Depreciation

Items of Property, Plant and Equipment, including buildings, are depreciated over their estimated useful lives.

Assets are depreciated from the date of acquisition or, in respect of internally constructed assets, from the time an asset is completed and held ready for use. All items are depreciated using the straight line method of depreciation at the following range of rates:

Asset Class	Range of Rates
Buildings	1% to 3.3%
Motor Vehicles	4% to 20%
Fire Appliances	4% to 5%
Plant and Equipment	6.6% to 33.3%

(h) Impaired Assets

Assets are reviewed at balance date for impairment using a range of impairment indicators. Where an asset is deemed to be impaired, its recoverable amount is estimated, and if materially lower than its carrying amount, the carrying amount is reduced to its recoverable amount. Any resulting impairment loss (or gain) is recognised in the Statement of Comprehensive Income in *Financial and Other Expenses (or Sundry Income)* unless the asset has previously been revalued upwards, in which case it is recognised as a reversal up to the amount of the previous revaluation and any excess is recognised through profit or loss.

(i) Assets Held for Sale

In accordance with *AASB 5 Non-current Assets held for Sale and Discontinued Operations*, Non-Current Assets are reclassified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. They are stated at the lower of carrying value and fair (net recoverable) value less disposal costs. Provision for Depreciation accounts are transferred to the related asset accounts and the assets are then revalued to their estimated net recoverable value with any resulting impairment gains or losses disclosed in the Income Statement. Non-Current Assets held for sale are transferred to Current Assets and are not depreciated. Assets held for sale are sold in accordance with the Commission's policy in relation to the useful life of assets. It is expected that assets held for sale will be sold within twelve months. Motor Vehicles and Fire Appliances are disposed of at auction or other public sale. (Note 17)

(j) Provision for Employee Related Expenses

No cash reserve has been set aside to meet commitments from the Provision for Employee Related Expenses and commitments will be met as they fall due. The Provision is comprised of Provisions for Long Service Leave, Annual Leave, Superannuation and Payroll Tax.

Provision for Long Service Leave is made for all employees. The liability is the sum of the existing entitlements and an estimate of future entitlements expected to arise from service completed at 30 June.

In determining the liability for expected future entitlements, consideration has been given to known future increases in wage and salary rates, and experiences with staff separations.

The provision relating to employees with ten or more years of service is measured at nominal value and disclosed as a current liability as experience shows that this is likely to be settled within 12 months after year end. The balance of the provision relating to employees with less than ten years of service has been measured at the present value of future cash outflows discounted using the rates applied to national government securities at balance date, which best match the terms of maturity of the related liabilities. This balance of the provision is disclosed as a non-current liability.

The **Provision for Annual Leave** represents employee entitlements due and accrued as at 30 June. The provision has been calculated using the remuneration rates the Commission expects to pay when the obligations are settled. The provision is measured at nominal value and disclosed as a current liability as experience shows that annual leave is settled within 12 months after year end.

Superannuation and Payroll Tax Provisions are calculated by applying the appropriate superannuation and payroll tax rates to the liabilities calculated for Long Service Leave and Annual Leave.

Sick Leave. The Commission does not provide for sick leave. All of the Commission's sick leave is non-vesting, and it is thus inappropriate to make provision for future sick leave.

(k) Superannuation

The State Fire Commission Superannuation Scheme operates in accordance with the *Retirement Benefits (State Fire Commission Superannuation Scheme Act) 2005.* The Scheme is administered by the Retirement Benefits Fund (RBF) Board and the defined benefits component of the Scheme is a sub-fund of the RBF. The accumulation benefits component forms part of the Tasmanian Accumulation Scheme of the RBF. The Commission is responsible for ensuring adequate funding of the defined benefits component of the Scheme. The Commission's net obligation in relation to the Scheme is recorded in the SFC Superannuation Fund Net Liability if it is a liability or in the SFC Superannuation Fund Net Asset if it is an asset, and net movement in the obligation is recorded in the Statement of Comprehensive Income. Actuarial gains and losses in relation to this fund are recognised in Other Comprehensive Income in the year they are incurred. (Note 13)

Prior to 30 April 2006, the Scheme operated the State Fire Commission Superannuation Scheme for employees of the State Fire Commission classified under the *Tasmanian Fire Fighting Industry Employees Award*. This scheme was closed to new members on 30 June 2005. Effective 1 May 2006 the *State Fire Commission Superannuation Scheme Act 1994* was repealed by the *Retirement Benefits (State Fire Commission Superannuation Scheme) Act 2005.*

The Commission also makes employer superannuation contributions based as a minimum on the Commonwealth's Superannuation Guarantee rate for State Award employees. These employees may elect to have their contributions forwarded to any complying superannuation scheme.

Prior to 1 July 1986 the State Fire Commission maintained its own fully funded superannuation scheme for Commission employees who contributed to the Retirement Benefits Fund. As at 30 June 1986 the provision had accumulated to $2,447,447 and this amount was recorded in the Commission's accounts. As at 1 July 1986 accounting for Retirement Benefits Fund Superannuation entitlements was transferred to the State Treasury. A payment representing the provision as at 30 June 1986 of $2,447,447 was made to the State Treasury on the condition that the Government would fund the existing and future superannuation liability of Commission employees.

(l) Investments and Borrowings

The Commission conducts its investment and borrowing programmes with the Tasmanian Public Finance Corporation (Tascorp) and private investment managers.

Investments are carried at fair (face) value. Interest revenue is accrued at the market or contractual rate.

(m) Financial Liabilities

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method, with interest recognised on an effective yield basis.

The effective interest method is a method of calculating the amortised cost of a financial liability and allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability, or where appropriate, a shorter period.

The Commission manages trade creditor accounts to ensure timely payments and no material interest is paid on these liabilities.

