



## State Fire Commission Annual Report 2010-11



Tasmania Fire Service



# Statement of Compliance

Waratah volunteer firefighters. Photographer David Lello.

## Honourable D O'Byrne 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 2011.

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**

15 September 2011

Lyndsay Suhr AFSM

**COMMISSION MEMBER**





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*Matt, the quiet achiever.  
Photo courtesy of Anthony Smith,  
Pride Photography Penguin.*

## 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 233 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 5,316 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:

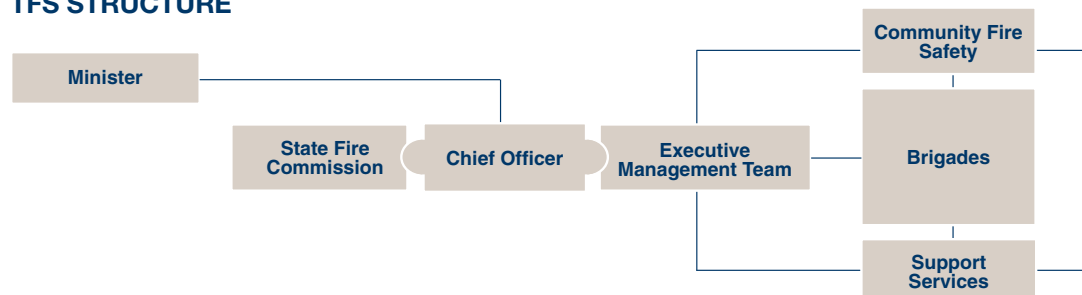
**Service** - We value - Serving the Tasmanian community; Being responsive to community needs; Being progressive and delivering quality services.

**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.

## TFS STRUCTURE



## MAJOR GOALS AND EXPECTED OUTCOMES

<b>GOAL:</b>	To assist the Tasmanian community to manage fire risks and respond safely to fire.
<b>OUTCOME:</b>	Fewer unplanned fires in a community that is prepared to respond appropriately when threatened by fire.
<b>GOAL:</b>	To respond to and manage fire and other emergencies efficiently and effectively.
<b>OUTCOME:</b>	Minimal social, economic and environmental cost to the community arising from fire and other emergencies.
<b>GOAL:</b>	To ensure the organisation operates responsibly with regard to the community, our people and the environment.
<b>OUTCOME:</b>	A capable, resilient and legally compliant organisation.
<b>GOAL:</b>	To support our people in a safe, fair and productive work environment.
<b>OUTCOME:</b>	A safe, fair and productive work environment.
<b>GOAL:</b>	To manage our financial, information and physical resources efficiently and effectively.
<b>OUTCOME:</b>	The provision of adequate and sustainable resources to enable the Commission to discharge its statutory duties.





## Chairperson's Report 2010-11

Tasmania experienced a wet spring and summer resulting in a much quieter bushfire season than usual, although many brigades in the North and North West Regions were kept busy assisting their communities with flood response activities. It was not so quiet in other parts of Australia, however.

Floods, cyclones, earthquakes and bushfires impacted mainland States and New Zealand. The capabilities and 'can do' reputation of TFS were called upon, and we again responded to formal requests from fire and emergency services across Bass Strait and the Tasman Sea.

TFS Urban Search and Rescue (USAR) personnel responded to the Brisbane area following the floods to assist with search operations and to undertake rapid damage assessments. A month later our USAR specialists responded as part of a multi-jurisdictional Australian USAR taskforce, to the devastating Christchurch earthquake. Several staff members also assisted in Queensland with community recovery as part of a Tasmanian Government community assistance and recovery team for cyclone-affected areas.

The hillside suburbs of Perth, Western Australia (WA) experienced major bushfires and the loss of more than seventy homes. TFS's experience and record with the Bushfire Cooperative Research Centre (BCRC) after the 2009 Victorian bushfires led to a request for two TFS members to provide leadership and assistance for the post-fire assessment and research in WA.

There is no doubt in my mind that there is now an expectation for a national, and at times an international response to major emergency events regardless of where they occur. Reflecting over recent years TFS has responded to at least eighteen interstate or international requests for firefighters, technical specialists and research

assistance. Fellow Chief Officers and Commissioners have written or spoken to me following our deployments and all have been complimentary about the professionalism and capabilities of TFS members. Such recognition and respect does not occur by chance. This is the result of our investment in training, planning and promoting interoperability and our input into national positions, standards, qualifications and research.

While our core business remains with fire, I suggest our growth business is in the wider emergency management field.

While on the subject of recognition the Commission members last year congratulated Damien Killalea, Director Community Fire Safety and Mark Chladil, Fire Management Planning Officer for receiving special Australasian Fire and Emergency Services Authorities Council (AFAC) awards for their significant contributions in assisting AFAC at the Victorian Bushfire Royal Commission (VBRC) and to our Computer Systems Officer, Andrew Orange for his AFAC Special Achievement Award. I also congratulate Deputy Chief Officer Gavin Freeman, Queenstown Brigade Chief Bill Tiddy and former Magra Brigade Chief Kevin Hardwick who were awarded Australian Fire Service Medals for distinguished service.

Corporate Services and technical support staff had a productive year working to make significant improvements to our finance system, information technology and our radio communication systems.

A long-term plan to upgrade the finance system was commenced in July and its implementation was not without some frustration. The work is now almost complete and will result in much improved reporting and electronic ordering, and features new stock and asset management capabilities.

## Chairperson's Report 2010-11 continued

Improvements to our radio communications will provide for automatic vehicle location to enhance fire crew safety and tactical decision-making. In addition, an off-site FireComm redundancy facility is almost complete which will provide for much improved business continuity capability.

The TFS website continues to be enhanced, with the major focus in the last year on improving capacity during high demand periods. The new technologies and hardware have undergone extensive local testing and we are confident the system is robust. But, as with any technology, there are no guarantees.

Bushfires and catastrophic major emergencies aside, house fires remain a major concern for TFS. Tasmania has (and continues to have) a higher incidence of house fires, fire injuries and deaths compared to national averages. This in part can be attributed to our colder climate (hence the greater use of heating appliances), our relatively low household income, and our older population profile.

It is however pleasing that our statistics on fire fatalities, fire injuries and the number of structure fires are all trending downward. In fact the number of house fires has reduced by around 50% over the past 15 years. Such results are encouraging and support our ongoing and well regarded community education programs and campaigns.

Another long term objective of the Commission was to embark on an organisation-wide strategic leadership framework preceded by a revision of our values to underpin the proposed leadership strategies. Members were invited to contribute their ideas on both the values themselves and the statements and principles that describe how the values relate in our organisational context.

Our new values of service, professionalism, consideration and integrity are explained elsewhere in this report.

I have every confidence that they will serve us well as our principles for decisions, actions and behaviours and will support the fundamentals of our leadership framework. With the values now established, we have embarked on implementing a new leadership development program for supervisors/officers. All supervisors/officers (around 850 people) will participate in Fireline Leadership courses over a six to eight year period.

In closing, the Commission under direction from State Government, has been required to identify budget savings of \$14.3 million over the next five years.

Such reductions will have a significant impact. However the Commission is committed to reviewing our operating costs, services and programs in full consultation with members, unions and associations.

My colleagues on the Commission are very much aware of our important role in the community including our legislative responsibility, and are confident that with the assistance and support of our committed workforce (both volunteer and career), TFS will continue to maintain a high level of service to the people of Tasmania.



**Michael Brown** AFSM, BSocSc, MIFireE, EFO  
**CHIEF OFFICER**



Bruce Corbett AFSM, Rodney Sweetnam, Lyndsay Suhr AFSM, Paul Kingston, Phil Oakley, Mike Gallagher, Gavin Freeman AFSM, Michael Brown AFSM, and Carmel Torenus.

## STATE FIRE COMMISSION

**Michael Brown** AFSM, BSocSc, MIFireE, EFO

Chairperson of the State Fire Commission and TFS Chief Officer. Former Deputy Chief Officer and Regional Chief of TFS with 34 years experience and a member of the State Fire Management Council, Director on the Board of the National Aerial Firefighting Centre (NAFC), and member of the AFAC Council.

### Rodney Sweetnam

Local Government Association of Tasmania (LGAT) representative on the State Fire Commission since November 2009. Director Facility Management and Governance Services 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 State Fire Commission since November 2006. Commenced with the Wynyard Brigade in 1977 and has held various positions in that brigade including that of Brigade Chief since 1991. Life member of both TRVFA and the Wynyard Brigade, and delegate to the Australasian Assembly of Volunteer Fire Brigades 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 the TRVFA.

### Lyndsay Suhr

 AFSM

Tasmanian Volunteer Fire Brigades Association (TVFBA) representative on the State Fire 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 Hobart Special Fire Area Committee, Wellington Trust Maintenance Coordinating Committee and Glenorchy Emergency Planning Committee.

### Paul Kingston

 BEc(Hons), MAICD

Department of Treasury and Finance representative on the State Fire Commission since December 2009. Currently Director, Procurement and Property Branch and holds a Graduate Certificate in Public Sector Management.

### Carmel Torenus

Local Government Association of Tasmania representative on the State Fire Commission since November 2009. Currently Mayor of Sorell and possibly one of the longest serving female Mayors in Australia, and a Director in a family business employing 15 people. Chair of many council committees and patron of many community groups.

NOTE: Gavin Freeman (Deputy Chief Officer), Phil Oakley (Acting Manager Corporate Support) and Mike Gallagher (Director Corporate Services) provide executive support to the State Fire Commission.



Michael Gallagher, Gavin Freeman, Tony Davidson, Andrew Comer, John Streets, Michael Brown, Damien Killalea, and Robyn Pearce.

## EXECUTIVE MANAGEMENT TEAM

**Michael Wayne Brown** AFSM, BSocSc, MIFireE, EFO

Chief Officer

Director

Chair

Member

Member

Member

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– NAFC

– State Fire Commission

– AFAC Council

– State Fire Management Council

– State Emergency Management Committee

– Security Emergency Management Advisory Group

– TFS Executive Management Team

– TFS Learning and Development Policy Group

– TFS Leadership Strategy Group

**Gavin Stuart Freeman** AFSM, MEmergMgt, Grad Dip Exec Lship, MIFireE

Deputy Chief Officer

Member

Chair

Chair

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– AFAC Urban Operations Group

– AFAC HazMat working group

– TFS Operational Managers Group

– TFS Volunteer State Consultative Committee

– TFS Central OH&S Committee

– State Fire Management Council

– TFS State Consultative Committee

**Michael William Gallagher** RFD, BBUS(Acc), CPA

Director Corporate Services

Chair

Chair

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– AFAC Business Management Group

– AFAC Collaborative Purchasing Group

– Strategic Information Management Committee

– TFS Learning and Development Strategy Group (Divisional)

– Passenger Vehicle Committee

– Divisional Employee Safety Representatives Committee

**Damien John Killalea** AFSM, BBus, GFireE

Director Community Fire Safety

Lead End User

Member

Member

Member

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# 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/100,000 structures)
- The value of building stock lost in fires as a proportion of the total building stock.

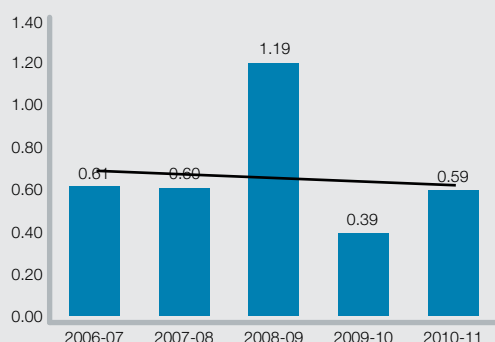
## Fire fatality rate

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

Fire fatalities from accidental causes in Tasmania over the last five years have varied from a high of six in 2008-09 to a low of two in 2009-10.

The chart below shows the fire fatality rate (fire fatalities per 100,000 Tasmanians) for the last five years; a statistic that can be compared with other jurisdictions. The Tasmanian fire fatality rate in 2010-11 was 0.59, compared to the Australian rate of 0.49 (the three year average to 2008; more recent data is unavailable). Unlike the Australian rate, there is great variability in the Tasmanian rate due to our relatively small population. However, the trend over the period has been downward.

**Number of accidental fire fatalities per 100,000 residents**



## Fire injury rate

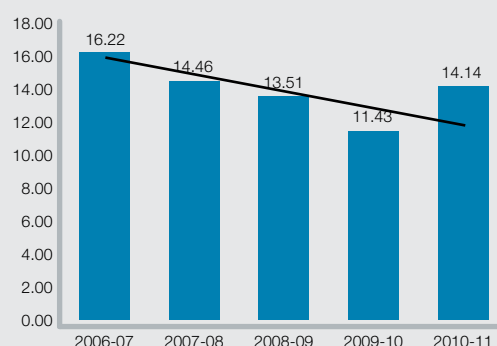
Sources: Fire injuries: Department of Health and Human Services (DHHS); Tas population: ABS.

Fire injuries in Tasmania over the last five years have varied from a high of 80 in 2006-07 to a low of 58 in 2009-10.

The chart below shows the fire injury rate (fire injuries per 100,000 Tasmanians) for the last five years; a statistic that can be compared with other jurisdictions. The Tasmanian fire injury rate in 2010-11 was 14.1, compared to the Australian rate of 15.7 for 2008-09 (source: Australian Institute of Health & Welfare; more recent data is unavailable).

There is more variability in the Tasmanian rate than in the Australian rate due to our relatively small population. However, the trend over the period has been downward.

**Number of fire injuries per 100,000 residents**



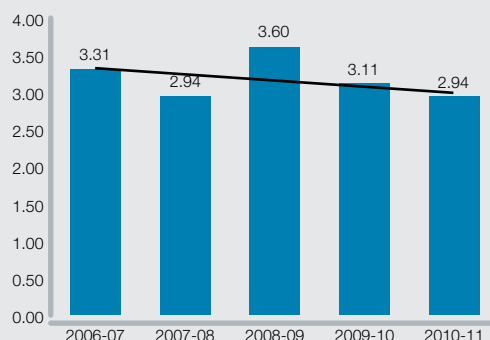
## Structure fire rate

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

Structure fires attended by TFS over the last five years have varied from a high of 793 in 2008-09 to a low of 639 in 2007-08. In 2010-11, 663 structure fires were attended.

The chart below shows the structure fire rate (structure fires per 1,000 structures) for the last five years. The trend over the period has been downward.

**Number of structure fires per 100,000 structures**





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

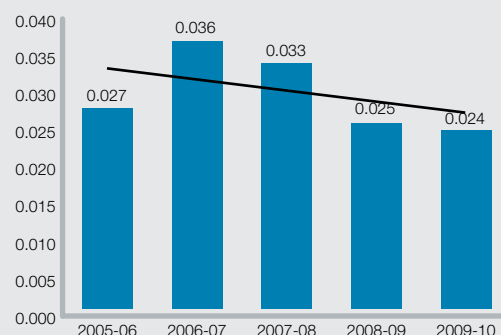
Source: Insurance Statistics Australia Ltd.

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

Fire insurance claims as a proportion of housing stock insured has varied from a high of 0.036% in 2006-07 to a low of 0.024% in 2009-10 (the latest period available).

The trend over the period has been downward.

Home fire insurance claims as a percentage of housing stock insured



PERFORMANCE TARGETS					
	2009-10 Actual	2010-11 Target	2010-11 Actual	2011-12 Target	2012-13 Target
<b>Operational</b>					
Number of preventable house fires per 100,000 households	163	145	148	140	135
Number of false alarms (DBA)	3,619	3,000	3,854	3,500	3,250
Percentage of fires of undetermined cause	21%	19%	19%	17%	15%
Percentage of fires in structures confined to room of origin	73.1%	75%	70%	75%	75%
<b>Financial</b>					
Operating surplus after abnormal items	\$4.4m	\$0.1m	\$2.6m	(\$0.7m)	(\$1.9m)
Return on assets	4.4%	0.6%	2.7%	(0.3%)	(1.3%)
Return on equity	5.6%	0.2%	3.0%	(0.9%)	(2.2%)
Debt to equity	5.6%	6.4%	5.2%	5.6%	5.7%
Current ratio	98.5%	88.0%	105.5%	93.4%	83.9%
<b>Human Resources</b>					
Average sick days per employee	5.8	4.5	6.8	5.8	5.0
Workers compensation claims	58	<50	48	<50	<50

### 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. 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 11,367 incidents attended by TFS, 96.9% had incident reports completed by brigades. TFS operational graphs and tables are based on incident statistics from completed incident reports.



*Photo courtesy of St Peter Chanel Catholic School.*

# A Fire Safe Community

## GOAL STATEMENT

To assist the Tasmanian community to manage fire risks and respond safely to fire.

## OBJECTIVES:

1. Build community capacity to reduce fire risks and act safely when fire occurs
2. Deliver community safety strategies that are based on research and standards of best practice
3. Engage with and influence government and industry in order to improve workplace fire safety

## General

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 fire. 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 and in places where people reside temporarily, in healthcare facilities and schools, and in workplaces. The Division also delivers programs to address the safety of people living and working in or visiting bushfire-prone areas.

## OBJECTIVE 1

Build community capacity to reduce fire risks and act safely when fire occurs

## IMPROVING FIRE SAFETY IN OUR HOMES

There are groups in the community that have a higher risk of experiencing a fire and suffering injury from fire in the home. These include children, older people and people with disabilities living in the community. In 2010-11 TFS delivered home fire safety initiatives targeted to these groups, as well as whole-of-community social marketing and information strategies.

## For children

The Juvenile Fire Lighter Intervention Program (JFLIP) is a family-based program for young children who engage in unsafe fire-play. Ninety percent of participating children don't re-offend. During 2010-11 ten cases were registered and followed up. JFLIP practitioners are also trained to participate in Youth Justice diversionary processes for young people who have committed fire-related offences. In 2010-11, practitioners represented the TFS at four Community Conferences and Formal Cautions.

The School Fire Education Program is offered to all Tasmanian primary schools from Prep to Grade 6, providing age-appropriate activities about home fire safety and how to survive a fire. More than 95% of Tasmanian children participate in the School Fire Education Program at least twice during their primary school education. In 2010-11 the program was delivered to 18,291 primary school children in 80 schools.

As part of the continuous improvement process for this program, 2010-11 saw the development of a new partnership with the Tasmanian eSchool (formerly Distance Education Tasmania). This will deliver an integrated eSchool home fire safety curriculum for students who don't attend school face-to-face in traditional classroom settings. This includes children who are enrolled in the eSchool due to isolation, illness or travel; as well as students educated at home or in other settings. It will also provide a suite of learning resources available to all Tasmanian primary teachers to add value to the delivery of the School Fire Education Program. To complement the eSchool initiative, TFS is also developing online resources for children and their carers to support the School Fire Education Program. Both will be available from early in the 2012 school year.

#### **For elderly people and people with disabilities**

*Project Wake Up!* is a state-wide home fire safety program which utilises career and volunteer brigades to provide home fire safety checks and installation of smoke alarms in the homes of the elderly and people with disabilities.

It is difficult to estimate the number of Tasmanians who may be vulnerable to residential fires. Tasmania has a higher rate of home fires and associated injury and death than the national average. Contributing factors include a higher proportion of identified risk groups living in Tasmania and colder winters. Older housing stock may also be a factor. It is likely that the actual number of homes that could benefit from a home fire safety program such as *Project Wake Up!* is much larger than the current service delivery model can cope with. A comprehensive review of the program completed in December 2010 recommended a more holistic approach to home safety for vulnerable older people and people with disabilities. The new model will focus on developing partnerships with community care providers, and supporting them to incorporate home fire safety into their existing assessment and support services. It is a highly sustainable and cost-effective model which will not dislocate clients from existing support systems.

The TFS Community Education Unit has already demonstrated the benefits of a partnership approach to home fire safety. The *Visual Smoke Alarm Subsidy Initiative* has been very successful in providing smoke alarms for The Deaf and Hard of Hearing.

#### **Smoke alarms for the Deaf and Hard of Hearing**

The subsidy program for specialised smoke alarms for The Deaf and Hard of Hearing commenced in July 2010. The Tasmania Deaf Society (TasDeaf), TasFire Equipment (TFE) and Community Education units of TFS worked together to deliver home fire safety checks and installation of smoke alarms in 67 homes. Specialised information resources were provided for the clients, and for TFS staff delivering the program to them. The subsidy scheme continues to be coordinated by TasDeaf in partnership with TFS and DHHS (Disability and Housing). The program will be provided to other clients referred by TasDeaf over 2011-12 and 2012-13, and then as required. This program is providing equitable access to essential and potentially life-saving equipment for The Deaf and Hard of Hearing.

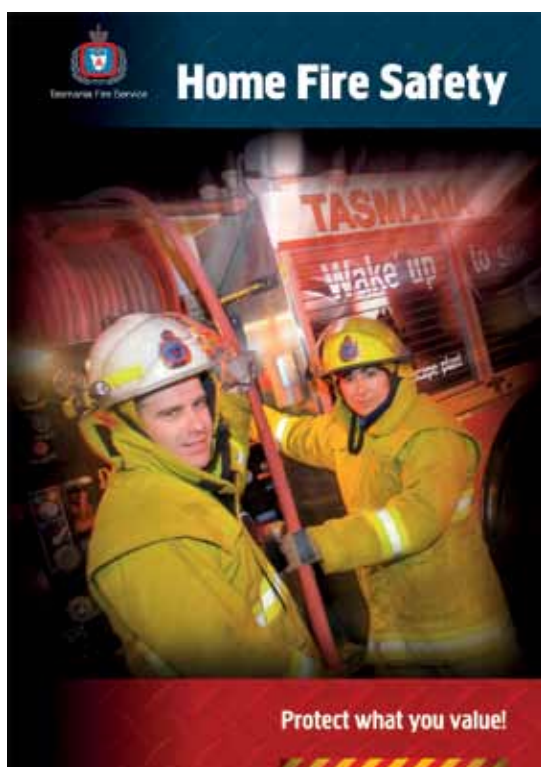
#### **Encouraging fire safety as the weather gets colder**

Key home fire safety messages are promoted and reinforced to all Tasmanians through annual social marketing and information campaigns. In 2010-11 the key message of the new TFS home fire safety campaign was that 'as it gets colder more homes in Tasmania catch on fire, but most fires can be avoided'. The campaign included four new television commercials, Facebook advertising, editorial content and images for local newspapers as well as state-wide print and radio advertising. Several of the advertising strategies were directly linked to weather forecasts to emphasise the message. In 2010-11 TFS undertook a pre-campaign telephone survey about home fire safety for the first time. This will provide valuable baseline data that can be used to improve future home fire safety strategies.

TFS was again supported by corporate sponsor Duracell for the *Change Your Clock, Change Your Smoke Alarm Battery* promotion, which links the practice of changing your clock at the end of daylight saving with replacing the batteries in your smoke alarms. It ran over a two-week period from mid-March, to the end of daylight saving on Sunday 3 April 2011, marking the start of the winter home fire safety campaign.

Coinciding with the new campaign was the release of the new *Home Fire Safety* booklet. It features simple plain-english text, pictures to illustrate the messages and an un-cluttered design. The image on the front cover is one that the public associates with trust and safety: firefighters at work. New content in the booklet includes advice about specialist smoke alarms and Text Emergency Call 106 for The Deaf and Hard of Hearing. It also features a home fire safety quiz and tear-off escape plan.





#### Other home fire safety activities

TFE continues to offer smoke alarms, fire extinguishers and fire blankets for sale to the community through outlets in Hobart, Launceston, Burnie and Devonport. An estimated 84% of Tasmanian homes have a working smoke alarm.

Numerous fire safety information sessions were conducted throughout the State by TFS personnel, engaging more than 1,000 community members. Participating community groups included aged and community care students, recently arrived migrants, older people and other community groups. Additional home fire safety information was provided to the community through online resources on the TFS website as well as DVDs, booklets and brochures. TFS also maintains a free-call service for general fire safety enquiries.

Two mobile community education display trailers promoting fire safety were used extensively by fire brigades in their local communities during 2010-11.

#### IMPROVING FIRE SAFETY IN OUR WORKPLACES

##### Education

TFS through its Building Safety Unit develops and maintains a range of materials designed to provide information and advice on issues such as maintenance of fire protection equipment, building owners' obligations in regard to fire safety, obtaining a permit to install, maintain or repair fire protection equipment and preparing a fire evacuation plan. Further information is available on the TFS website, including a summary of building occupant obligations under the new *General Fire Regulations 2010*.

#### Industry training

To improve safety in workplaces across Tasmania, TasFire Training (TFT) delivers a variety of training that covers all aspects of fire prevention, fire safety and emergency response across a range of environments.

During 2010-11, 681 courses were delivered for 5,922 employees from workplaces across Tasmania. Increasing levels of fire safety awareness and emergency response skills in the workplace mean that the households of these employees are also becoming safer. TFT also conducts a specialised fire investigation course which attracts participants from throughout Australasia.

In 2010-11 TFT invested in two portable gas-operated, fire extinguisher training simulators. These enable fire extinguisher training to be delivered at most clients' workplaces, while significantly reducing carbon outputs and harmful residues.

#### Fire equipment installation and maintenance

TFE employs 23 staff who service fire protection equipment in approximately 7,200 workplaces across Tasmania. Fire Equipment Officers are trained to inspect, install and maintain a broad range of equipment including fire hoses and reels, fire blankets, fire hydrants, fire extinguishers, fire and smoke doors and smoke alarms, and sell many of these and other items. The unit operates workshops in Hobart, Launceston and Burnie where extinguishers are pressure-tested and recharged, hose is coupled and repaired, and other maintenance is performed.

During 2010-11 TFE serviced some 13,500 sites across the State, including sites on King and Flinders Islands. Demand for TFE services is increasing as business owners become more aware of their obligations under the *Building Regulations 2004* to ensure their fire protection equipment is maintained. TFE continued to work with Housing Tasmania during the year to increase fire safety in public housing by installing some 1,700 new smoke alarms in their units state-wide.

#### IMPROVING PUBLIC SAFETY IN BUSHFIRES

TFS has a statutory responsibility to manage bushfire risks in Tasmania, and has developed and implemented an effective range of strategies for this purpose over many years. A number of measures have been undertaken during 2010-11 to minimise the impact of bushfires on the community:

##### Reinforcing bushfire safety messages: 'Prepare. Act. Survive.'

Bushfire risk is based on geographical location. Some groups living in bushfire prone areas may be more vulnerable to the threat of bushfires, and people visiting these areas may also be at risk. TFS delivers bushfire

safety initiatives targeted to geographical and other risk groups, as well as whole-of-community social marketing and information strategies.

Key bushfire safety messages are promoted and reinforced to all Tasmanians through annual media campaigns. This includes informing the community of changes in advice and policy about community safety in bushfires. In the 2010-11 bushfire safety campaign, TFS continued to promote current messages based on the outcomes of the VBRC, research by the BCRC and Tasmanian Government policy. The campaign included a media launch; four television commercials and community service announcements, 148,000 copies of the *Bushfire Survival Plan* distributed in the *Mercury*, *Examiner*, *Advocate* and *Tasmanian Farmer*; editorial and photos provided to regional newspapers, a YouTube channel; and an information kit to assist volunteer and career brigades carrying out bushfire safety activities in local communities.

The 2010-11 bushfire season in Tasmania was fairly uneventful due to high rainfall and low temperatures. Usually these conditions lead to reduced community awareness of ongoing bushfire risk and the need for preparation. This was reflected in lower levels of risk awareness and appropriate preparation activities reported in this year's post-campaign survey.

Some people living in bushfire-risk areas are at greater risk than others. This includes older people and people with disabilities receiving intensive residential support. In 2011 TFS began working in partnership with aged care service providers and funding bodies regarding bushfire safety for vulnerable clients in bushfire prone areas.

#### **Bushfire ready communities: one size does not fit all**

The *Community Development Bushfire Preparedness* project commenced in March 2009 in four communities in bushfire prone areas, coordinated by the Community Development Officer and supported by TFS District Officers, volunteer brigades and other staff. This community development and research project was due to finish in March 2011, but has been extended to March 2013 with Commonwealth funding from the National Disaster Resilience Program.

The project will continue to be supported by Professor Douglas Paton and doctoral student Mai Frandsen from the University of Tasmania, who are conducting an independent evaluation of the pilot as part of the work with the BCRC. They have made a significant contribution to the evidence-base and rigour of the project and their ongoing advice is invaluable. Again, special recognition must go to the dedicated senior personnel who have contributed so much of their time and expertise: Deputy Regional Chief (North) Jeff Harper, District Officer (Midlands) Gerald Crawford, District Officer (Hobart) Hugh sJones, District Officer (South Esk) Ian Bounds and

District Officer (South West) Rod Sherrin.

The continuation of the pilot will be called *Bushfire Ready Communities Tasmania*. It will trial the implementation of policy and evidence-based interventions in selected communities in bushfire prone areas. These will be based on both the initial findings from the pilot of the *Community Development Bushfire Preparedness* project; and emerging bushfire safety research, recommendations, policy and strategies. The pilot will include:

- Developing the capacity of volunteer brigades to engage in community consultation and development. Methods that may be adapted to the identified needs of individual brigades include the use of external facilitators to work with brigades, provision of training and resources for brigades, support for brigades to recruit members with specialised skills, and support for brigades to develop and document local strategies
- Trialling a range of evidence and practice-based community resilience building approaches. For example, the *Community Development Bushfire Preparedness* pilot started with four narrowly defined geographic communities: Snug Tiers, Fern Tree, Huntingdon Tiers and Binalong Bay. These areas were selected based on a range of demographic and operational criteria, and early findings from the pilot indicate that defining geographical communities more broadly can improve outcomes, through engagement with a wider range of networks and the development of collaborative activities across brigade areas
- Disseminating and evaluating the impact of emerging bushfire safety advice to communities



Photo courtesy of the Launceston Examiner.

- Facilitating community engagement with related TFS and inter-agency initiatives, including community protection plans, fire refuges, warnings, land use management, and prioritisation of community assets for protection when fires are burning out of control.

Many TFS volunteer brigades actively engage with their communities; providing information sessions, undertaking property and structural assessments and assisting with community events such as fundraising and Christmas pageants. We hope that this project can assist them in their vital contribution to the people of Tasmania.

### Community Protection Planning

A three-year Community Protection Planning Project commenced in August 2010 with the appointment of a project manager, the Senior Planning Officer Community Protection. The project, funded by the State Government, is in response to lessons emerging from the disastrous Victorian bushfires of 2009. In particular, that vulnerable people need a broader mix of options to maximise their chances of survival, and that people and valuable assets will be the focus of protective action by firefighters when fires are burning out of control.

Since August 2010:

- Two more planners have been recruited
- Key steps in the planning process have been finalised
- The format of community and operational plans has been finalised, including map detail to be provided by the Emergency Services Geographical Information System Unit (ESGIS) of DPIPW
- Regional Chiefs have identified high priority areas for initial planning
- Consultation with key local stakeholders and community representatives has commenced.



Photo courtesy of the Launceston Examiner.

It is expected that draft plans for communities in high bushfire-risk areas will be available for community feedback in early 2011-12.

### OBJECTIVE 2

Deliver community safety strategies that are based on research and standards of best practice

The Community Fire Safety Division periodically analyses fire incident data reported by firefighters to monitor patterns and trends in fires. This analysis enables the Division to develop programs targeted at those most at risk of fire.

The Division collaborates closely with interstate fire agencies through AFAC and BCRC to identify best-practice programs and initiatives for at-risk groups. This approach is often supported by the development of national positions on best practice, to which TFS and interstate fire services subscribe.

Key performance indicators for fire safety programs include the fire fatality rate and the house-fire rate:

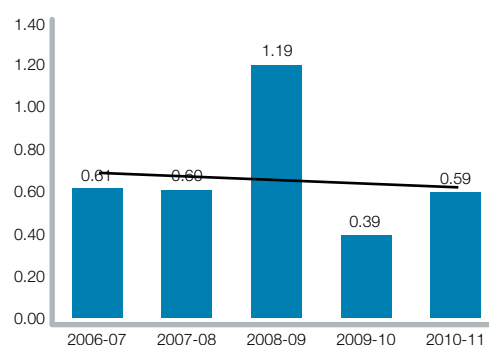
### Fatalities as a result of fire

Fire fatalities from accidental causes (fire-related suicides and homicides are excluded) in Tasmania over the last five years have varied from a high of six in 2008-09 to a low of two in 2009-10. TFS brigades attended 3 fire-related fatalities from accidental causes in 2010-11.

The chart below shows the fire fatalities for the last five years, per 100,000 Tasmanians; a statistic that can be compared with other Australian jurisdictions. The Tasmanian fire fatality rate in 2010-11 was 0.59 per 100,000 people in the population, comparable to the Australian rolling 3 year average of 0.49 for the period 2006-2008 (source: Report on Government Services 2011, Productivity Commission).

In comparison to the Australian rate, there is significant variability in the Tasmanian rate due to our relatively small population. The negative trend is encouraging.