(n) Cash and Cash Equivalents

Cash comprises cash on hand, deposits held at call and short term deposits with a bank or financial institution. All cash transactions are recorded through the Commission's bank account.

Cash and cash equivalents are carried at fair (face) value. Interest revenue is accrued at the market or contractual rate.

(o) Insurance Fire Levy

Contributions are received from insurance companies in respect of premium income on certain prescribed classes of insurance where the risks insured are situated in Tasmania. Contributions are received monthly with an approved lodgement return. The current insurance fire levy is 2% on marine cargo insurance, 14% on aviation hull insurance, and 28% on other classes of insurance. The first two rates were established in November 1986 and the last was increased from 14% in October 1990.

(p) Fire Service Contribution

Contributions are received from Local Councils through a fire service contribution raised on properties. A minimum contribution was initially implemented in 1991 to provide additional funds to re-equip volunteer brigades. The minimum contribution is $36 for the current year and this was increased from $35 on 1 July 2012.

(q) Motor Vehicle Fire Levy

The Commission receives income raised through a fire levy applied to all registered vehicles. This is collected by the Registrar of Motor Vehicles via the vehicle registration fee and forwarded to the Commission. The fire levy is $16 per vehicle for the current year and this was increased from $15 in July 2011.

(r) Goods and Services Tax

Revenue, expenses and assets are recognised net of Goods and Services Tax (GST), except where the GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of GST. The net amount recoverable from, or payable to, the ATO is recognised as an asset or liability in the Statement of Financial Position. In the Statement of Cash Flows, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the ATO is classified within operating cash flows.

(s) Borrowing Costs

Borrowing costs directly attributable to the acquisition, construction or production of assets that necessarily take substantial time to get ready for their intended use or sale, are added to the cost of those assets, until such time as the assets are substantially ready for their intended use or sale. All other borrowing costs are expensed in the period in which they are incurred.

(t) Changes in Accounting Policies

The State Fire Commission has adopted all of the new and revised accounting standards and interpretations issued by the Accounting Standards Board that are relevant to its operations and are effective for the current annual reporting period.

New and revised accounting standards adopted this year.

AASB 119 *Employee Benefits*

AASB 119 *Employee Benefits* (AASB 2011-10 *Amendments to Australian Accounting Standards arising from AASB 119*) – This Standard supersedes the previous version of AASB 119 *Employee Benefits*. The Standard was issued in September 2013 and changes the accounting for defined benefit plans and the definition of current employment benefits.

(i) Defined Benefit Plan

All actuarial gains and losses are now recognised immediately in Other Comprehensive Income and the interest cost and expected return on plan assets used in the previous version of AASB 119 were replaced with a 'net interest' amount, which is calculated by applying the discount rate to the net defined benefit liability or asset. AASB 119 also introduces more extensive disclosures (Note 13)

These changes have had no impact on the amount of superannuation liability recognised in the Statement of Financial Position, but have resulted in changes to comparative information as the application of the standard was retrospective.

(ii) Provisions for Annual Leave and Long Service Leave

Amendments to AASB 119 have also changed the definition of short-term employee benefits. These were previously benefits *due to be settled* within twelve months after the end of the reporting period in which the benefits are earned, however, short-term employee benefits are now defined as benefits *expected to be settled* wholly before twelve months after the end of the reporting period in which the benefits are earned. This change in classification has not materially altered the measurement of the annual leave or long service leave provisions or the amounts classified as current and non-current liabilities as experience shows that leave is settled generally within 12 months of year end.

AASB 13 *Fair Value Measurement*

AASB 13 *Fair Value Measurement* (AASB 2011-8 *Amendments to Australian Accounting Standards arising from AASB 13*) - This Standard defines fair value, sets out a framework for measuring fair value and requires disclosures about fair value measurements. AASB 13 sets out a new definition of 'fair value' as well as new principles to be applied when determining the fair value of assets and liabilities. The new requirements will apply to all of the Commission's assets and liabilities (excluding leases), that are measured and/or disclosed at fair value or another measurement based on fair value.

Other than the additional disclosures, the application of AASB 13 has not had any impact on the amounts recognised in the financial statements.

AASB 2011-8 replaces the existing definition and fair value guidance in other Australian Accounting Standards and Interpretations as a result of AASB 13.

The following applicable Standards have been issued by the AASB and are yet to be applied.

AASB 9 *Financial Instruments* – This Standard supersedes AASB 139 *Financial Instruments: Recognition and Measurement*, introducing a number of changes to accounting treatments. The Standard was issued in December 2010. The Standard was reissued in August 2011 and is available from 1 January 2017 for application by not-for-profit entities. It is not expected to have a financial impact.

AASB 1031 *Materiality* – The objective of this Standard is to make cross-reference to other standards and the Framework for the Preparation and Presentation of Financial Statements that contain guidance on materiality. This Standard is effective from 1 January 2014 and is not expected to have a financial impact.

(u) Judgements and Assumptions

In the application of Australian Accounting Standards, the Commission is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Assumptions are utilised in the determination of the Commission's employee provisions. These assumptions are discussed in notes 1(j) and 13. Actuarial assumptions which determine the State Fire Comission Superannuation Scheme asset or liability are discussed in notes 1(k) and 13.

Assumptions and judgements are utilised in the determination of the fair values of the Commission's land and buildings and these are discussed in notes 1(g) and 19.

The Commission has made no assumptions concerning the future that may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Judgements made by the Commission that have significant effects on the financial statements are disclosed in the relevant notes to the financial statements.

STATE FIRE COMMISSION

Notes to the Financial Statements

for the year ended 30 June 2014

2. Contributions from State and Commonwealth Governments

Under section 101 of the *Fire Service Act 1979* the Treasurer must pay out of monies appropriated by Parliament, such amounts as the Treasurer determines appropriate towards the operating costs of the Commission. The Commonwealth Government pays the Commission an annual contribution towards the operating cost of brigades.

Funds provided to the Commission are detailed below:-

	2014 $'000	2013 $'000
State Government Contributions		
General Contribution	1,806	1,806
Bushfire Readiness Programme - Operational	-	263
Bushfire Readiness Programme - Capital	790	790
Wildfire Fighting Reimbursements	2,450	13,685
Total	**5,046**	**16,544**
Commonwealth Government Contributions		
General Contribution	247	216
Helicopter Hire	972	1,122
Volunteer Grants	50	2
Natural Disaster Resilience Program	130	90
Total	**1,399**	**1,430**

3. Fire Prevention Charges

Income is earned through the sale, inspection and maintenance of fire safety equipment, training and provision of other fire prevention services throughout the State. Income is recorded when the goods or services are provided. Fire Prevention Charges comprise:-

Sale of Fire Safety Services and Equipment	1,465	1,574
Sale of Alarm Equipment	72	74
Alarm Rental	1,014	973
Alarm Network Fee	1,030	966
Avoidable False Alarms	93	123
Commercial Training	888	851
Inspection Fees - TasFire Equipment	1,138	964
Inspection Fees - Building Safety	143	143
Community Protection Plan Charges	12	-
Total	**5,855**	**5,668**

4. Sundry Income

Reimbursement by Ambulance Tasmania [1]	209	205
Road Crash Rescue	290	253
Interest Received	145	516
Bushfire Fighting Reimbursements [2]	842	2,687
Worker's Compensation Refunds	176	133
Reimbursement of Interstate and Overseas Deployments	113	-
Communications	24	38
Insurance Recoveries	12	102
Reimbursements from Tasmanian Government Agencies for staff services	-	148
Reimbursements for Construction of Shared Facilities [3]	10	220
Other	530	329
Total	**2,351**	**4,631**

1. Contribution for shared facilities and reimbursement for costs incurred in upgrading and maintaining Ambulance Tasmania radio network and communication centre. (Note 12)
2. Reimbursement from Forestry Tasmania and the Parks and Wildlife Service for bushfire fighting.
3. Contribution by other State Agencies towards shared facilities

		2014 $'000	2013 $'000
5.	**Employee Related Expenses**		
	Salaries,Wages and Allowances	35,769	34,840
	Payroll Tax	2,756	2,530
	Annual Leave	4,054	4,037
	Long Service Leave	1,142	1,074
	Superannuation [1]	4,996	4,506
	Total	**48,717**	**46,987**
	1. Superannuation Contributions:		
	SFC Superannuation Scheme	*1,229*	*1,216*
	Retirement Benefits Fund	*2,382*	*2,312*
	Other Funds	*1,336*	*1,267*
	Superannuation related to provisions for Long Service Leave and Annual Leave	*84*	*71*
	Other SFC Superannuation Scheme Costs		
	Service Costs (excluding current year contributions)	*(48)*	*170*
	Net Interest on Defined Benefit Liabilities and Assets	*13*	*(530)*
	Total Superannuation Expense	***4,996***	***4,506***
6.	**Community Awareness, Subscriptions and Professional Fees**		
	Advertising	659	572
	Functions	71	29
	Grants and Donations	85	61
	Professional Fees	736	456
	Subscriptions	357	288
	Other	63	27
	Total	**1,971**	**1,433**
7.	**Operations Expenses**		
	Communication Expenses	1,596	1,530
	Computer Expenses	1,212	1,191
	Consumables	356	366
	Electricity	711	683
	Bushfire Fighting Catering	76	511
	Bushfire Fighting Support from Other Agencies	12	2,404
	Fire Suppression & Control	46	34
	Hire of Equipment	77	56
	Motor Vehicle Expenses	1,220	1,295
	Municipal Rates	512	460
	Office Cleaning	171	177
	Printing and Stationery	217	277
	Travel Expenses	687	781
	Bushfire Fighting Helicopter Expenses	2,548	3,139
	Bushfire Fighting Equipment Hire	718	6,941
	Other	398	290
	Total	**10,557**	**20,135**
8.	**Protective Clothing and Uniforms**		
	Protective Clothing	620	693
	Uniforms	381	226
	Total	**1,001**	**919**
9.	**Financial and Other Expenses**		
	Audit Fees	44	47
	Cost of Goods Sold		
	Sale of Fire Safety Services and Equipment	655	708
	Sale of Alarm Equipment	53	68
	Fringe Benefits Tax	134	141
	Local Government Collection Fees	1,397	1,343
	(Gain)/Loss on Sale of Assets	(180)	31
	Pensioner Rebates (Municipal)	1,087	1,033
	Pensioner Rebates (Transport)	426	513
	Other	88	60
	Total	**3,704**	**3,944**

STATE FIRE COMMISSION

Notes to the Financial Statements

for the year ended 30 June 2014

		2014 $'000	2013 $'000
10.	**Borrowing Costs**		
	Interest on Bank Overdraft	6	15
	Interest on Interest Bearing Liabilities	236	236
	Total	**242**	**251**
11.	**Repairs and Maintenance**		
	Communication Expenses	263	165
	Computer Equipment	11	13
	Fire Fighting Equipment	90	86
	Land and Buildings	642	438
	Motor Vehicles	876	871
	Office Furniture	14	10
	Workshop Equipment	27	29
	Total	**1,923**	**1,612**
12.	**Minor Equipment Under $2,000**		
	Communication Equipment	65	20
	Computer Equipment	148	95
	Fire Fighting Equipment	418	310
	Office Furniture and Related Equipment	287	221
	Tasmanian Ambulance Service Communications Equipment (Note 4)	274	373
	Workshop Equipment	95	80
	Bushfire Fighting Equipment	6	336
	Other	2	6
	Total	**1,295**	**1,441**
13.	**Provision for Employee Related Expenses**		
	Current Provisions		
	Provision for Long Service Leave	7,063	6,873
	Provision for Annual Leave	3,547	3,210
	Provision for Superannuation [1]	1,397	1,331
	Provision for Payroll Tax [1]	730	691
	Total	**12,737**	**12,105**
	Non-Current Provisions		
	Provision for Long Service Leave	906	776
	Provision for Superannuation [1]	115	98
	Provision for Payroll Tax [1]	62	53
	Total	**1,083**	**927**