Fire fatalities per 100,000 residents 2006-07 to 2010-11





### The house fire rate

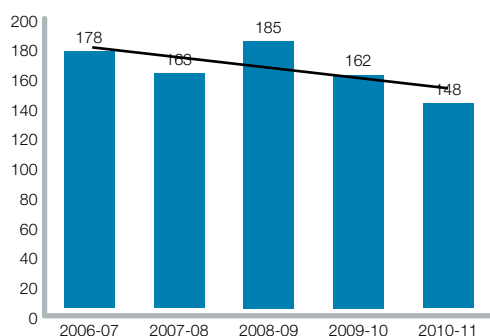
The accidental house fire rate (arson-related fires are excluded) in Tasmania has declined steadily for more than a decade, dropping by some 30% in that period.

The chart below shows the rate of accidental house fires attended by TFS brigades per 100,000 households over the last five years, based on ABS Census data for Tasmanian households.

The Tasmanian accidental house fire rate in 2010-11 is calculated at 148 per 100,000 households, compared to the Australian rate of 102 per 100,000 households in 2009-10 (source: *Report on Government Services 2011*, Productivity Commission).

The relatively high rate in Tasmania is due in part to the cooler climate in Tasmania, the high proportion of the population relying on relatively low household income, and the relatively high proportion of the population that is elderly. The Tasmanian rate includes a proportion of house fires with undetermined causes.

**Accidental house fires reported to TFS per 100,000 households 2006-07 – 2010-11**



### OBJECTIVE 3

Engage with and influence government and industry to improve workplace fire safety

### Maintenance of fire safety features and measures

TFS continues to undertake fire safety audits on a wide range of government and commercial buildings in Tasmania. These are undertaken to ensure owners and occupiers are having the fire safety features and measures in their buildings maintained to prescribed fire safety standards. These audits also enable TFS to assess the performance of service providers undertaking the maintenance of fire protection equipment.

During 2010-11, TFS advised fire protection industry stakeholders of its decision to convert to the Storz coupling and adaptor as its preferred coupling on hoses, hydrants and booster connections in buildings. It is expected that these couplings and adaptors will appear on new installations in the 2011-12 year, but a

decision has yet to be made about couplings for existing infrastructure.

### Compliance in high life-risk buildings

In order to ensure an adequate level of fire safety is maintained in buildings that house people with disabilities, TFS has amended the General Fire Regulations to include provisions covering these buildings. These buildings are audited periodically, with the priority to ensure fire evacuation plans are in place. This will be the focus also for 2011-12.

Building work on schools in Tasmania under the Federal Government's stimulus package is almost completed. The focus is now turning to ensuring that the fire safety features associated with these redevelopments have been properly integrated into existing systems. TFS staff will continue to work closely with installers, building surveyors and builders to ensure all this work has been fully completed, tested and meets TFS operational requirements.

Information about the fire safety obligations of building occupiers arising from the revised *General Fire Regulations 2010* continues to be distributed through TFS offices, in correspondence and via the TFS website.

### PRIORITIES FOR 2011-12

- Continue to implement and evaluate the 2010-11 to 2012-13 bushfire safety campaign
- Continue to pilot a bushfire safety community development strategy
- Support the development of Community Protection Plans for communities at risk from bushfire
- Continue to implement and evaluate the 2011 to 2013 home fire safety campaign
- Develop and trial a range of evidence-based collaborative strategies to improve home fire safety for elderly people, people with disabilities and other identified high risk groups
- Trial inspection and reporting under the *Building Act 2000* on fire safety features and measures in buildings
- Inform the community of its obligations under the *General Fire Regulations 2010*
- Implement an electronic business management and contract management system for TFE
- Continue to implement opportunities to maintain TFE's market position
- Continue to implement opportunities to maintain TFS's market position.



Photo courtesy of  
Tasmania Parks and  
Wildlife Service.

# Emergency Response

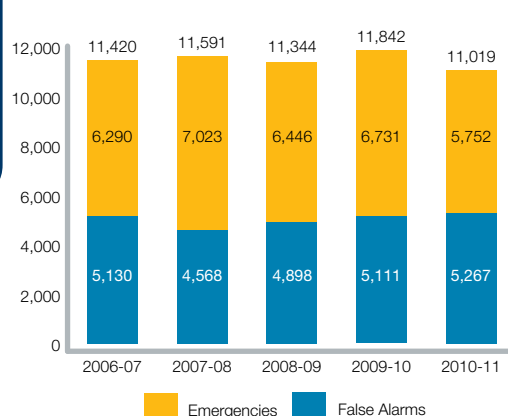
## GOAL STATEMENT

To respond to and manage fire and other emergencies efficiently and effectively.

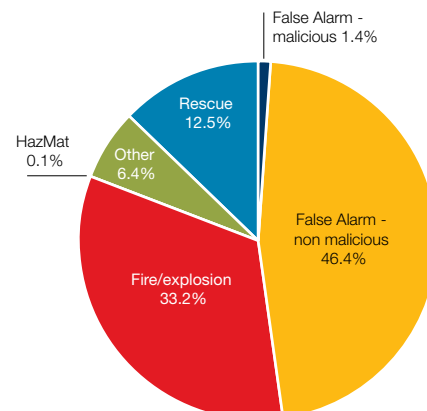
## OBJECTIVES:

1. To maintain the capacity of brigades to safely and effectively understand and manage their emergency risks
2. To provide a timely response to emergencies with appropriate resources
3. To continually seek to improve our emergency response performance
4. To foster the establishment and maintenance of emergency management arrangements between TFS, other organisations and the community
5. To influence the community to respond safely during emergencies

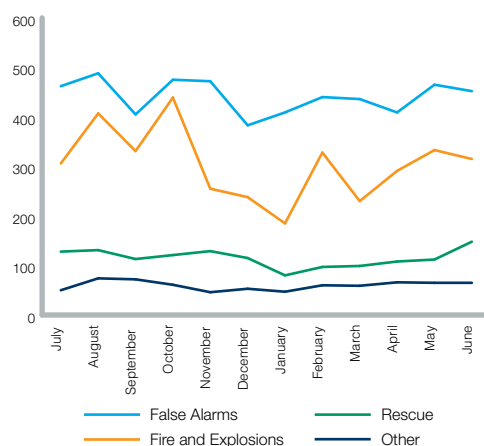
Number of incidents 2006-07 to 2010-11



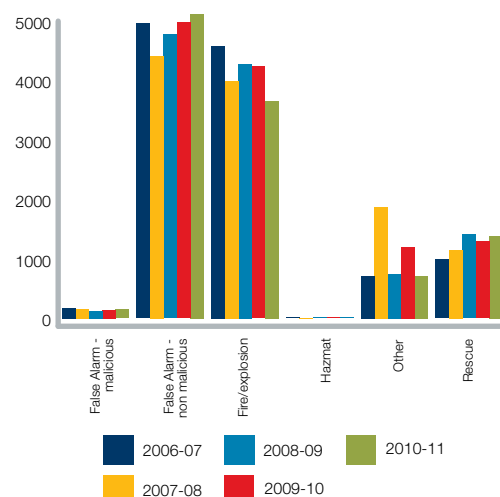
Type of incidents attended 2010-11



Total incidents by month 2010-11



Type of incidents attended 2006-07 to 2010-11

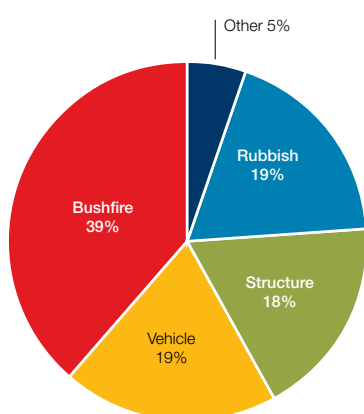


**OBJECTIVE 1**

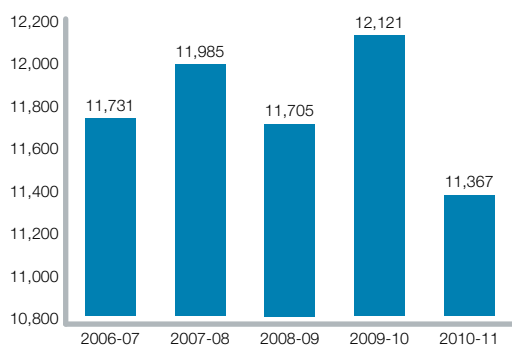
To maintain the capability of brigades to safely and effectively understand and manage their emergency risks

Throughout 2010-11 there has been considerable development of a new pre-incident planning database. Currently career brigades are trialling the rollout of the system. Once finalised, this will have the capability to be utilised by volunteer brigades to capture specific information for 'high risk' premises so responders will have critical information such as after-hours contacts, site maps and known hazards.

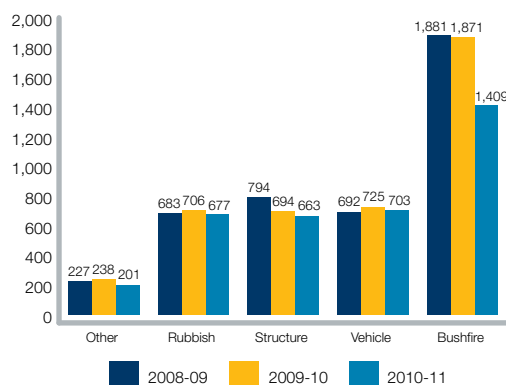
**Type of fires attended 2010-11**



**Total incidents attended by TFS brigades 2006-07 to 2010-11**



**Type of fires attended 2008-09 to 2010-11**



TFS, working collaboratively with Workplace Standards Tasmania and DPIPW, has embarked on a project for the development of a database capturing information on large dangerous goods facilities and major hazard facilities. This will enable TFS to better plan for incidents in this type of facility.

Emergency chemical spill kits were purchased for regional centres. These kits will enable efficient and effective isolation and clean-up of minor hazardous materials incidents. Height safety kits were also purchased for brigades in each region with a warranted capability and risk profile.

New breathing apparatus (BA) back plates and harnesses were delivered in May 2011. These sets will be rolled out state-wide throughout late 2011. In addition, 124 BA communication masks, radios and associated hardware have been purchased. Integration of this equipment into brigade operations will be completed by October 2011 following an extensive training and implementation phase.

**OBJECTIVE 2**

To provide a timely response to emergencies with appropriate resources

**RESPONSE**

The provision of timely and effective response to emergency incidents is a critical component of TFS services. Career and volunteer mobilisation times are carefully monitored and reported on a monthly basis to the Commission. District staff have been reviewing response assignments for each brigade to ensure the best equipped and most readily available brigade is responded.

Major Incident Management Team (IMT) facilities have been established at Cambridge, Youngtown and Burnie to enable a coordinated approach to all emergency incidents. Additionally, State Operations have reviewed the State Fire Operations Centre (SFOC) in Hobart to oversee operations on a state-wide basis. On days of high fire danger, these facilities can be activated at short notice or pre-established to provide an effective early response to emergency incidents.

The ongoing fire truck build program continues to provide replacement appliances for older vehicles in the TFS fleet. Through a coordinated approach TFS ensures strategically placed appliances suit the risks to be managed within a brigade area.

**FIRECOMM**

FireComm, operating under the State Operations Unit, is a centralised call receipt, dispatch and communications centre for TFS. The dedicated staff initiate the response to emergency incidents that TFS attends. In addition to this, FireComm receives emergency calls and records incident



information until the incident concludes. FireComm also receives and records incident information on all bushfires on land managed by Forestry Tasmania (FT) and Parks and Wildlife Service (PWS) as well as managing the dispatch of State Emergency Service (SES) units to Road Crash Rescue (RCR) and Motor Vehicle Accidents (MVA). FireComm also plays an integral role in hazardous materials response by obtaining information from chemical information databases required by emergency crews.

Continual implementation of findings from a review into FireComm operations is ongoing. Review of work practices has streamlined functions within FireComm making them more effective and efficient. The review of FireComm Standard Operating Procedures (SOP), Guidelines (SOG) and instructions continues, with a draft of the SOPs/SOGs in circulation, and this will be promulgated by the end of July 2011.

The development of a training schedule for career development is well advanced with an implementation date of November 2011 realistically achievable. This will provide a training pathway for Communication Officers working within the FireComm work unit.

FireComm continues to work closely with our internal TFS technology partners to maintain the communications facility at peak readiness. This includes the maintenance of current technology as well as exploring the development and introduction of new hardware and software systems.

In support of FireComm, TFS Communications Services is proceeding with the acquisition and installation of an advanced telephony and radio switch system (ACOM) that will provide increased capacity for telephone and radio services, including an ability to manipulate the workload dependent on emergency response activity. In addition the ACOM system has a significantly greater capacity for workload sharing and quality assurance reporting. The new ACOM system is scheduled to be fully operational by the end of September 2011.

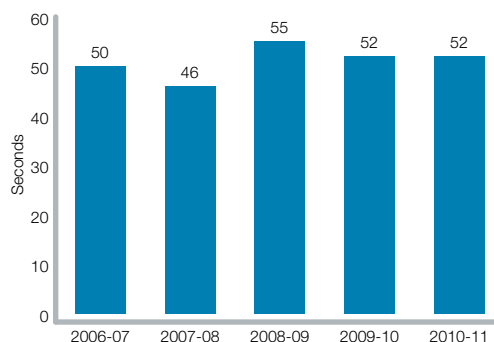
FireComm and State Operations continue to develop and plan business continuity systems and procedures to ensure the continued operation of FireComm during internal and external system faults and power outages.

A total of 11,437 emergency incidents were handled by FireComm in the 2010-11 reporting period. These

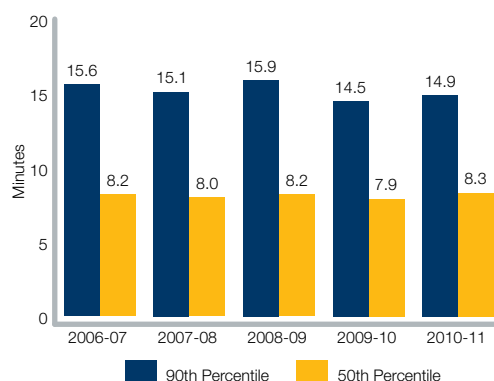
were made up of 11,367 incidents where TFS resources were deployed, with 65 bushfire incidents where the sole respondent was either FT, PWS or a private forestry company. FireComm also handled 5 incidents where SES was the sole respondent.

2010-11 saw the median call handling time remain the same as 2009-10.

**Median call handling times 2006-07 to 2010-11**



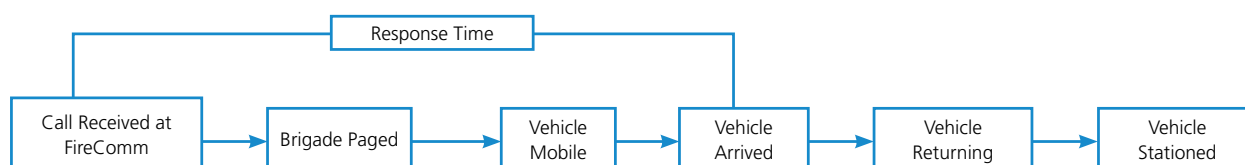
**Response times (structure fires) 2006-07 to 2010-11**



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

## AERIAL FIREFIGHTING

The bushfire season of 2010-11 saw two additional aircraft contracted to Tasmania in support of firefighting operations. Over the summer months the State had two full-time aircraft in the north and three in the south solely dedicated as firefighting resources. This represents a significant investment from the Federal and State Governments and the Tasmanian firefighting agencies. TFS is actively involved in the provision and review of aerial firefighting through its involvement in NAFC.



Region	Number of fire permits	Number of fire permits	Number of fire permits	Number of fire permits	Number of fire permits
	2006-07	2007-08	2008-09	2009-10	2010-11
North West	704	512	336	512	272
North	700	580	329	332	155
South	1,139	721	694	603	603
Total for State	2,543	1,813	1,359	1,447	1,030

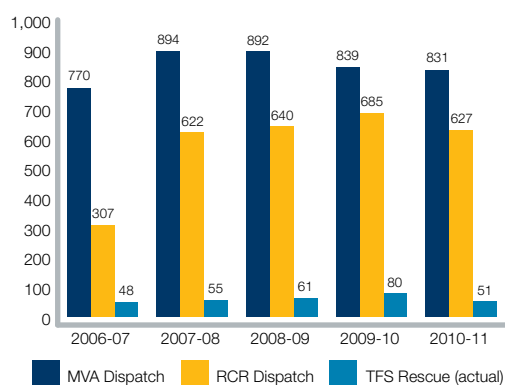
### FIRE PERMITS

There was a significant reduction in fire permits issued throughout the fire permit period. The relatively short fire permit period was influenced by a wetter than average summer. The fire permit period spanned 5 January to 4 March 2011. King Island's permit period was enacted on 22 December 2010 over concerns of dry surface fuels that would carry a bushfire overnight. The effect of the environmental laws on burning of vegetation on parcels of land less than 2,000m<sup>2</sup> has also had an effect on permit numbers.