1. Provisions for Superannuation and Payroll Tax relate to the Provisions for Long Service Leave and Annual Leave.

The following information relates to the State Fire Commission Superannuation Scheme net liability. It only relates to the defined benefits parts of the scheme and excludes any other liabilities or assets in relation to the scheme. The scheme is managed by the Retirement Benefits Fund.

	2014	2013
Number of defined benefit members at 30 June	99	102
	$'000	**$'000**
Total Annual Salaries	7,737	7,727
Total Liability Offset Accounts	(482)	(439)

The Liability Offset Accounts are used to record surcharge contributions tax and family law split benefits.
They form part of the defined benefit members' entitlements and are included at face value in the defined benefit obligation.

13. Provision for Employee Related Expenses (continued)

Assumptions

The following actuarial assumptions have been used in calculating the assets and liabilities associated with the SFC Superannuation Fund:

	2014	2013
Discount rate p.a.		
Gross of Tax	3.80%	4.20%
Net of Tax	3.20%	3.60%
Salary increases p.a.		
(includes allowance for promotional increases of 0.5% p.a.)	2.5%	2.5%
Crediting interest rate	Equal to discount rate	Equal to discount rate
Tax on investment income (adjustment to discount rate)	15%	15%
Tax on employer contributions	15%	15%
Member movements	As per the actuarial investigation by the Trustee of the RBF at 1 May 2012	As per the actuarial investigation by the Trustee of the RBF at 1 May 2012

		2014		2013
Disclosure in Statement of Financial Position		**$'000**		**$'000**
Present value of defined benefit obligation at end of year		25,263		22,817
Fair value of plan assets at end of year		(24,087)		(21,496)
Net Liability/(Asset) Recognised in Statement of Financial Position		**1,176**		**1,321**
Disclosure in Statement of Comprehensive Income				
Service Costs				
Current service cost		946		1,150
Past service cost		-		-
Curtailment or settlement (gains)/losses		-		-
Net Interest				
Interest cost	797		693	
Interest Income (Expected return on plan assets [1])	(784)	13	(1,224)	(531)
Net (Income)/Expense Recognised		**959**		**619**

1. The expected return on plan assets is determined by weighting the expected long term return for each asset class by the expected long term allocation of assets to each asset class. Returns are net of investment tax and investment fees.

Disclosure in Other Comprehensive Income/Changes in Equity		
Remeasurement of the defined benefit Liability/Asset		
Actuarial (Gains)/Losses		
Actuarial (gains)/losses on the defined benefit obligation		
Actuarial (gains)/losses due to changes in financial assunptions	810	(3,626)
Actuarial (gains)/losses due to changes in experience	257	-
Actuarial (gains)/losses due to changes in demographic assumptions	-	-
Less Actuarial (gains)/losses on fair value of plan assets	1,177	2,853
Total Actuarial (Gains)/Losses	(110)	(6,479)
Total Disclosues in Other Comprehensive Income/Changes in Equity	**(110)**	**(6,479)**

13. Provision for Employee Related Expenses (continued)

Reconciliation of Income/Expense Recognised		
Movement in SFC Super Scheme obligation	**(145)**	**(6,839)**
(Disclosed in Statement of Changes in Equity)		
Service Costs	946	1,150
Net Interest	13	(530)
Actuarial (Gains)/Losses	(110)	(6,479)
	849	**(5,859)**
Add Back Employer Contributions implicitly included in Service Costs (already included in expenses)	(994)	(980)
Disclosed in Statement of Comprehensive Income	**(145)**	**(6,839)**
Movement in Recognised Liability/(Asset)		
Superannuation Liability/(Asset) at Beginning of Year	**1,321**	**8,160**
Movement	(145)	(6,839)
Superannuation Liability/(Asset) at Year-end	**1,176**	**1,321**
Cumulative Gain/(Loss) Recognised in Statement of Changes in Equity		
Actuarial Gains/(Losses)	6,010	5,866

13. Provision for Employee Related Expenses (continued)

Asset allocation
The table below shows the benchmark (target) asset allocation of the Scheme assets as at 30 June 2014.

Strategic Asset Allocation	Actual Allocation 30 June 2014	Actual Allocation 30 June 2013	Scheme Benchmark 30 June 2014
Australian shares	18%	25%	25%
International shares	19%	17%	17%
Low Beta Strategies	8%	3%	3%
Unlisted Property	16%	16%	16%
Diversified Fixed Interest	12%	12%	12%
Infrastructure/"Absolute Return"	21%	21%	21%
Term Deposits/Cash	6%	6%	6%
Total	**100%**	**100%**	**100%**

	2014 $'000	2013 $'000
Reconciliation of the Present Value of the Defined Benefit Obligation		
Present value of defined benefit obligation at start of year	**22,817**	**25,703**
Current service cost	946	1,148
Interest cost	796	693
Member contributions and transfers from other funds	391	397
Actuarial (gains)/losses due to changes in demographic assumptions	-	-
Actuarial (gains)/losses due to changes in financial assumptions	811	(3,626)
Actuarial (gains)/losses due to changes in experience	257	-
Benefits and tax paid	(755)	(1,497)
Present value of defined benefit obligation at end of year	**25,263**	**22,817**
Reconciliation of the Fair Value of Plan Assets		
Fair value of plan assets at start of year	**21,496**	**17,542**
Interest income	784	1,224
Actuarial gains/(losses)	1,177	2,852
Employer contributions	994	978
Member contributions and transfers from other funds	391	398
Benefits and tax paid	(755)	(1,497)
Fair value of plan assets at end of year	**24,087**	**21,496**