#### OBJECTIVE 3

To continually seek to improve our emergency response performance

**TFS MVA & RCR dispatches and actual rescues  
2006-07 to 2010-2011**



### ROAD CRASH RESCUE

Brigade response to MVAs remain constant; however, there was a slight decrease in dispatches to road rescue incidents and actual patient extrications from the previous year. With a focus on improved communications between SES, Tasmania Police (TasPol), Ambulance Tasmania (AT) and TFS we are working towards reducing the gap between road rescue dispatches and actual patient extrications.

This year has seen an increase in incidents involving trains which although challenging for personnel and equipment, has improved collaborative arrangements with TasRail. Response capacity has increased with additional road rescue equipment being fitted to Bridgewater's pumper. Ongoing training for road rescue has included

an instructor's workshop and a team competing in the Australasian Rescue Challenge held in Melbourne where competitors are exposed to new car technology and advancing techniques.

TFS in conjunction with SES, AT and TasPol will host the Road Rescue Challenge Tasmania 2012 in Hobart during April 2012 as a major learning environment for road rescue practitioners from around Australasia.

### AERIAL APPLIANCES

Considerable work has been completed on training resource kits for all aerial appliances state-wide. This work has been completed in consultation with Workplace Standards to ensure compliance; additionally, this training also meets the requirements under the Public Safety Training Package (PSTP). The training will be rolled out throughout 2011-12.

### FIRE CAUSE

2010-11 has seen the appointment of two replacement regional investigators. The Regional Fire Investigators have responsibility for training and support in the determination of fire cause across the State.

Fire Investigation courses for Leading Firefighter development were conducted in July 2010. Wildfire investigation qualification and refresher programs were conducted in October 2010 for TFS, FT and PWS investigators.

The Fire Investigation unit provided representatives to two pilot AFAC training programs on 'Wildfire Investigation Management' in 2010 and 2011. The training was designed to better equip investigators to manage investigation into large scale wildfire events following the Victorian bushfires of 2009.

Thirteen fires of significant dollar value were investigated, eight between \$500k - \$900k and four in excess of one million dollars, those being;

- Coles Bay Trading – 14 December 2010. Total dollar loss \$1 million. Local store and service station with conjoined house destroyed by fire. Cause – Deliberate
- Multiple businesses – 19 April 2011. Total dollar loss \$1.5 million. Businesses in the west coast town of Queenstown were destroyed by fire early in the morning. Brigades from as far away as Burnie attended

the incident along with many local west coast brigades.  
Cause – Deliberate

- Heritage listed property, Corin Street West Launceston – 28 May 2011. Total dollar loss \$1.0 million. Elder sandstone property with high value contents. Cause – Undetermined
- Lethborgs Meats, Killafaddy Road St. Leonards – 2 June 2011. Total dollar loss \$9.2 million. Meat production works destroyed by fire. Significant resources involved from Launceston and surrounding brigades. Cause – Accidental.

There was an increase in false alarms in 2010-11. This is in part due to a number of new alarm connections. TFS recognises the need to work with premise owners and occupiers to reduce these.

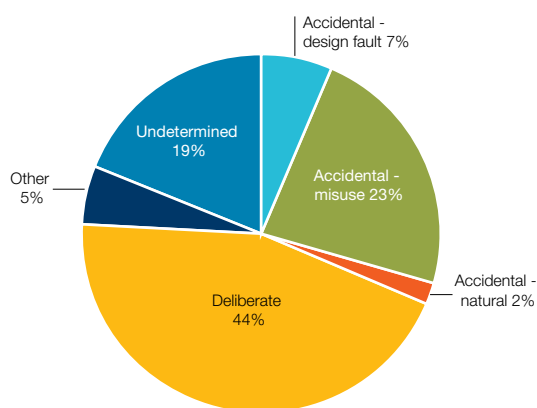
The False Alarm Working Group has been focusing on direct intervention with premises that have recorded a high number of alarm occurrences to notify the building owner/occupiers what remedial actions can be undertaken to minimise false alarm occurrences.

To date ten premises across the State have had site visits and these will be monitored over the next six-month period to determine the success of this strategy. Direct intervention is currently being undertaken with a further 15 premises based upon data supplied through State Operations.

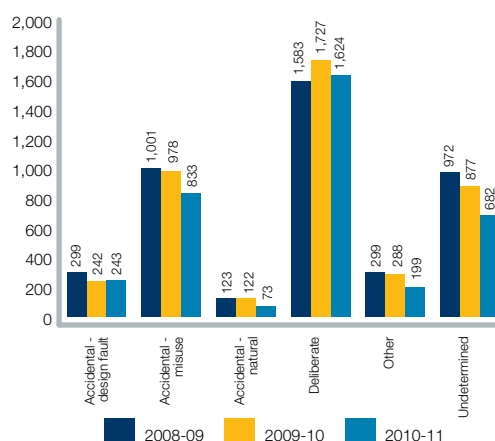
An information document for owner/occupiers of premises with Direct Brigade Alarms (DBA) is being developed which will advise of strategies that can be employed to minimise the occurrence of false alarms in their workplaces and therefore, minimise disruptions to their businesses.

DBA procedures and brigade responsibilities when attending alarmed premises have been incorporated into Crew Leader training, which provides brigades at all levels with an understanding of how to manage calls to alarmed premises.

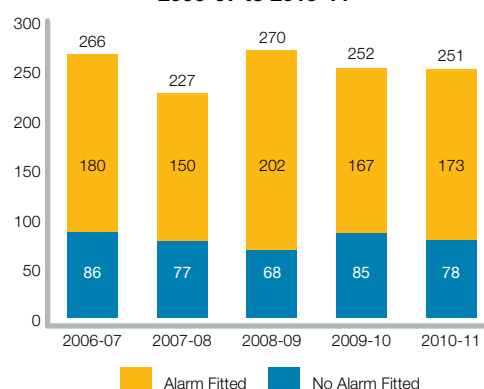
**Cause of fires attended 2010-11**



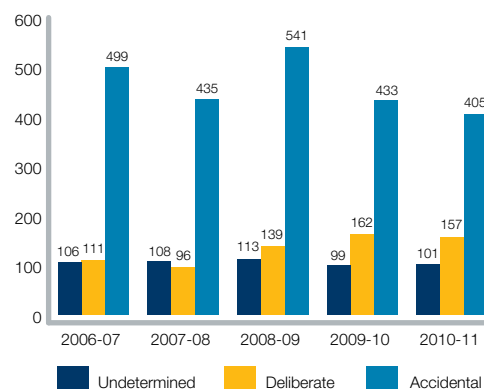
**Cause of fires attended 2008-09 to 2010-11**



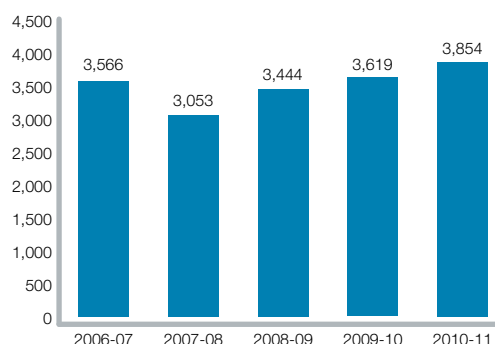
**Domestic property fires - smoke alarm installed 2006-07 to 2010-11**



**Cause of structure fires 2006-07 to 2010-11**



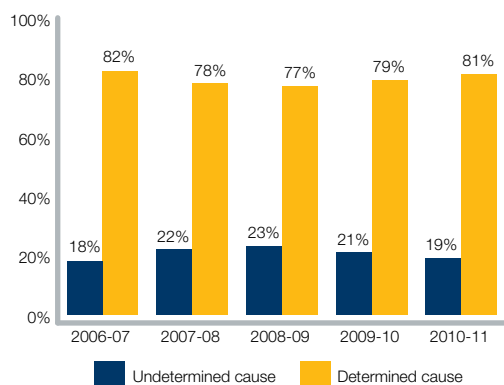
**False alarms (DBA) 2006-07 to 2010-11**



Note: The false alarm figures for the reporting period (2007-08) have not been adjusted to capture false alarms not reported on during a period of industrial action.



**Cause of all fires 2006-07 to 2010-11**



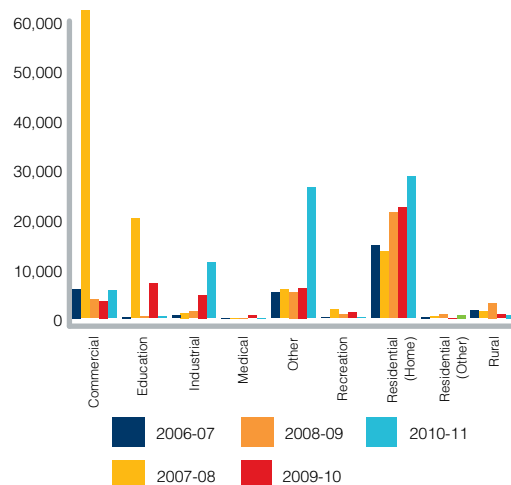
## PROPERTY FIRES

The total number of structure fires over the last financial year dropped by 4.5% from 694 in 2009-10 to 663 in 2010-11. Of these, the number of residential fires decreased from 448 in 2009-10 to 401 in 2010-11. The total value of property loss from fire in 2010-11 was approximately \$73.6 million, a significant increase from last year. This can be partially attributed to large structure fires at Lethborgs Meats in Launceston and a number of significant fire losses in excess of \$1 million. The 2007-08 year figure was significantly influenced by the Myer Store and Bridgewater High School fires.

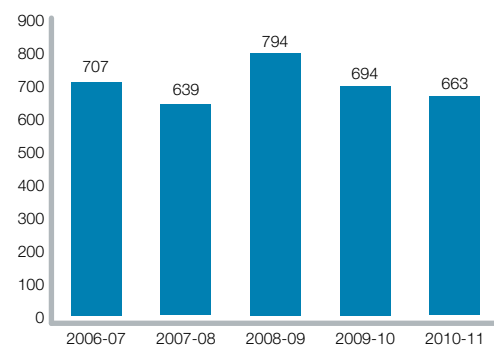
The figure of \$73.6 million is still higher than the average over the last few years, discounting the dollar lost of Myer Store and Bridgewater High School. 2010-11 saw the decrease in residential structure fires and a 22% increase

in dollar loss value from the same period last year. This can be attributed to the more accurate dollar loss values being placed against structure fires across the board.

**Dollar loss by property type 2006-07 to 2010-11**



**Total structure fires 2006-07 to 2010-11**

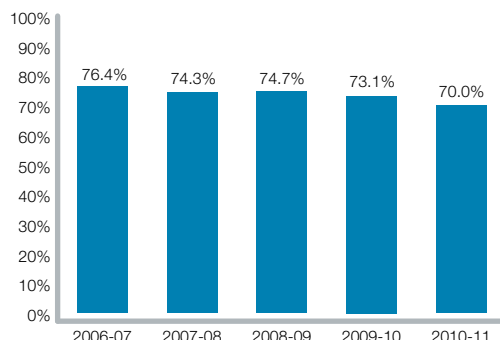


Queensland deployment. Photographer Mark Dobson.

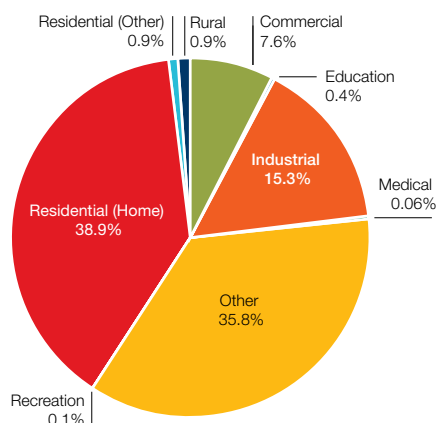
## EXTENT OF DAMAGE

Confining a fire in a building to the room of its origin is a primary objective for responding brigades. The proportion of all structure fires that are confined to the room of origin provides a measure of brigade effectiveness. Fire spread before brigade intervention is influenced by many factors including burning time before detection and response/travel time to the fire. Early detection by smoke alarms greatly assists in rapid brigade intervention as well as their primary role of providing early warning to residents. This percentage has remained relatively static over the last few years. The impact on fire spread of modern furnishings and materials used in houses has contributed to the difficulty in improving brigade performance in this area.

**Structure fires confined to the room of origin  
2006-07 to 2010-11**



**Dollar loss by property type 2010-11**



## AVIATION FIREFIGHTING

TFS response to aviation incidents has been further enhanced through pre-incident planning activities at the major airport facilities around Tasmania. Local response guidelines are in place where TFS supports Aviation Rescue and Fire Fighting Services (ARFFS) and these guidelines also cover periods when ARFFS crews are not on duty.

Formal training in aviation response has been developed and is currently being implemented across the State as part of the pay point progression system within the career brigades. Several multi-agency exercises involving the major airport facilities were held around the State over 2010-11. These allow agencies to test capabilities along with the emergency management plans that are in place to support these activities.

## MARINE RESPONSE

A working group has been established incorporating TFS and Australian Maritime College (AMC) staff to draft a marine response training program for TFS needs. A collaborative approach has been taken with this project with an MOU being drafted between the agencies in recognition of their close working relationship.

AMC representatives are compiling relevant course information and are expected to provide TFS with a draft outline of the course content and initial timeframes to deliver such a course by late 2011. It is envisaged that a group of TFS instructors and the current marine response



*Bushfire at Sassafra. Photo courtesy of the Advocate.*



coordinators will undertake the pilot program and then be in a position to deliver the course to TFS staff during 2012.

### URBAN SEARCH AND RESCUE

In May 2011 a major USAR exercise was conducted in conjunction with the Tasmania Police Disaster Victim Identification (DVI) team. Funding for the exercise was sourced through the National Counter-Terrorism Committee (NCTC) and the exercise was designed to test interoperability between all Tasmanian emergency services, in response to the collapse of a five storey building in Hobart's CBD.

The exercise allowed TFS to not only test its USAR capability at a local level but to also incorporate command and control elements in line with the functional area of urban tactical command, in a multi-agency context.

### HAZARDOUS MATERIALS RESPONSE

Over the 2010-11 period the TFS engaged with the Melbourne Metropolitan Fire and Emergency Services Board to assist in the delivery of a series of HazMat Technician courses. These courses introduced a range of innovative and contemporary practices that are considered Australian best practice in terms of product identification, mitigation strategies and decontamination procedures. The twenty technicians trained through this process now provide a higher level of expertise to deal with hazardous material emergencies across the State.

Additional items of decontamination equipment were purchased subsequent to the course and are now being adopted as standard response items around the State. The Southern Region HazMat unit based at Glenorchy was the first appliance to receive this equipment with the Northern and North Western Regions HazMat appliances being progressively fitted.

Ongoing issues with maintenance, age, wear and tear with existing gas detection equipment led to the commencement of a purchasing program of replacement hazardous atmosphere detectors for all career brigades. By undertaking an accelerated purchase program with additional expenditure of approximately \$13.6k, the TFS was able to save a sum of around \$10.6k in existing maintenance costs for older problematic monitors and realised an \$18k saving from future budgets for reallocation elsewhere for financial years 2011-12 and 2012-13.

A freight train derailment on Tasmania's North West Coast involving a quantity of containerised chemical products in transit, resulted in a spill onto the Bass Strait foreshore. The containers were breached as the rail cars left the track and landed in the sea. TFS, TasRail and Environmental Protection Agency staff attended the scene.



Structure fire at New Norfolk. Photographer Neville Rushworth.

### OBJECTIVE 4

To foster the establishment and maintenance of emergency management arrangements between TFS, other organisations and the community

A slow bushfire season in 2010-11 allowed TFS, FT and PWS to fully review the interagency protocol in place between the three agencies. The protocol outlines the collaborative approach to bushfire management arrangements between the agencies in the State.

Multi-agency training continued during 2010-11 with an emphasis on Incident Information Officers and accrediting Level III Incident Controllers. A multi-agency Logistics Officer course was conducted with the training being delivered to TFS non-operational staff for the first time.

TFS and TasPol developed a joint policy on Traffic Management Planning, which was subsequently launched at the TFS State Conference.