General plan information
The Scheme was closed to new members on 30 June 2005.
Members of the Scheme are entitled to receive lump sum benefits on leaving service due to retirement, death, total and permanent disablement and resignation. An actuarial investigation into the Scheme was most recently performed as at 30 April 2012 by Dr David Knox FIAA of Mercer Consulting (Australia) Pty Ltd. The investigation showed the following figures determined in accordance with *AAS 25 Financial Reporting by Superannuation Plans:*

	$'000
Value of Accrued Benefits at 30 June 2012	19,314

The actuary recommended that the Commission contribute to the scheme at the following rates
- 11% of salaries, plus
- 10% of any benefit paid to exiting members
- any deemed member contributions

The funding method used to make the contribution recommendation was the attained age *normal method*.
Under this method, contributions are set with the aim of providing benefits in respect of future service for existing members, adjusted for any excess or shortfall of assets over liabilities in respect of service prior to the investigation date. The recommended contributions may be adjusted in the short-term to ensure that the Scheme's financing objectives are met.

The economic assumptions used in the investigation were:

Rate of investment return	7.0% p.a	net of investment expenses and taxes on investment returns
Rate of inflationary salary increases	4.5% p.a.	

13. Provision for Employee Related Expenses (continued)

Historical information	2014 $'000	2013 $'000	2012 $'000	2011 $'000	2010 $'000
Present value of defined benefit obligation at end of year	25,263	22,817	25,703	24,668	23,971
Fair value of plan assets at end of year	(24,087)	(21,496)	(17,543)	(20,860)	(18,442)
(Surplus)/Deficit in plan	**1,176**	**1,321**	**8,160**	**3,808**	**5,529**
Experience adjustments - plan liabilities	(334)	1,912	(246)	(496)	(91)
Experience adjustments - plan assets	1,254	2,852	(1,871)	120	171
Actual return on Scheme Assets	**2,038**	**4,076**	**(509)**	**1,445**	**2,686**

Expected Contributions

Based on the data provided, the assumptions used in this report and the recommendations from the 2012 actuarial investigation, the expected contributions to the Scheme for the year ending 30 June 2015 are detailed below. Employer contributions of an additional 10% of benefits paid have been assumed.

	2015 $'000
Expected employer contributions to Defined Benefits	849
Expected employer contributions to employee Productivity accounts	232
Expected employer contributions on benefit payments	109
Total Expected Employer contributions	**1,190**
Expected member contributions [1]	386

1. includes deemed member contributions (i.e. members' contributions paid by salary sacrifice), net of 15% contribution tax.

Maturity Profile

The weighted average duration of the defined benefit obligation as at 30 June 2014 was 12.3 years (2013: 13.1 years)

Sensitivity Analyis

The table below shows how the net defined benefit obligation would have impacted by changes in the key actuarial assumptions at balance date:

Assumption	Change in Assumption	Resultant movement in Net Asset ($'000)	
Discount rate	Increase by 1.0% p.a.	Increase by:	1,170
Discount rate	Decrease by 1.0% p.a.	Decrease by:	(2,677)
Inflation rate	Increase by 1.0% p.a.	Decrease by:	(2,670)
Inflation rate	Decrease by 1.0% p.a.	Increase by:	1,793

In-house Assets

The fair value of Scheme assets does not include any of the Employer's financial instruments, property occupied by the Employer or other assets used by the Employer.

Effect of Curtailments and Settlements

No material curtailments or settlements occurred during the year.

A *curtailment* is an event that significantly reduces the expected years of future service of present employees or reduces the accrual of defined benefits for a significant number of employees for some or all of their future services. A curtailment will occur when there is a significant reduction in the number of employees covered by the plan or where the plan is amended resulting in a reduction of benefits associated with the future service of current employees. Events causing a curtailment may include the termination or suspension of a plan.

A *settlement* occurs when an entity sponsoring a superannuation plan enters into an irrevocable transaction that eliminates all further legal or constructive obligation for all or a significant part of the benefits provided under the plan. Examples include the purchase of non-participating annuities for members or the payment of a lump sum payment to, or on behalf of, members in exchange for their right to receive benefits specified under the plan.

	2014 $'000	2013 $'000
14. Cash and Cash Equivalents		
Cash on Hand	8	8
Cash at Bank	6,172	11,124
Total	**6,180**	**11,132**

		2014 $'000	2013 $'000
15.	**Receivables**		
	Trade Debtors	815	2,313
	GST Receivable	227	656
	Less Provision for Doubtful Debts	(20)	(10)
	Total	**1,022**	**2,959**
	Ageing of Trade Debtors		
	Current	619	2,136
	30 - 60 days	113	78
	60 - 90 days	18	17
	90+ days	65	82
	Impaired Debtors (all 90+ days)	-	-
	Total	**815**	**2,313**
16.	**Other Current Assets**		
	Accrued Revenue	1,643	1,786
	Prepayments	1,211	1,146
	Total	**2,854**	**2,932**
17.	**Assets Held for Sale**		
	Assets held for sale at year end were not material.		
18.	**Capital Commitments**		
	Capital expenditure contracted but not provided in the accounts, and payable within one year:	**496**	**1,341**
19.	**Property, Plant and Equipment**		
	Land		
	At Fair Value at 30 June	17,070	16,763
		17,070	**16,763**
	Buildings		
	At Fair Value at 30 June	46,400	44,497
	Accumulated Depreciation	(5,329)	(4,383)
	Written Down Value	**41,071**	**40,114**
	Motor Vehicles		
	At Cost	7,534	7,105
	Accumulated Depreciation	(4,421)	(4,395)
	Written Down Value	**3,113**	**2,710**
	Fire Appliances		
	At Cost	63,779	59,547
	Accumulated Depreciation	(31,709)	(29,783)
	Written Down Value	**32,070**	**29,764**
	Plant and Equipment		
	At Cost	29,449	28,104
	Accumulated Depreciation	(20,492)	(19,347)
	Written Down Value	**8,957**	**8,757**
	Total Property, Plant and Equipment		
	Total Gross Value	164,232	156,016
	Accumulated Depreciation	(61,951)	(57,908)
	Written Down Value	**102,281**	**98,108**
	Capital Work in Progress		
	Balance at the beginning of the year	5,493	4,026
	Additions	6,907	7,553
	Transfers to Assets	(8,629)	(6,086)
	Balance at year end	**3,771**	**5,493**