A quieter than normal fire season resulted in limited opportunities to mentor and develop personnel; however, a major exercise was conducted in both the north and south involving TFS, PWS, FT, SES, TasPol and some



utilities. The main objective was to assess Level III Incident Controllers and provide valuable opportunities for personnel developing into other functional roles.

To ensure our capacity is maintained into the future an Inter-Agency Training Committee was established to provide ongoing learning and development recommendations to TFS and land management agencies.

TFS is also reviewing the working arrangements with private forest companies and updating MOUs. These companies perform an integral role in fire management as they have major forest assets across Tasmania.

A Terms of Reference Working Group was established to review fire investigation processes and programs between TFS and TasPol with regards to serial arson and integration of related data. The review of the fire investigation MOU between TFS and TasPol was completed and is awaiting outcomes from the Terms of Reference Working Group before being signed off.

TasPol and TFS have collaborated in joint training initiatives designed to complement interoperability between the two agencies. Police Forensic Officers participated in the recent HazMat Technician's course and preliminary planning is in place for TFS to assist TasPol with a Clandestine Laboratory course encompassing elements of crime scene forensic examination, HazMat, CBR as well as a review of interagency protocols at these types of operations.



*Train derailment. Photo courtesy of the Advocate.*

The *Emergency Management Act 2006* requires all State Special Emergency Management Plans to be reviewed every two years. The State Preparedness Project was developed to provide resources to support the update and creation of all Plans into a Prevention and Mitigation, Preparedness, Response and Recovery (PPRR) framework. Currently TFS is reviewing and developing the State Special Plans it is responsible for. These plans are due for completion by the end of 2011 and include:

- State Fire Protection Plan
- Tasmanian Hazardous Materials Emergency Plan
- State Urban Search & Rescue Plan.

## **NATIONAL AND INTERNATIONAL DEPLOYMENTS**

Recent natural disasters ensured the TFS USAR team was kept busy in 2010-11. At the request of the Queensland Fire and Rescue Service, TFS deployed nine USAR specialists to the Brisbane floods in January this year. Personnel were deployed to Grantham in the Lockyer Valley and also to the greater Brisbane region.

The primary task in the Lockyer Valley area was to undertake search operations due to the devastation caused by what has been referred to as an inland tsunami. In the Brisbane region, where the majority of damage was caused through inundation rather than swift water impact, our staff undertook a Rapid Damage Assessment process which aims to gather as much critical information as possible to determine priorities for community recovery.

On 22 February 2011 an earthquake measuring 6.3 on the Richter scale struck near Christchurch, New Zealand causing major damage to buildings and infrastructure in the city. Australia's international USAR Taskforces from New South Wales and Queensland were deployed as well as a multi-jurisdictional USAR Taskforce, which included seven Tasmanians.

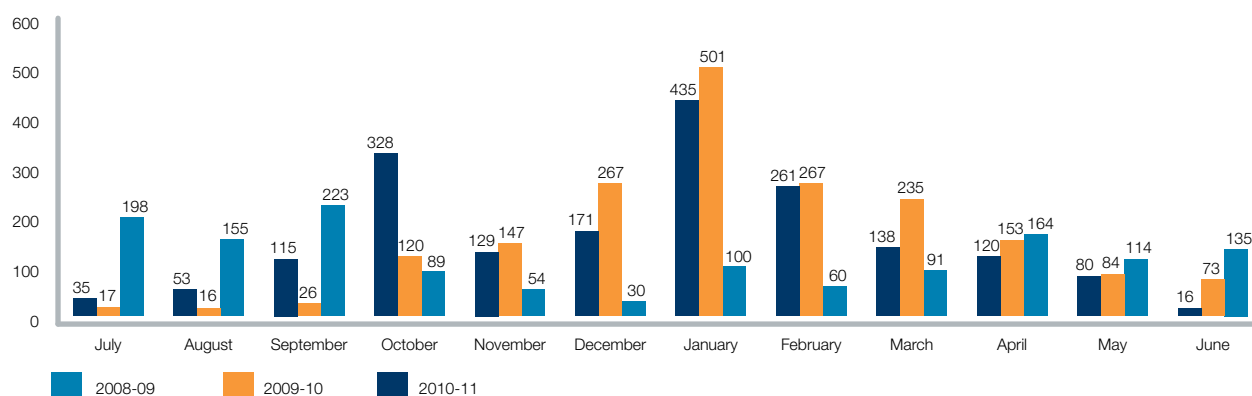
Four TFS officers, two paramedics from AT and one SES officer joined with other USAR specialists from around the country to continue the search for survivors of the devastating quake. Our team completed a 10 day operational deployment and were heavily involved in search and rescue operations as well as completing other recovery oriented tasks 'beyond the rubble pile'.

### **OBJECTIVE 5**

To influence the community to respond safely during emergencies

TFS personnel continue to play an integral role in national committees and working groups dealing with all aspects of emergency services work. As a partner agency with AFAC, along with FT and PWS, TFS continues to support

Bushfires per month 2008-09 to 2010-11



a national focus on issues affecting fire agencies across Australia. TFS is also represented on a number of national forums including Standards Australia.

TFS is involved with the BCRC in areas of research into bushfires, public education, public warnings, emergency management and human behaviour in fire. TFS is also delivering training to land use planners to provide a consistent approach to building in bushfire prone areas. This will enable property developers to have access to consistent and accurate information from a single source.

The ongoing training and development of operational staff in the Information Officer role in IMTs has created a pool of people around the State to perform this important role. Further training is programmed in 2011, prior to the bushfire season, including exercises to test TFS capabilities. These officers perform an integral role in the collection and dissemination of information required by the community to make informed decisions during emergencies.

The Community Protection Planning Project is a State Government initiative to develop Community Protection Plans (CPPs) to mitigate the impact of bushfire on Tasmanian communities. The aim of the project is to enhance resilience of the Tasmanian community using an accepted practice (emergency planning). By engaging with the community, it clarifies protection priorities for both response and mitigation for the bushfire hazard. Community protection priorities are centred on life first, then if resources allow, important community assets.

The project was one of the 2010 State Emergency Management Committee (SEMC) priorities for 'Building Community Resilience' and it is an ongoing initiative for 2011.

### PRIORITIES FOR 2011-12

- Analyse and prioritise recommendations of reviews into FireComm, Emergency Response, Lessons Learnt, the Myer Coronial and Victorian fires and develop appropriate implementation strategies
- Develop a plan to implement the profiling of community risk
- Ensure the knowledge and skills of brigades and members are aligned with their respective community risk
- Develop and continually review a resource distribution model based on community risk
- Enhance firefighter safety and operational decision making through the provision of spatial information (GIS/AVL) and incident data
- Continually review brigade assignment areas, mobilisation, and response times in consultation with stakeholders
- Develop communication strategies that inform and influence the community to act appropriately during emergencies
- Identify and action strategies to reduce unwanted alarms and unnecessary false calls
- Review, enhance and expand multi-agency emergency response, management and investigation arrangements
- Foster cooperative arrangements between TFS and other agencies to ensure the effective management and resolution of all emergency incidents under a common incident management system
- Review and further develop taskforce planning and deployment arrangements.







Photo courtesy of the Advocate.

A number of in-house planning meetings and workshops were conducted and by 30 June 2011, Divisional and Regional Plans were complete as were the vast majority of Unit Plans.

### OBJECTIVE 3

To develop and test plans and protocols to effectively manage major organisational disruptions

TFS continued to develop its Information Technology (IT)/ FireComm business continuity plan in 2010-11. A new computer server room and dispatch area being built at Cambridge is expected to be completed in early 2011-12. It will provide redundancy for IT services as well as enabling three FireComm dispatch operators to work continuously. The dispatch area will also provide a facility for use by incident management teams through the bushfire season.

TFS has a large number of computer servers that are regularly backed up and each has its own redundancy plan. Many servers are in geographically diverse locations and fail over testing is regularly conducted. TFS has two server farms in geographically diverse locations and the third is ready to be installed once the Cambridge server room is completed. These server farms are built for fault tolerance and have many levels of redundancy. On this redundant hardware is a virtualisation platform that allows the servers to run independently of the hardware. This allows TFS to maintain high availability of these servers even in the event of hardware failure, as the servers are migrated to other hardware. This also allows TFS to schedule maintenance to this hardware with no interruption of services. Virtual servers are moved between physical servers regularly. This is done automatically to balance the load on the physical servers and manually at least monthly. The server build documentation is complete for all our operational and web servers and is reviewed every six months.

### OBJECTIVE 4

To manage our business in an environmentally responsible and sustainable manner

The development of an environmental policy was completed and approved by the Commission in the first half of the financial year.

The policy identified the Commission's environmental, regulatory, compliance and reporting responsibilities. The policy identified TFS as a large and leading organisation having a social and moral responsibility to operate in an environmentally responsible manner. In addition, and in order to minimise its environmental impact, the Commission has charged TFS with the responsibility to reduce its energy consumption, material consumption including water and general waste and emissions.

Following the development and approval of the policy, work commenced on developing an "environmental framework" which will provide the direction, structure and governance necessary to ensure the success of the environmental program.

### PRIORITIES FOR 2011-12

- Continue to develop and exercise business continuity plans
- Develop and implement unit plans
- Develop and implement an environmental policy and implementation plan
- Analyse and prioritise our corporate governance responsibilities
- Promote a culture of environmental responsibility at an individual, unit and organisational level.



Photo courtesy of  
the Mercury.

# Our People

## GOAL STATEMENT

To support our people in a safe, fair and productive work environment.

### OBJECTIVES:

1. To attract and retain the right people
2. To shape our workforce and performance
3. To lead and manage for the future
4. To develop and recognise our people's capability
5. To create and maintain an environment where members are well informed, valued and feel they belong

## OBJECTIVE 1

To attract and retain the right people

### RECRUITING AND RETAINING OUR PEOPLE

#### Volunteer Recruitment and Retention

TFS workforce planning continues to enable us to deal with potential impacts from a potentially drier natural environment and Tasmania's ageing population. Further, changing patterns of employment mean that some volunteer brigades have difficulty responding to incidents during business hours. As a result, TFS needs to be able to recruit more volunteers at a time when the available 'pool' of people may be shrinking.

To meet these challenges, TFS has continued to implement its strategic approaches to improving recruitment and retention of volunteers.

A significant achievement has been the revision of the *TFS Volunteer Handbook*. The revised handbooks were distributed to all volunteer brigades in early 2011. The handbook will help to guide brigade members and officers in the management of their brigades. In particular, the handbook supports brigades in the implementation of the updated volunteer application and induction processes, both of which will support better recruitment and retention.

#### Career Firefighter Recruitment

In order to address staffing needs arising from career firefighter resignations and retirements, vacancies for Trainee Firefighters and Experienced Firefighters were advertised across the State in January 2011. Over 520 applications were received and candidates went through a rigorous physical and aptitude assessment process.

The selection and appointment of successful applicants was placed on hold due to the need to revise staffing requirements as a result of a reduction in the Commission budget for 2011-12. A decision was still pending at the time of reporting.

## OBJECTIVE 2

To shape our workforce and performance

### OCCUPATIONAL HEALTH AND SAFETY

TFS continued implementing projects aimed at managing our risks and protecting members from injury.

Research highlighted driving as one of the most hazardous activities undertaken in the TFS. As a result the Safe Driving Project was launched with the aim of developing a comprehensive program of initiatives which will reduce the risks associated with driving.

Hazardous materials such as fuels and foam agents are utilised across the TFS. An electronic chemicals management system, Chemwatch, was introduced state-wide to provide improved access to the latest chemical information such as material safety data sheets. This initiative enhances our capacity to provide members with a safe work environment.

In preparation for implementing 'Salvus', the new electronic Occupational Health and Safety (OH&S) database and reporting system, over 340 employees received training in online reporting of accidents and hazards.

Audits were conducted at major TFS sites in order to determine if they should be designated as Dangerous Substance Locations (DSLs). The audits found all the audited sites are DSLs. Accordingly, a number of recommendations are being implemented to maintain compliance. This action was the first in a series of internal audits TFS will be undertaking to measure the effectiveness of various health and safety systems.

Maintaining good physical and mental health is vital to ensuring members can effectively provide emergency response services. The Wellness Program, 'My Health, My Choice' was delivered in partnership with MBF, online health risk assessments and physical health checks. In addition, our flu vaccination program inoculated over 120 members.

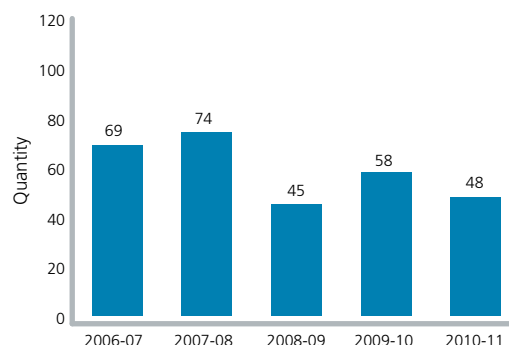
### Workers Compensation

In 2010-11, 48 TFS members were injured at work and submitted workers compensation claims. This figure is 10 fewer than the previous year, which represents a 17% reduction. Although a relatively quiet fire season contributed to this improvement, the decline was

consistent with the longer term downward trend in workers compensation claims. As in the past, the majority of claims involved relatively minor injuries and no lost time.

In the past 12 months, TFS enhanced its return to work and workers compensation management arrangements to provide better outcomes and ensure compliance with changes in Tasmanian workers compensation legislation.

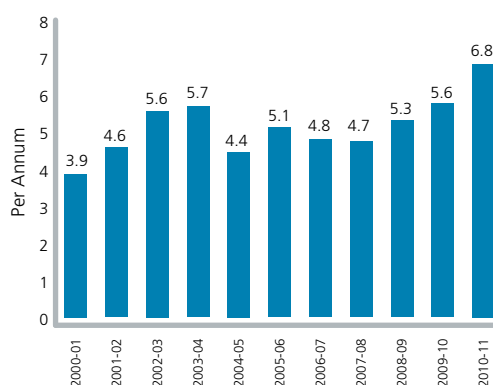
Workers compensation claims 2006-07 to 2010-11



### Absence Rate

The absence rate for the 2010-11 financial year was significantly higher than it has been previously. The overall trend is increasing at this time which indicates a greater number of days of absence occurring. Analysis of the statistics indicate that there has been a significant number of long-term absences in the 2010-11 which have had a negative impact on the absence rate. When read in conjunction with the absence frequency; however, the results also reflect that there are slightly more shorter term absences being taken as well as more absences overall.

Average sick day per employee 2001-01 to 2010-11



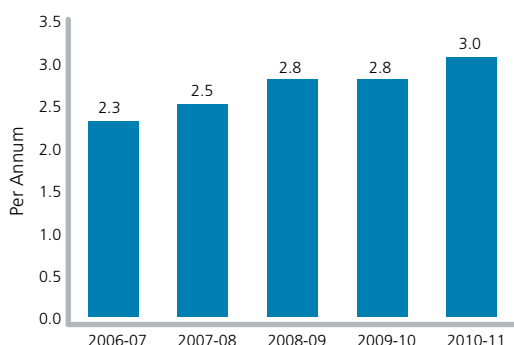
### Absence Frequency

The absence frequency indicates the average number of occasions of absence (sick leave and carer's leave) incurred per employee per annum. These figures provide an indication of whether there is a high level of short-term absence as opposed to long-term absences. A trend upwards will be indicative of an increase in short-term absences. Our absence frequency has been increasing over the last three years. It is still relatively low; however,



with the average number of absences per employee per annum being less than three occasions per employee per annum.

**Average number of absences per employee  
2006-07 to 2010-11**



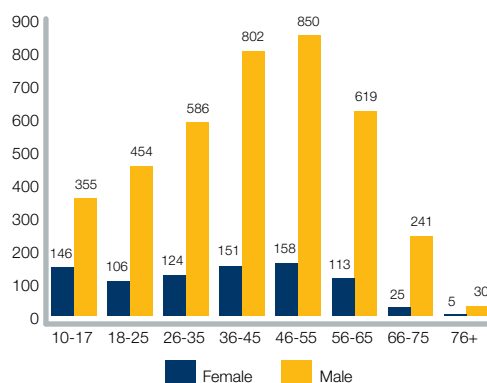
### TFS Gender and Age Diversity

TFS has a healthy age profile. The ageing of the workforce is evident from the shift in age distribution over the last five years, as well as the normal distribution being skewed at its highest point to the 46 to 55 age group. It is pleasing to note the increase in the age profile in the 26 to 35 and 36 to 45 age groups. The workforce distribution will need ongoing monitoring and support, in particular, for workforce planning strategies to ensure that TFS is able to maintain viable and diverse workforce numbers.

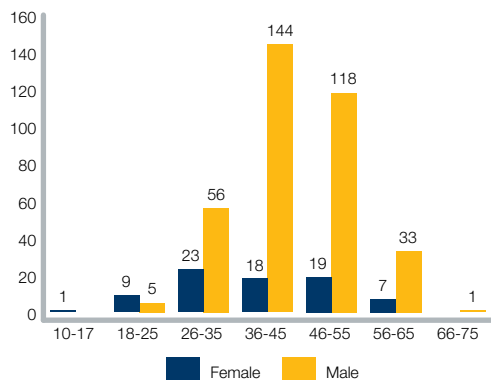


*Fireline Leadership Course.*

**TFS volunteer members 2010-11**



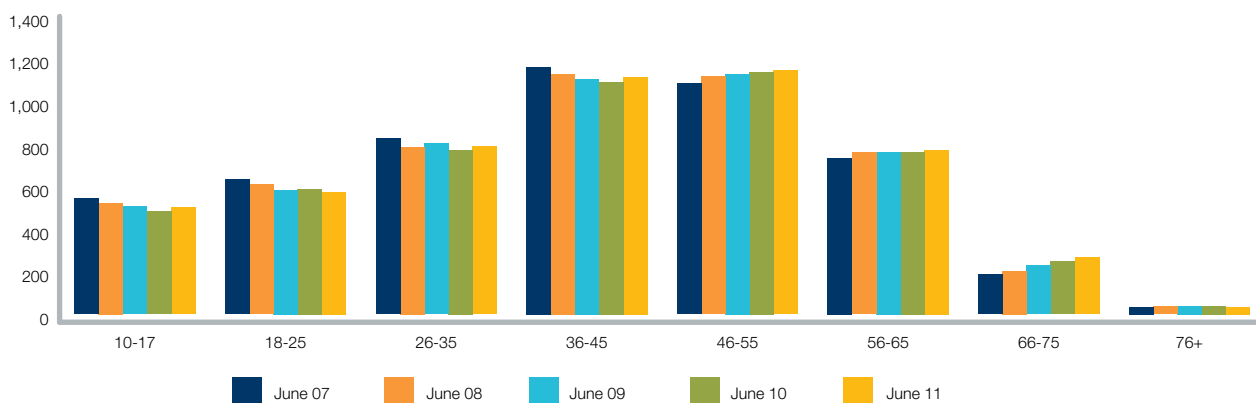
**TFS career members 2010-11**



### MANAGING DIVERSITY

TFS has continued the implementation of the Supportive Brigades program to assist volunteer brigades to reflect on and improve brigade working environment. The program is also designed to meet TFS educational obligations under the *Anti-Discrimination Act 1998*. All volunteer brigades will take part in the Supportive Brigades workshops over a three-year period. Over the two years of the program to date, approximately 190 volunteer brigades have completed the workshop leaving only 43 brigades to be completed in 2011-12. Feedback from volunteers participating in the program has been very positive.

**TFS age profile 2007 to 2011**





Aerial view over State Competitions track. Photographer Vikkii Rowe.

A Female Firefighter's Forum was held by the TVFBA in the Northern Region and supported by TFS. It focussed on many aspects of diversity in volunteer brigades. There is considerable interest in conducting similar forums in the other regions.

During 2010-11, no claims for harassment or discrimination were lodged with the Office of the Anti-Discrimination Commissioner. No complaints were made to the Office of the Ombudsman.

## COMPETITIONS

### TFS Firefighter Championships

The Tasmanian Fire Brigades Competitions Association (TFBCA) 2010 State Championships were held at Invermay Park in Launceston over the weekend of 6/7 November. The main aim of the Association is to provide a competitive and realistic series of events that supports and enhances the development of firefighters' skills, fostering camaraderie in an enjoyable environment. Events are designed to simulate incidents that may be encountered operationally and only standard TFS equipment is utilised.

Brigades from across the State competed in a total of 16 events in both senior and junior sections with 28 individual teams vying for the title of State Champion. The senior title eventually went to Devonport, closely followed by Kingston, Bushy Park and Claremont in fourth place separated by just four points. In the junior section, Gretna won comfortably from second placegetters Claremont 1 and a mere two points further back in third place were Sassafra.

The State Championships are an integral part of the history and culture of TFS, and endeavour to incorporate displays of the latest firefighting equipment, training and education programs and important information for firefighters leading into the bushfire season.

## OBJECTIVE 3

To lead and manage for the future

### TFS VALUES

After surveys of career and volunteer members, a revised set of TFS Values with supporting descriptors was established. They are:

- Service
- Professionalism
- Integrity
- Consideration

The revised values will be implemented across the TFS via workshops to discuss what these values mean in terms of actions and behaviours in each work group.

### TFS LEADERSHIP FRAMEWORK

The design and implementation of a TFS Leadership Framework has commenced. The purpose of the framework is to diagnose and fulfill the leadership needs of the organisation and its people. The scope of the Framework includes defining leadership expectations, creating development programs and ensuring that all TFS systems support the desired leadership characteristics. The Leadership Framework will build on and incorporate the work already completed on the Volunteer Leadership Development Framework.

A Leadership Framework Steering Group has been established and is guiding the development of the Framework. Focus groups have been conducted in all regions to gain employees' perspective of leadership and leadership needs in TFS. These perspectives will inform the development of the Framework.

'Fireline Leadership' has been selected and adopted as an internal leadership development program for all career and volunteer officers, supervisors and managers. The Fireline Leadership program has been successfully implemented in emergency services organisations across

Australia and internationally. Three pilot courses have been completed, one in each region, with very positive results. More courses are planned for 2011-12 and subsequent years.

### **Volunteer Leadership Framework**

Implementation of the Volunteer Leadership Framework which was developed in 2009-10 has continued. TFS has also made significant progress in the development of four workshops as part of the Leading Brigades series. These four workshops will be delivered on-station and involve all members of each brigade. They will support each brigade to identify ways of working that will help to enhance brigade leadership and functioning, as well as to prevent or respond to potential conflict.

These workshops and supporting materials have been developed with \$20,000 donated by Fonterra Australia in acknowledgement of the contribution by emergency service volunteers to keeping their communities safe from fire.

### **Leadership Development Programs**

Career members attended a variety of short leadership courses and conferences, and TFS as a Registered Training Organisation (RTO) awarded nationally accredited leadership competencies from the PSTP, to both career and volunteer operational members.

Again this year, TFS career and volunteer members participated in leadership programs coordinated by AFAC in partnership with the Australian Institute of Police Management (AIPM). The volunteer program, which was previously sponsored, is now run on a cost recovery basis, TFS acknowledged the strategic importance of the Volunteer Leaders Program by funding four volunteers to attend last year. In addition, three TFS volunteers were nominated by AFAC to attend Australian Emergency Management Institute (AEMI) Volunteer Leadership Program which is conducted in partnership with the Australian Emergency Management Volunteers Forum (AEMVF) and funded by the Attorney Generals Department. Both programs provide skills development in innovation, creativity, negotiation, improvisation and strategic vision to help officers and aspiring officers negotiate the maze of relationships, networks and expectations in order to effectively lead in the volunteer emergency services environment.

While historically leadership training has ensured capability in fireground/incident leadership there has been a gap in the development of brigade-based leadership skills with only limited numbers able to attend the AFAC and AEMI programs. The TFS Fireline Leadership program implemented this financial year was chosen to complement the operationally-based Crew Leader and Sector Commander courses.

## **OBJECTIVE 4**

To develop and recognise our people's capability

### **LEARNING AND DEVELOPMENT**

#### **Highlights for the 2010-11 financial year were:**

- The Commission's endorsement of a TFS Learning and Development Policy to create and support a learning culture in TFS. The policy outlines principles, systems, processes and responsibilities to ensure equitable access to quality assured development opportunities that are linked to corporate, divisional and individual development goals
  - A survey of career members found that the vast majority of career members considered they had the skills and capability to do their jobs well. This confirmed the *People Directions Survey* conducted by Public Sector Management Office (PSMO) held earlier in the year. Suggestions for improvement: the quality of learning resources; modifications to systems and for access to more information to support career progression; will be analysed and contingent on time and resources constraints, and will be incorporated into business planning over the next three years
  - 2010-11 was the second year of the implementation of a new volunteer training model based on functional skill sets. Feedback from volunteers is that it has largely achieved the goals of flexible delivery; a bigger role for brigades in training their members; getting volunteers 'truck ready' sooner; an increase in practical training; and a clearly defined, role based, learning pathway
  - Volunteer induction and basic training packages were reviewed to align with the new *Volunteer Handbook* and volunteer joining process. The model relies on brigade mentors to implement the basic skills acquisition programs. Some smaller brigades who did not have the capacity to do this were supported through workshops and mentoring by regional training officers, larger brigades and group officers. Statistics show that over 85% of volunteer operational members have achieved basic skills
  - Inter-agency IMT workshops were conducted for all IMT personnel providing an opportunity to practise their capability in effectively managing emergency incidents and strengthening inter-agency relationships. These workshops assisted in identifying further development required for our staff
- Face-to-face training was also developed and conducted with a focus on Logistics Management and Information Officers
- A Learning and Development strategy for divisional employees was designed in consultation with



employees. The strategy enhances the rollout of personal development planning giving practical guidance to managers and individuals. Divisional employees accessed a variety of targeted short courses provided by The Training Consortium.

#### Career Operational Learning and Development 2009-10 to 2010-11

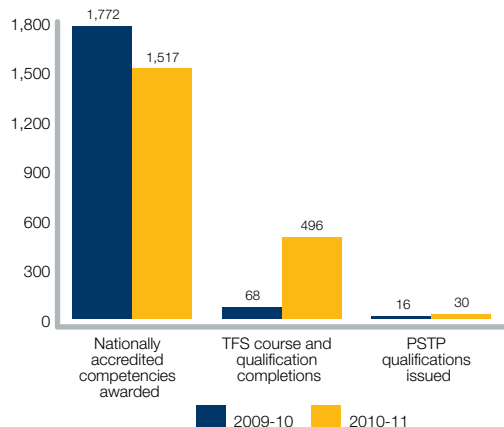


Figure 1: Qualifications achieved by career operational members in 2009-10 and 2010-11

PSTP qualifications awarded to career operational members by TFS increased from last year as firefighters progressed through their qualifications. Additionally a number of officers commenced tertiary qualifications and management diplomas utilising the TFS Study Support provisions for fee reimbursement and study leave.

The number of TFS courses increased, to some extent due to better recording, but also reflected changing and increased skills demands on firefighters from lessons learned forums, operational analysis of incidents, recommendations stemming from the VBRC, introduction of new equipment, and an increased focus on interagency Incident Management training.

#### 2010-11 Volunteer Operational Learning and Development

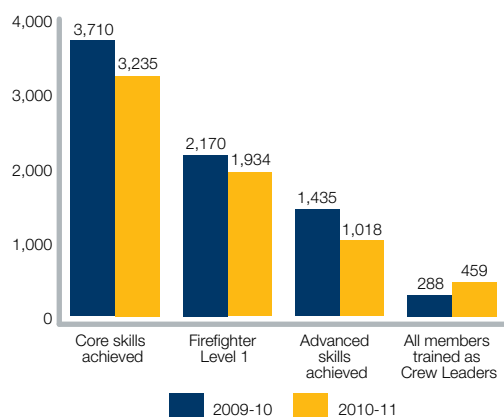


Figure 2: Number of qualifications achieved by volunteer operational members (n = 3782).

Figure 2 above indicates a slight decrease in skills achievement. This can be attributed to the number of volunteers who attended courses this year and a

statistical anomaly due to back data entry of skill sets as part of the transition to the new volunteer model.

One outcome of the new skills-based model is that there is less course-based learning activity and a greater focus on practical exercises and mentoring, especially for skills maintenance which has ensured that member capability has been maintained. Figure 3 below shows that 86% of operational volunteers have achieved Brigade Basics which means they can attend incidents under supervision, and more than half had qualified as Level 1 Firefighters. Over 23% of volunteers had one or both advanced skills which include specialist bush and urban firefighting. This provides underpinning skills and knowledge for Crew Leaders.

#### Comparison of Volunteer Qualifications by Skill Level

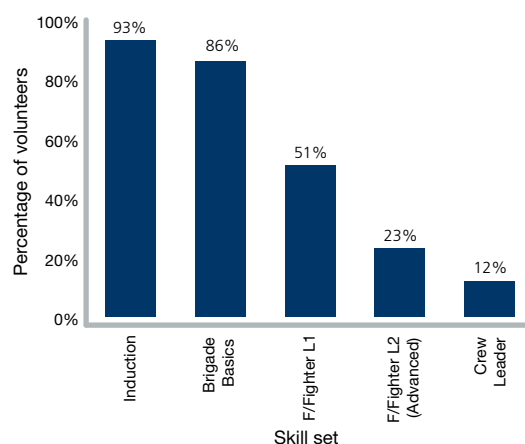


Figure 3: Skill levels as a percentage of operational volunteers as at end of 2010-11 (n= 3782).

#### OBJECTIVE 5

To create and maintain an environment where members are well informed, valued and feel they belong

#### TFS STATE CONFERENCE

The TFS Biennial State Conference was held in July 2010 at the Country Club Resort Launceston and was the first conference officiated by Mike Brown as Chief Officer. The Hon. Lin Thorp MLC, Minister for Police and Emergency Management opened the Conference and Naomi Brown, Chief Executive Officer of the AFAC was a guest speaker.

The Conference program included: Driver Safety; CISM; the impact on the TFS of the VBRC; leadership within the organisation; bushfire-ready communities; case studies of recent Tasmanian fires; introduction of new medium fire tanker; alternative power supplies; FireComm and Operations working together; TFS's advancement in technology including GPS mapping, Automatic Vehicle Location (AVL), operations communications; use of aircraft by TFS; understanding fire weather conditions; and various demonstrations and information displays.

## AWARDS AND MEDALS

### Australian Fire Service Medal

Australian Fire Service Medal recipients were invested with their awards by the Governor, the Honourable Peter Underwood in May 2011.

The Governor presented the Australian Fire Service Medal to Gavin Freeman, Deputy Chief Officer; Kevin Hardwick, former Brigade Chief Magra; and William Tiddy, Brigade Chief Queenstown.

Deputy Chief Officer Gavin Freeman commenced his fire service career as a recruit firefighter in 1985. An ambitious officer, Gavin was promoted through the officer ranks early in his career while working at the Hobart and Launceston brigades.

Gavin played a leading part in introducing vertical rescue to TFS and more recently he has held high-level positions at a range of State, and national CBRN forums. He has led Tasmanian firefighters at several interstate deployments and twice worked with Australian fire teams in the United States.

Gavin has a Masters in Emergency Management and several other formal technical and tertiary qualifications. He was promoted to Deputy Chief Officer in February 2010 following a period as Deputy Regional Chief Officer in the Northern Region.

Kevin Hardwick has over 42 years' service with TFS. He joined Magra in 1969 as one of the brigade's original members. In 1978 Kevin was elected to the role of Brigade Chief, a position he has held continually until stepping down in 2010. He has also previously served as Group Officer for the Lower Derwent Group and local fire permit officer. Kevin still holds the position of brigade OH&S coordinator and coordinator for the unit's junior and cadet firefighters. Kevin continues to be an active volunteer offering his valued experience in mentoring other members.

Bill Tiddy joined Queenstown Fire Brigade as a volunteer firefighter in June 1965. In June 1985 he was appointed Third Officer at the brigade and in July 1995 he was again promoted by his peers to the Second Officer position. At this stage Bill also readily accepted the responsibilities of Fire Permit Officer for the area and as a member of the West Coast Fire Management Area Committee.

Queenstown Brigade volunteers demonstrated their high regard of Bill's leadership capacity by electing him as their Brigade Chief in 2005, a position Bill still holds today.

### Chief Officer's Special Awards

This award is made to a brigade that has been subject to unusual, difficult or demanding circumstances. There were two awards presented at the State Conference in Launceston this year.

The first award was:

'Presented to all members of the TFS for their outstanding commitment, service, compassion and understanding to the tragic "Black Saturday" fires in Victoria. In recognition of your efforts in firefighting, incident management, research and assistance to the Victorian Bushfires Royal Commission.'

Tasmanians responded at an instant to the needs of our Victorian neighbours. As the sad news unfolded of the tragic losses TFS, FT and PWS leaders met with the Premier to discuss our capabilities to assist Victoria. Within 48 hours we had nearly 100 people and 40 fire vehicles on their way to Victoria. Over the next few weeks we had our members working in a broad range of roles including supporting the post-fire research undertaken by the BCRC.