19. Property, Plant and Equipment (Continued)

Reconciliation of Property, Plant and Equipment as at 30 June 2014

	Land	Buildings	Motor Vehicles	Fire Appliances	Plant and Equipment	Total
	$'000	$'000	$'000	$'000	$'000	$'000
Carrying Amount 30 June 2013	**16,763**	**40,114**	**2,710**	**29,764**	**8,757**	**98,108**
Additions	4	2,062	1,333	5,321	2,006	**10,726**
Revaluations	303	(69)	-	-	-	**234**
Depreciation Expense	-	(1,036)	(655)	(2,769)	(1,748)	**(6,208)**
Disposals	-	-	(275)	(246)	(58)	**(579)**
Carrying Amount 30 June 2014	**17,070**	**41,071**	**3,113**	**32,070**	**8,957**	**102,281**

Reconciliation of Property, Plant and Equipment as at 30 June 2013

	Land	Buildings	Motor Vehicles	Fire Appliances	Plant and Equipment	Total
	$'000	$'000	$'000	$'000	$'000	$'000
Carrying Amount 30 June 2012	**15,288**	**38,091**	**2,805**	**29,300**	**7,679**	**93,163**
Additions	114	1,866	510	3,096	2,553	**8,139**
Revaluations	1,361	1,104	-	-	-	**2,465**
Depreciation Expense	-	(875)	(533)	(2,618)	(1,475)	**(5,501)**
Disposals	-	(72)	(72)	(14)	-	**(158)**
Carrying Amount 30 June 2013	**16,763**	**40,114**	**2,710**	**29,764**	**8,757**	**98,108**

Assets at Fair Value

The Commission measures and recognises the following assets at fair value on a recurring basis:

Land
Buildings - Fire Stations and Other
Buildings - Major Urban Offices and Workshops

(a) Fair Value Hierarchy

AASB 13 Fair Value Measurement requires all assets and liabilities measured at fair value to be assigned to a level in the fair value hierarchy. Fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

Level 1 - Unadjusted quoted prices in active markets for identical assets or liabilities that the entity can access at the measurement date;
Level 2 - Inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly;
Level 3 - Unobservable inputs for the asset or liability.

The table below shows the assigned level for each asset held at fair value by the Commission. The table presents the Commission's assets measured and recognised at fair value at 30 June 2014. Comparative information has not been provided as allowed by the transitional provisions of AASB 13. The fair values of the assets are determined using valuation techniques which maximise the use of observable data, where it is available, and minimise the use of entity specific estimates. If one or more of the significant inputs is not based on observable market data, the asset is included in level 3. This is the case for fire stations, which are of a specialist nature for which there is no active market for similar or identical assets. These assets are valued using a combination of observable and unobservable inputs.

Recurring fair value measurements

	Level 1	Level 2	Level 3	Total
	$'000	$'000	$'000	$'000
Land	-	17,070	-	17,070
Buildings	-	25,965	15,106	41,071
	-	**43,035**	**15,106**	**58,141**

There were no transfers between levels 1 and 2 during the year, nor between levels 2 and 3.

(b) Valuation techniques and significant inputs used to derive fair values

The valuations of land and major urban offices and workshops were performed on the basis of market value, taking into consideration sale prices for similar properties and/or potential market rent these properties could generate. Specialised and often remote buildings such as fire stations and radio sites were valued on the basis of replacement with a new asset having similar service potential because there is no active market for these assets. The average cost of construction was used to calculate the gross replacement value. The level of accumulated depreciation was determined based on the age of the asset and the useful life adopted by the Commission.

Measurement of Fair Value

Asset	Fair Value 30 June 2014 $'000	Fair Value 30 June 2013 $'000	Fair Value Hierarchy	Valuation Technique and Key Inputs	Significant Unobservable Inputs	Relationship of Unobservable Inputs to Fair Value
Land	17,070	16,763	Level 2	Comparable sales - market	n/a	n/a
Buildings - Fire Stations and Other	15,106	14,931	Level 3	Depreciated replacement cost	Construction Cost Useful Life 33 to 100 years	Increase in construction cost or useful life leads to higher fair value
Buildings - Major Urban Offices and Workshops	25,965	25,183	Level 2	Income approach - market rent	n/a	n/a

	2014 $'000	2013 $'000
20. Payables and Income in Advance		
Accrued Expenses	1,678	1,364
Trade Creditors	2,086	1,931
Capital Works Payables	-	178
Income Received in Advance	323	253
Total	**4,087**	**3,726**

21. Financial Instruments Disclosures

The following tables detail the Commission's remaining contractual maturity for its financial liabilities and expected maturity for financial assets.