The impact and ramifications of 'Black Saturday' have had a major impact on TFS and the Australian fire industry in general. TFS has made an outstanding contribution to the research, revised warnings, community education and operational aspects that have, understandably, been subject to much scrutiny.

Chief Officer Mike Brown stated that, it was difficult to identify any particular brigade, unit or division. All at TFS rightly deserve this award.

The second award was:

'Presented to the TFS Information Systems Branch in recognition of their commitment, professionalism and resilience in their response to the unpredicted demand on the TFS website and the resultant media attention and debate.'

This award was in recognition of the hard work the whole branch did to increase the performance of the TFS website while under the close scrutiny of the media. This was a period of intense pressure for all associated with the website and the outages were highly visible to



AFSM medal recipients.

the public and critically discussed in the media. While everyone put in a huge effort there are a couple of people that need to be mentioned.

Glen Kelly was exceptional in the time and effort he dedicated to increasing the performance of the website and deserves special commendation. David Watson had only just started at TFS and his efforts, under very difficult conditions, were excellent.

There were also other people that need to be recognised as part of this award. Tony Miller and Harry Lin of Eighty Options did excellent work on website coding. Tony's first child was born during this period and despite this special time he dedicated a large part of his time making changes to the website.

Andrew Johns and Andrew Preece, First Officer and Second Officer Mt Nelson Brigade in their positions at Telstra also were an enormous help and a thank you letter from the Chief Officer to the CEO Telstra was sent in recognition of their support.

## AWARDS AND MEDALS

### National Medals

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

#### National Medals

- awarded for 15 years service - 92 recipients

#### 1st Clasp

- awarded for an additional 10 years service - 56 recipients

#### 2nd Clasp

- awarded for a further 10 years service - 23 recipients

#### 3rd Clasp

- awarded for a further 10 years service – 4 recipients

## PRIORITIES FOR 2011-12

- Finalise the implementation of the Supportive Brigade Practices program within volunteer brigades
- Continue to implement the leadership strategy for all members
- Ensure that the systems, processes, skill development and support are provided to maintain the health, safety and wellbeing of all members with a focus on safe driving, and health and wellbeing systems
- Review the career member recruitment processes to support recruitment, selection and promotion
- Develop and implement learning and development strategies including quality management systems, improving supervisory qualifications, and the development of learning and assessment resources
- Encourage and support values, attitudes and behaviours which create a cohesive organisation committed to achieving organisational goals
- Describe and foster an organisational culture which establishes appropriate workloads, work practices and attitudes.



Tony Miller and Harry Lin of Eighty Options with Chief Officer.



Information Systems Branch receiving their award.





Photo courtesy of the  
Launceston Examiner.

# Our Resources

## GOAL STATEMENT

To manage our financial, information and physical resources efficiently and effectively.

### OBJECTIVES:

1. Provide effective management of critical assets that meets the needs of the organisation
2. Provide adequate funding to ensure the Commission is able to achieve its corporate objectives
3. Develop a comprehensive resource allocation model to assist business units to achieve organisational outcomes
4. Identify and pursue all funding options for projects and programs that would assist the Commission to achieve its objectives

## OBJECTIVE 1

Provide effective management of critical assets that meets the needs of the organisation

The communications networks comprise over 6,000 items of serviceable equipment and this year Communications Services staff completed over 249 site visits to brigades, radio sites and regional offices for inspection and maintenance visits. The Communications Workshop in Hobart processed 731 items sent in for servicing repairs, down 182 from last year. Planned upgrades were completed at several radio sites including battery systems and transmitter replacements, while 169 vehicles were fitted with new VHF radios as part of the vehicle radio upgrade project. Twelve brigade stations benefited from communications systems upgrades including the installation of new brigade radios and the provisioning of new security systems.

The rollout of a new access control system for all major TFS facilities commenced in 2010-11 and to date, State Headquarters, Hobart Fire Brigade and the Cambridge complex have been completed. This replaces the aging mill key access system installed in 1995.

The major system upgrade to TFS Online planned for this financial year was completed successfully. The TFS public website has been tested and shown to be able to sustain a hit rate of over 150 million hits per hour which is around 500 times the highest load previously measured. The community warnings area of the website was also substantially updated to take advantage of the social networking sites Facebook and Twitter and to send alerts directly to media. This new system allows for incident templates to be used when drafting information for the media or public, which will improve the consistency and quality of the information TFS is releasing to the public. The associated publishing system will allow for an incident article to be

published to the website, emailed, faxed and written to Facebook. A summary of the incident article can also be sent via sms and Twitter.

Work on developing a Pre-Incident Planning (PIP) system continued in 2010-11. It is a web based system available via TFS Online and allows the easy entry, modification and storage of information about buildings and events that will assist in the management of an incident. This system links with our existing dispatching system (FIRM), and the Incident Reporting System.

The TFS vehicle fleet comprises some 470 operational fire trucks, all of which were serviced by Engineering Services in line with manufacturers' requirements. In addition to the scheduled servicing, high use fire trucks are proactively inspected on a monthly basis to ensure operational readiness and reduced necessity for extended periods off line for reactive repair and maintenance. The ongoing design and fabrication of 'fit for purpose' fire trucks, matched to the expectations, roles and functionality of end users continued to ensure efficient management of fleet resources in line with service delivery.

## OBJECTIVE 2

Provide adequate funding to ensure the Commission is able to achieve its corporate objectives

One of the major objectives of the Commission is to ensure that sufficient funds are available to pay its staff and creditors and to maintain its capital works program. The financial plan for the Commission for 2010-11 included a five per cent increase in the Fire Service Contribution. The increase along with other changes to the financial plan allowed the Commission to cover major pay increases awarded to its firefighters and non-operational staff as well as ensuring that adequate funding was provided to achieve its corporate objectives.

Funding of the Commission is covered under Our Resources – Financial Overview.

## OBJECTIVE 3

Develop a comprehensive resource allocation model to assist business units to achieve organisational outcomes

The current resource allocation model continued to be used to develop the Commission Financial Plan for 2010-11 to 2012-13. The model is simplistic and robust and the results have enabled a number of highly regarded operational priorities to be ranked against major capital priorities with very good outcomes being achieved.

The Commission's operational and capital budgets are determined and allocated on a priority basis. With some 233 brigades and 4,890 personnel a set of criteria has been developed to support consistent and rational decisions relating to the siting and building of fire stations, the allocation of fire trucks and equipment and the allocation of operational expenditure. A five-tier risk-based brigade classification, ranging from remote rural volunteer brigades to city brigades staffed by career firefighters, has been developed. A brigade's category assists in determining its fire station type and configuration and its allocation of fire trucks. The siting of fire stations is crucial and consideration is given to a number of factors including the risk profile of the brigade, response times, callout patterns, population distribution and demographics as well as its staffing status (career or volunteer). After taking these factors into consideration the Commission then prioritises and allocates funds accordingly. The provision of fire stations with appropriate facilities both for the brigade members and for garaging fire trucks has been a high priority for many years. This priority has had positive results but there is likely to always be a need to progressively upgrade or replace fire stations over time. This easing in requirement for building funds has enabled an increased proportion of capital expenditure to be allocated to the replacement of fire trucks. Operational priorities are based on community and service needs and a three year rolling average of expenditure is used to allocate recurrent budgets.

Through economies of scale it has been possible to build a significant number of fire trucks in the Commission's fabrication workshop over the past five years and this has enabled the Commission to provide its firefighters with safe and operationally effective fire trucks. Assisted by mass production the Commission has been able to develop a rolling and sustainable fire truck replacement program that will ultimately result in a decline in the maximum age of its fire trucks from 25 to below 20 years. New fire trucks are allocated to high use brigades on a priority basis, matched to risk. Older still serviceable fire trucks that are replaced are upgraded and reallocated to lower use brigades. The commissioning of one new fire truck has a flow on effect, with the potential to increase the resourcing and capability of several brigades. This process ensures that brigades are provided with the most suitable fire truck(s) having regard to their need and the level and type of risk in their area.

The conversion of mapping to Geocentric Datum of Australia 1994 (GDA94) was completed this financial year. Following extensive testing, the live applications, databases, historical data and maps that used the older Australian Geodetic Datum (AGD) format were converted to use GDA94.

## OBJECTIVE 4

Identify and pursue all funding options for projects and programs that would assist the Commission to achieve its objectives

Wherever possible the Commission seeks to identify outside funding options for projects and programs that assist the Commission achieve its objectives. Over the years Commonwealth, State and Local Governments as well as other authorities and private enterprise have assisted the funding of various projects and programs.

In 2010-11 the Commonwealth provided reimbursement of \$1,001,861 through NAFC to assist Tasmania to obtain two medium helicopters for a significant part of the bushfire season. National Disaster Resilience Program funding of \$65,076 and training grants totalling \$2,500 were also received. Commonwealth funding under the Volunteer Grants Program 2010 resulted in nine TFS volunteer brigades receiving grants totalling \$10,220.

An allocation of \$65,076 under the Commonwealth Natural Disaster Resilience Program was provided to assist in increasing the resilience of communities to prepare for bushfires and the capacity of volunteer brigades and TFS staff to facilitate this process.

The State Government provided additional funding in 2010-11 of \$1.492 million to assist the Commission with a number of operational and capital projects. Recurrent funding of \$525,000 was provided for three community planners, community education and awareness materials and running costs of the program and \$138,000 was provided for the bushfire mitigation program. Capital funding of \$830,000 was also provided of which \$790,000 was allocated to fire retardant blankets and heat shields for fire trucks, AVL devices for fire trucks, chainsaw pants for tree fellers and personal headlamps for all fire truck crews. In addition \$40,000 was provided to assist with the purchase of a road accident response and rescue vehicle.

The State Government also provided additional funding of \$656,764 to assist the Commission to cover wildfire fighting costs in 2010-11.

## FINANCIAL OVERVIEW

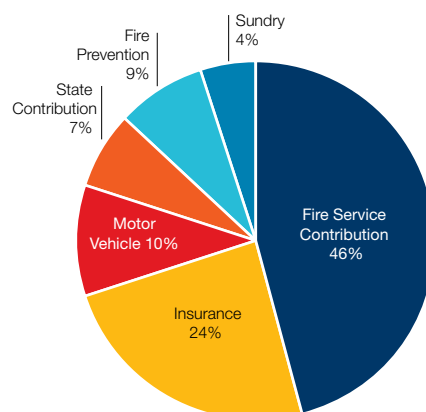
The Net Surplus for the Commission for 2010-11 was \$2.6 million, compared to \$4.4 million for 2009-10, a decrease from last year of \$1.8 million. Income for the twelve months to June 2011 was \$67.6 million compared to \$72.0 million for the same period last financial year. Revenue from the Insurance Fire Levy, the State Government Contribution, the Motor Vehicle Levy, Fire Prevention Charges and Sundry Income was less than the previous year. This was partly offset by positive variations in the Fire Service Contribution and the Contribution from

the Commonwealth Government. The most significant factor in the revenue reduction was a decrease of \$2.5 million in Fire Prevention Charges. This related to the one-off sale of alarm equipment by the Commission for the previous year. The \$2.5 million reduction in revenue is largely offset by a \$2.0 million drop in Cost of Sales expenses relating to the purchase by the Commission of alarm equipment. Total Expenses reduced \$2.6 million to \$65.0 million. The main driver of this reduction was the drop in Cost of Sales which is included under Financial and Other Expenses. Other movements in expenses included a \$1.2 million increase in Employee Related Expenses and a \$1.5 million decrease in Operations Expenses due to a very quiet summer fire season.

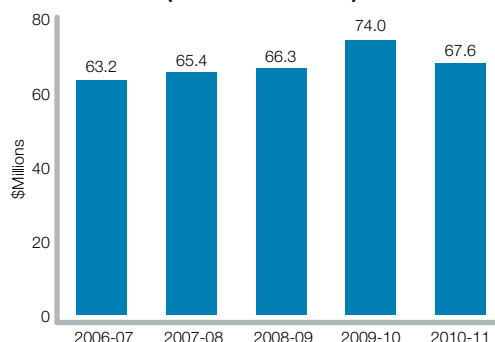
Net Assets for 2010-11 totalled \$89.9 million, an increase of \$5.3 million over the \$84.6 million last year. This was principally due to an increase of Cash of \$3.5 million as a result of delays in capital projects and a decrease in the State Fire Commission Superannuation Fund Liability of \$1.7 million resulting from positive movements in investment markets.

Historical movements of the major revenue and expense sources are detailed below with prices normalised to 2010-11 levels.

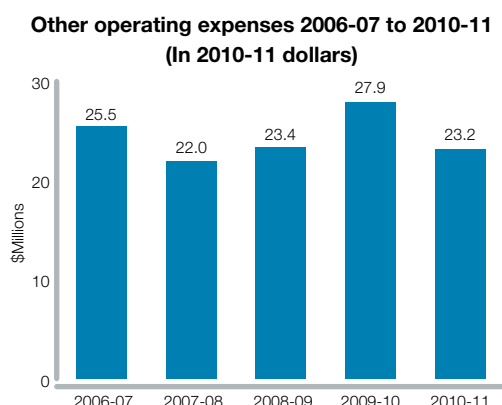
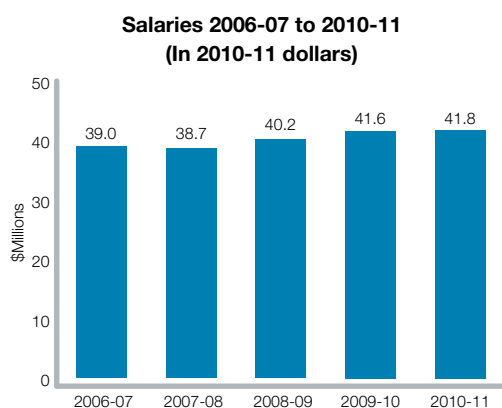
Revenue 2010-11 (\$67.6 million)



Total revenue 2006-07 to 2010-11  
(In 2010-11 dollars)



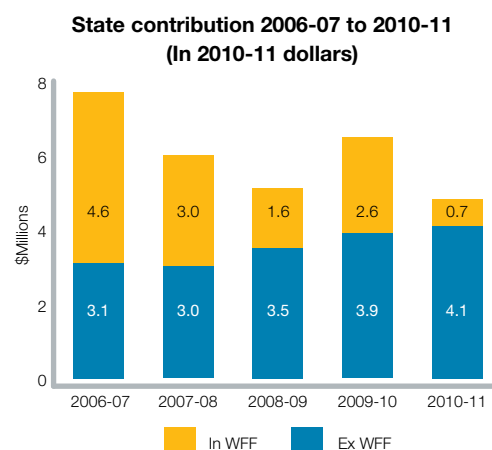




### State Government Contribution

The Treasurer must pay to the Commission, out of money appropriated by the Parliament for the purpose, such amount as the Treasurer determines is appropriate towards defraying the operating costs of the Commission. The contribution in 2010-11 was \$4.8 million which represented seven per cent of total revenue.

The cost of fighting bushfires is mostly reimbursed by the State Government. From 1 July 1987, these costs have been reimbursed in the same year the expenditure was incurred. By arrangement with the Department of Treasury and Finance, the Commission is required to fund the first \$35,000 for bushfire fighting costs and the State Government pays additional expenses. In 2010-11, the State Government reimbursed the Commission \$656,764 for bushfire fighting costs. The Government also continued its funding of the \$1.6 million three year Bushfire Readiness Program providing recurrent funds of \$525,000. The program involves the employment of three community planning officers and education and awareness materials. Capital funds of \$790,000 were also provided under the program. The funds were used to assist with the purchase of fire retardant blankets and stowage containers, fire truck radiant heat shields, personal firefighter headlamps and chainsaw pants. In addition the State Government contributed \$40,000 to the purchase of a road accident response and rescue vehicle.

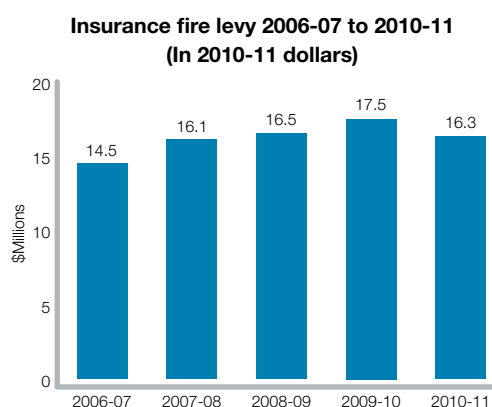


### Commonwealth Government Contribution

The total Commonwealth Government Contribution of \$1.3 million comprised two per cent of the Commission's total revenue. A general contribution of \$173,000 was paid by the Commonwealth to provide fire prevention and emergency response in relation to its Tasmanian properties. Tasmania also received approximately \$1.0 million from the Commonwealth through NAFC under the National Aerial Firefighting strategy towards the standing cost of two medium capacity helicopters assigned to the State during January and February. The Commonwealth also provided funding of \$65,076 for the Natural Disaster Resilience Program and \$10,220 for volunteer equipment grants.