2013 - 2014

	Weighted Average Interest Rate	Less than 1 month	1 - 3 months	3 months to 1 year	1 - 5 years	5+ years	Total	Market Value
		$'000	$'000	$'000	$'000	$'000	$'000	$'000
Financial Assets								
Non-interest bearing		8	1,022	-	-	-	**1,030**	1,030
Variable interest rate instruments	2.48%	6,172	-	-	-	-	**6,172**	6,172
		6,180	**1,022**	**-**	**-**	**-**	**7,202**	**7,202**
Financial Liabilities								
Bank overdrafts		-	-	-	-	-	**-**	-
Non-interest bearing		3,764	-	-	-	-	**3,764**	3,764
Fixed Rate Interest Bearing Liabilities	4.72%	-	-	1,500	1,830	-	**3,330**	3,397
		3,764	**-**	**1,500**	**1,830**	**-**	**7,094**	**7,161**

Comparative figures for 2012 - 2013

	Weighted Average Interest Rate	Less than 1 month	1 - 3 months	3 months to 1 year	1 - 5 years	5 + years	Total	Market Value
		$'000	$'000	$'000	$'000	$'000	$'000	$'000
Financial Assets								
Non-interest bearing		8	2,959	-	-	-	**2,967**	2,967
Variable interest rate instruments	2.75%	11,124	-	-	-	-	**11,124**	11,124
		11,132	**2,959**	**-**	**-**	**-**	**14,091**	**14,091**
Financial Liabilities								
Bank overdrafts		-	-	-	-	-	**-**	-
Non-interest bearing		3,473	-	-	-	-	**3,473**	3,473
Fixed Rate Interest Bearing Liabilities	5.03%	-	-	1,368	3,330	-	**4,698**	4,772
		3,473	**-**	**1,368**	**3,330**	**-**	**8,171**	**8,245**

21. Financial Instruments Disclosures (Continued)

Financial Risk Management
The activities of the State Fire Commission are exposed to the following financial risks:

Credit Risk
The largest exposure to credit risk to the financial assets of the Commission relates to Trade Debtors. This exposure relates to the risk of financial loss due to debtors failing to discharge their financial obligations. This risk is significantly mitigated by the nature of the Commission's revenue, most revenue is collected by the Commission or other Government agencies as a legislative requirement and has virtually no credit risk. Sales to the public which carry credit risk are a small part of the Commission's revenue and bad debts have been immaterial in the past. The maximum credit risk exposure in relation to Trade Debtors is the carrying amount less the provision for doubtful debts (Notes 1(e), 15). The Commission is not materially exposed to any individual or group. Trading terms for the Commission's Trade Debtors is 30 days.

Interest Rate Risk
The Commission's exposure to interest rate risk, and the effective weighted average interest rate by class of asset or liability is set out in the table below. Exposure arises predominantly from assets and liabilities bearing variable interest rates as the Commission intends to hold fixed rate assets and liabilites to maturity.

Liquidity Risk
Liquidity risk is the risk that the Commission will not be able to meet its financial obligations as they become due. The cash inflow stream of the Commission is very consistent with some seasonality relating to quarterly collections. The major cash outflow is salaries which is also consistent. The Commission's approach to managing liquidity is to ensure it will always have sufficient liquidity. It monitors its cash flows and utilises an overdraft when needed.

Other Price Risk
The only sensitivity analysis performed on financial assets and liabilities is interest rate risk. Other price risks are not considered material.

Interest Rate Risk Sensitivity Analysis for 2013 - 2014

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount	Impact on Operating Result	Impact on Equity	Impact on Operating Result	Impact on Equity
	$'000	$'000	$'000	$'000	$'000
Financial Assets					
Cash	6,172	(62)	(62)	62	62
Total Financial Assets	**6,172**	**(62)**	**(62)**	**62**	**62**
Financial Liabilities					
Interest Bearing Liabilities	3,330	33	33	(33)	(33)
Total Financial Liabilities	**3,330**	**33**	**33**	**(33)**	**(33)**

Comparative figures for 2012 - 2013

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount	Impact on Operating Result	Impact on Equity	Impact on Operating Result	Impact on Equity
	$'000	$'000	$'000	$'000	$'000
Financial Assets					
Cash	11,124	(111)	(111)	111	111
Total Financial Assets	**11,124**	**(111)**	**(111)**	**111**	**111**
Financial Liabilities					
Interest Bearing Liabilities	4,698	**47**	**47**	**(47)**	**(47)**
Total Financial Liabilities	**4,698**	**47**	**47**	**(47)**	**(47)**

21. Financial Instruments Disclosures (Continued)

	2014 $'000	2013 $'000
Borrowing Facility		
Total Facility (unsecured and subject to an annual review) (Includes a sub-limit of $5M for working capital borrowings)	**10,000**	**10,000**
Allocated Facility	3,330	4,698
Unused Facility	**6,670**	**5,302**
Bank Overdraft Facility		
Total Facility (unsecured and subject to an annual review)	**3,000**	**3,000**
Less Overdraft	-	-
Unused Facility	**3,000**	**3,000**
Credit Card Facility		
Total Facility	**700**	**400**
Less Allocated Facility	(416)	(353)
Facility Available	**284**	**47**

Loans

Since 1986, all loan raising has been arranged through the Tasmanian Public Finance Corporation. All loans are recorded in Australian dollars and are unsecured. The loan amount in current liabilities comprises the portions of the loans payable within one year. The non-current loan balance represents the portion of the loans due later than one year.

Security on Borrowings

All borrowings are unsecured.

Capital Management

The Commission is a Statutory Authority created under the Fire Service Act 1979, and does not have any externally imposed capital requirements. The Commission's three year Corporate Plan including its finances and capital plan is required, however, to be approved by the Minister in consultation with the Treasurer each year. The Commission does not have any issued capital and its capital structure consists of equity (retained surpluses and reserves) and net debt or net cash (borrowings offset by cash and bank deposits). The Commission is a not-for-profit organisation and aims to break even or have a small net surplus each year. The government and the community fund it principally through contributions, grants and taxes. Its funds are expended on operating expenses, community awareness and safety and the construction or purchase and maintenance of assets such as fire trucks and fire stations.

Management monitors cash flows to ensure adequate liquidity and the Commission's ability to operate as a going concern. Senior management considers the capital structure when the corporate plan is prepared each year.

22. Lease Commitments

	2014 $'000	2013 $'000
Not later than 1 year	39	39
Later than 1 year and not later than 5 years	20	20
Later than 5 years	9	9
Total	**68**	**68**

Operating lease commitments include land and building leases.

23. Remuneration of Auditors

The Tasmanian Audit Office audits the accounts for the State Fire Commission. The total remuneration to the Tasmanian Audit Office exclusive of GST was $43,960 and $46,846 in 2013.

24. Contingent Liabilities

There are no material contingent liabilities known to the Commission.

25. Events After Reporting Date

No events have occurred since 30 June that will have a material impact on these financial statements.

STATE FIRE COMMISSION

Notes to the Financial Statements

for the year ended 30 June 2014

26. Notes to the Statement of Cash Flows

(a) Reconciliation of Cash and Cash Equivalents

For the purpose of the Statement of Cash Flows , cash includes cash on hand and at bank. Cash at the end of the financial year shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows.

	2014 $'000	2013 $'000
Bank Account	2,168	1,116
Overnight and Short-Term Deposits	4,004	10,008
On hand	8	8
Cash and Cash Equivalents disclosed in the financial statements	**6,180**	**11,132**

(b) Reconciliation of Net Surplus to Net Cash Provided by Operating Activities

Net Surplus	**(4,228)**	**1,314**
Add (Less) Non-Cash Items:		
Depreciation	6,208	5,501
SFCSS defined benefits fund movements in employee related expenses	(35)	(360)
(Profit)/Loss on disposal of assets	(179)	28
Net cash used in operating activities before change in assets and liabilities	**1,766**	**6,483**
Changes in Assets and Liabilities during the financial period		
(Increase)/Decrease in receivables	1,927	(866)
(Increase)/Decrease in accrued revenue	143	176
(Increase)/Decrease in inventory	(268)	(70)
(Increase)/Decrease in prepayments	(65)	115
Increase/(Decrease) in payables/accruals	537	(1,274)
Increase/(Decrease) in provisions	790	682
Net Cash from Operating activities	**4,830**	**5,246**

COMPLIANCE AND CERTIFICATION - SUPERANNUATION

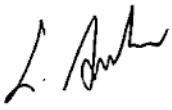
Superannuation Declaration

I, Michael Brown, Chairperson, State Fire Commission, hereby certify that the State Fire Commission has met its obligations under the *Superannuation Guarantee (Administration) Act 1992* of the Commonwealth in respect of any employee who is a member of a complying superannuation scheme to which the State Fire Commission contributes.

M W Brown AFSM BSocSc, MIFireE, EFO

CHIEF OFFICER

23 September 2014



Lyndsay Suhr AFSM

COMMISSION MEMBER

GLOSSARY

ABS	Australian Bureau of Statistics
AFAC	Australasian Fire and Emergency Services Authorities Council
AIIMS	Australasian Inter-service Incident Management System
AIRS	Australian Incident Reporting System
ANZCTC	Australia-New Zealand Counter-Terrorism Committee
ARRO	Australasian Road Rescue Organisation
AT	Ambulance Tasmania
BA	Breathing Apparatus
BNHCRC	Bushfires and Natural Hazards Cooperative Research Centre
BCRC	Bushfire Cooperative Research Centre
BRN	Bushfire-Ready Neighbourhoods
BRS	Bushfire-Ready Schools
CAFS	Compressed Air Foam System
CALD	Culturally and Linguistically Diverse
CBRN	Chemical Biological Radiological Nuclear
DBA	Direct Brigade Alarm
DHHS	Department of Health and Human Services
DoE	Department of Education
DPAC	Department of Premier and Cabinet
DPIPWE	Department of Primary Industry, Parks, Water and Environment
ELT	Executive Leadership Team
FIAT	Forest Industries Association of Tasmania
FireComm	State Operations Call Receipt, Dispatch and Communications Centre
FMAC	Fire Management Area Committee
FRNSW	Fire and Rescue New South Wales
FT	Forestry Tasmania
Hazmat	Hazardous Materials
ICS	Incident Control System
IMT	Incident Management Team
JFLIP	Juvenile Fire Lighter Intervention Program
L&D	Learning and Development
LGAT	Local Government Association of Tasmania
MAC	Multi Agency Coordination Group
MOU	Memorandums of Understanding
MVA	Motor Vehicle Accident
NAFC	National Aerial Firefighting Centre
NSWRFS	New South Wales Rural Fire Service
PIFSA	Pacific Islands Fire Services Association
PIP	Pre-incident Plan
PSTP	Public Safety Training Package
PWS	Parks and Wildlife Service
RAP	Road Accident Prevention
RATS	Remote Area Teams
RCR	Road Crash Rescue
RFOC	Regional Fire Operations Centre
RTO	Registered Training Organisation
SES	State Emergency Service
SFEP	School Fire Education Program
SFMC	State Fire Management Council
SFOC	State Fire Operations Centre
TasPol	Tasmania Police
TFB	Total Fire Ban
TFE	TasFire Equipment
TFS	Tasmania Fire Service
TFT	TasFire Training
The Commission	State Fire Commission
TRVFA	Tasmanian Retained Volunteer Firefighters Association
TVFBA	Tasmanian Volunteer Fire Brigades Association
USAR	Urban Search and Rescue
WHS	Work Health and Safety

Tasmania Fire Service

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