### Insurance Fire Levy

Insurance companies are required under the *Fire Service Act 1979* to collect the Insurance Fire Levy. Collections for 2010-11 were \$16.3 million which represented 24 per cent of total revenue. The Levy is charged at two per cent of gross premium income on marine cargo insurance, 14 per cent on aviation hull insurance and 28 per cent gross premium income on all other prescribed classes of insurance.

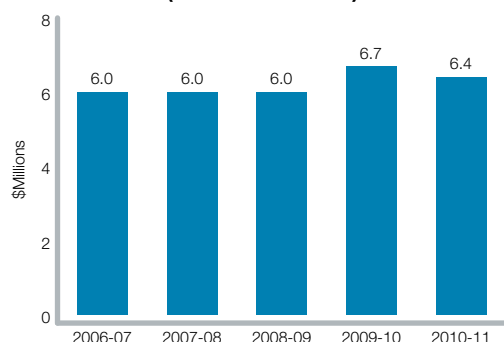


### Motor Vehicle Fire Levy

The Department of Infrastructure, Energy and Resources is required under the *Fire Service Act 1979* to collect the Motor Vehicle Levy. In 2010-11 collections of \$6.4

million were recorded and this was 10 per cent of total revenue collected. The general levy for motor vehicles has remained at \$15 since July 2009 and for pensioners it increased from \$10 to \$11 in July 2010.

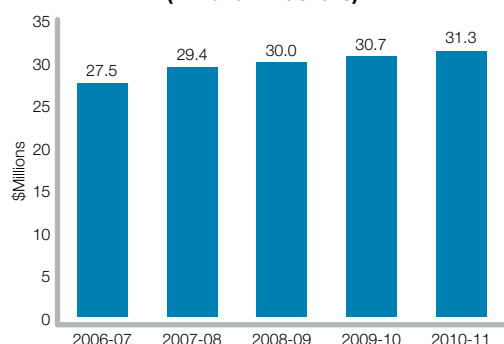
**Motor vehicle fire levy 2006-07 to 2010-11  
(In 2010-11 dollars)**



### Fire Service Contribution

Local Councils are required under the *Fire Service Act 1979* to collect the Fire Service Contribution on behalf of the Commission. In 2010-11, the Contribution collected was \$31.3 million which represented 46% of the Commission's total revenue. The amount of Contribution charged to a ratepayer varies according to the level of service provided and the assessed annual values of the property. Councils are paid a four per cent collection fee by the Commission and this amounted to \$1.3 million in 2010-11.

**Fire Service contribution 2006-07 to 2010-11  
(In 2010-11 dollars)**

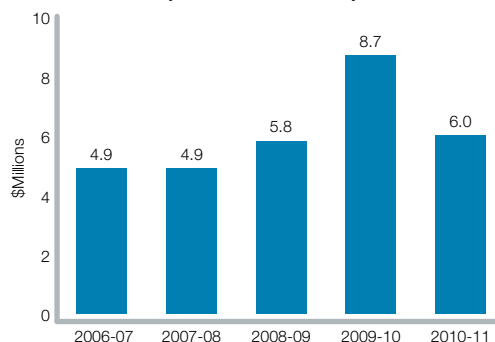


Personal protective blankets.

### Fire Prevention Charges

The Commission earns income through community fire safety activities including the sale and servicing of fire safety and alarm equipment, commercial training, alarm rentals, alarm monitoring and network fees, inspection fees and avoidable false alarm fees. Revenue raised in 2010-11 totalled \$6.0 million or 9% of total revenue.

**Fire prevention charges 2006-07 to 2010-11  
(In 2010-11 dollars)**



### Sundry Income

Sundry income includes donations, interest received, reimbursement of occupancy costs from co-located emergency services and other sundry items. Revenue of \$1.5 million was recorded in 2011 which was 2% of total revenue.

### PHYSICAL RESOURCE MANAGEMENT

In 2010-11 the Commission allocated \$5.6 million for its capital program. The allocation is slightly lower than the 2009-10 allocation of \$5.8 million. Included in the allocation was \$2.9 million for fire trucks, \$0.8 million for passenger vehicle replacements, \$0.64 million for land and buildings and \$1.22 million for plant and equipment.

### Building Program

A total of \$0.64 million was allocated for land and buildings in 2010-11. The fire station build program continues to be an important priority for the Commission. Major works for 2010-11 included new stations to be constructed at Barton and Pyengana at an estimated cost of \$100,000 each. The two brigades respond to emergency incidents, including structural and bushfires and MVAs. The new stations will be built from steel framed colorbond. Each will be a single bay station complete with meeting room, toilets, kitchenette and storage and office facilities. A concrete hardstand at the front of each station will also be provided.

The following stations were opened in 2010-11: Beaconsfield, Brady's Lake, Broadmarsh and Tunbridge.

### Fire Truck Replacement Program

Funding was provided to purchase 14 four-wheel drive heavy crew cab vehicles and one crew cab urban heavy pumper in 2010-11 at a total cost of \$2.9 million.

The 14 four-wheel drive vehicles will be used to replace existing single cab heavy tankers at a cost of \$2.3 million. The replacements will involve the refurbishment of the existing fire body module, removing it from the single cab and remounting it to the new heavy cab chassis. The upgrade will boost the vehicles' capabilities as a firefighting truck, due to increased stowage volume, and deliver significant benefits from a safety and OH&S 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 truck. The trucks have also been specified with radiant heat shields and personal protective blankets for crew protection in the event of burn over.

The second low emission Euro 5 compliant heavy pumper was purchased in line with the heavy pumper replacement program schedule at a cost of approximately \$0.6 million. The heavy urban pumper was commissioned at the Launceston Fire Brigade, replacing a 20 year old heavy pumper. The 1990 appliance was allocated as an operational spare, allowing the decommissioning of a 23 year old truck.

The 4X2 tilt tray truck was upgraded to dual axle, increasing the GVM to facilitate the transport and deployment of all TFS modules.

#### **Plant and Equipment Program**

The plant and equipment allocation of \$1.22 million included communications equipment, computer hardware and software and workshop and office equipment. The total allocation for communications and computer equipment for 2010-11 was \$0.92 million. The communications equipment allocation of \$0.59 million was allocated to enable communications infrastructure at TFS State Headquarters Call and Dispatch Centre (FireComm) to be upgraded. In partnership with AT the communications infrastructure systems used for allocating resources, dispatching brigades, and recording fire incidents were scheduled to be upgraded. The replacement of the ageing paging system infrastructure (paging transmitters and associated links) was also planned to be upgraded as the equipment is at the end of its life cycle. This is the start of a five-year project and over this period of time both projects will be achieved. Replacement of all vehicle radios enabling the installation of AVL hardware and the replacement of radio base system (mountain top repeaters) also commenced in 2010-11 with the latter being the start of the five-year project.

An allocation of \$0.33 million for computers was provided in 2010-11 to enable the Commission to replace a number of its file servers, desktop personal computers and laptop computers. Provision has also been made for additional file servers as part of the Commission's



*Photo courtesy of the Launceston Examiner.*

business continuity planning project. The replacement program is ongoing and reflected in the forward estimated program.

A budget of \$0.2 million was provided for firefighting equipment and \$0.1 million for workshop and office equipment.

#### **System Upgrades**

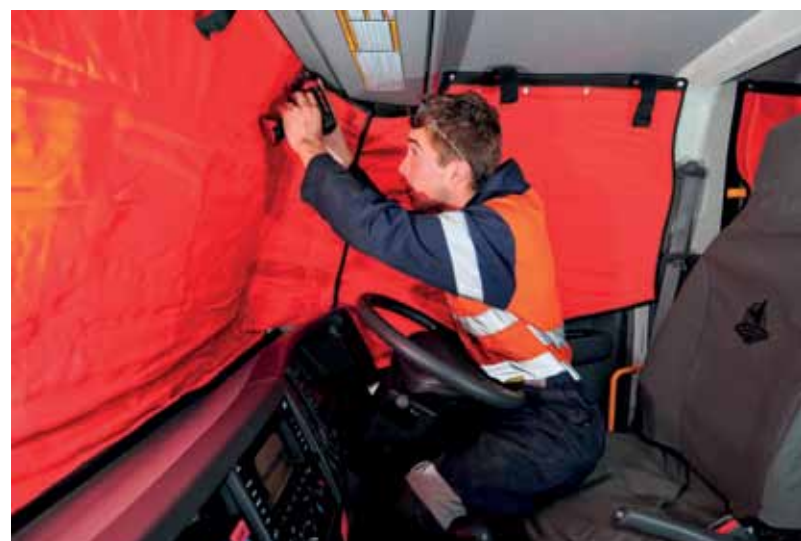
##### **Communication Upgrades**

###### **Fire Alarm System Upgrade**

The transition to the new Fire Alarm Monitoring system for building fire alarm services was completed this year with 1,800 services connected to the system. This service replaces the Telstra fire line VGDL services which was withdrawn in December 2010.

###### **Radio System Upgrades**

This year 170 front line fire trucks had new radios fitted as part of the radio upgrade project. The new radios have GPS capability that allows the radio to display the vehicle's location as a GDA94 grid reference on the radio display as well as transmit the location data with every voice transmission. This enables the location to be plotted on a map and displays the vehicle within the



*Radiant heat shields. Photo courtesy of the Launceston Examiner.*



TFS corporate systems or at a local IMT. The radio and paging networks upgrades continued in 2010-11 with the installation of a new radio repeater near Deloraine in the Northern Region. This reduced the number of radio communications black spots and particularly assisted fire crews involved in RCR incidents in the area. Upgrades to paging system transmitters and links were completed at several sites across the State as well as a new site at Cradle Mountain to improve general coverage and to enhance the response of local emergency services.

Communications systems continued to be upgraded at local volunteer stations across the State with new brigade radios being installed in 12 stations and a further 20 brigades receiving upgraded station radios. In addition 30 new radios were installed in ambulances for AT. TFS also continued to provide ongoing systems provisioning and services to AT and SES for radio communications and dispatch paging services.

### **Station Security and Communications Systems Upgrades**

In total 12 fire station security system upgrades were completed in 2010-11 with some stations being rewired to provide better phone and computer infrastructure for local incident management. A state-wide replacement program for TFS building access control systems was implemented with the Cambridge Complex and TFS State Headquarters upgrades completed in 2010-11.

### **Computer System Developments**

#### **The desktop computer upgrade**

A successful trial deployment of Windows 7 and Microsoft Office 2010 was conducted this financial year. Upgrading the rest of the personal computers has started and will continue into next financial year.

### **Computer network upgrade**

The high speed computer network connection between the Cambridge site and State Headquarters was completed in 2010-11. Following considerable configuration the two networks have been merged as one. Each site's computers can now access the servers at either site at the same speed as if they were connected to their local area network. This change is an early step in the preparation for the Cambridge site to become TFS's disaster recovery site.

### **Finance System**

Work on implementing a new finance system commenced last financial year with business reviews, design and configuration and training of staff. The new system went live on 1 July 2010. The accounting system selected is used widely throughout the Tasmanian Government. Most of the system was implemented with minimal issues, however, that part relating to TFE has experienced some difficulties, due in part to the amount of data and the complexity of the system. The new system schedules TFE work and maintains customer asset data.

At 30 June 2011 stage one of the system was substantially complete and operational, in some cases with pilot usage of features such as the use of electronic orders and integrated ordering through supplier catalogues on the internet. Some functionality, such as barcoding of stock and electronic work flow approval have yet to be implemented. Features that have been implemented, such as scanning and attachment of documentation to transactions are showing clear benefits. Significant improvements are also evident in the quality of the user interface and ease and ability to write reports in-house.



*Communication Services team.*

### **PRIORITIES FOR 2011-12**

- Continue implementation of new financial system
- Continue to assess and report on budget performance against set targets
- Continue to update and implement five year capital rolling build programs for fire appliances and buildings
- Continue to develop intranet and internet services
- Continue to identify and seek funding for future projects including skill development and capability, and environmental responsibilities

## STATE FIRE COMMISSION FINANCIAL STATEMENTS 2010-11

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*.

### CERTIFICATION OF FINANCIAL STATEMENTS

#### FINANCIAL STATEMENTS

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### 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.

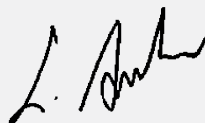
In the opinion of the Commissioners of the State Fire Commission:

- 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 2010 to 30 June 2011 and the financial position at 30 June 2011 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**



Lyndsay Suhr AFSM  
**COMMISSION MEMBER**

14 September 2011



## Tasmanian Audit Office

STRIVE | LEAD | EXCEL | TO MAKE A DIFFERENCE

### INDEPENDENT AUDITOR'S REPORT

To Members of the Parliament of Tasmania

#### STATE FIRE COMMISSION

##### Financial Report for the Year Ended 30 June 2011

I have audited the accompanying financial report of the State Fire Commission (the Commission), which comprise the statement of financial position as at 30 June 2011, 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 by the Commissioners.

#### Auditor's Opinion

In my opinion the State Fire Commission's financial report:

- (a) present fairly, in all material respects, its financial position as at 30 June 2011, and its financial performance, cash flows and changes in equity for the year then ended; and
- (b) is in accordance with the Fire Service Act 1979 and Australian Accounting Standards (including Australian Accounting Interpretations).

#### *The Responsibility of the Commissioners for the Financial Report*

The Commissioners are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and Section 107D of *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 reports are free of material misstatement.

To provide independent assurance to the Parliament and Community on the performance and accountability of the Tasmanian Public sector.  
• Professionalism • Respect • Camaraderie • Continuous Improvement • Customer Focus •

*Making a Difference*



An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Commissioners' 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 Commissioners, 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, and
- 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**



E R De Santi  
**DEPUTY AUDITOR-GENERAL**  
**Delegate of the Auditor General**

HOBART  
16 September 2011

To provide independent assurance to the Parliament and Community on the performance and accountability of the Tasmanian Public sector.  
• Professionalism • Respect • Camaraderie • Continuous Improvement • Customer Focus •

*Making a Difference*

**STATEMENT OF COMPREHENSIVE INCOME**

FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011 \$'000	2010 \$'000
<b>INCOME</b>			
Fire Service Contribution	1(p)	31,348	29,856
Insurance Fire Levy	1(o)	16,322	17,016
State Government Contribution	11	4,822	6,349
Motor Vehicle Fire Levy	1(q)	6,389	6,457
Fire Prevention Charges	12	5,982	8,523
Sundry Income	13	1,508	2,939
Commonwealth Government Contribution	11	1,250	855
<b>Total Income</b>		<b>67,621</b>	<b>71,994</b>
<b>EXPENSES</b>			
Employee Related Expenses	1(j),(k), 14	41,773	40,538
Community Awareness, Subscriptions and Professional Fees	15	1,371	1,150
Learning and Development		544	487
Operations Expenses	16	7,694	9,210
Protective Clothing and Uniforms	17	686	712
Depreciation	7	4,994	4,688
Financial and Other Expenses	18	4,021	7,158
Insurance		1,002	827
Borrowing Costs	19	315	336
Repairs and Maintenance	20	1,646	1,551
Minor Equipment Under \$2,000	21	932	900
<b>Total Expenses</b>		<b>64,979</b>	<b>67,557</b>
<b>Net Surplus/(Deficit)</b>	22	<b>2,643</b>	<b>4,437</b>
<b>Other Comprehensive Income</b>			
Gain/(Loss) on movement in SFC Super Scheme obligation	9, 22	1,721	5,212
Increase/(Decrease) in Asset Revaluation Reserve	23	914	797
<b>Other Comprehensive Income for the year</b>		<b>2,635</b>	<b>6,009</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	24	<b>5,278</b>	<b>10,446</b>

**STATEMENT OF CHANGES IN EQUITY**

FOR THE YEAR ENDED 30 JUNE 2011

	Note	Reserves \$'000	Retained Surpluses \$'000	TOTAL \$'000
<b>Balance as at 1 July 2009</b>		<b>13,493</b>	<b>60,659</b>	<b>74,151</b>
Gain attributable to the SFC	22	-	4,437	4,437
Other Comprehensive Income for the year	22, 23	797	5,212	6,009
<b>Balance as at 30 June 2010</b>		<b>14,290</b>	<b>70,308</b>	<b>84,598</b>
Gain attributable to the SFC	22	-	2,643	2,643
Other Comprehensive Income for the year	9, 22, 23	914	1,721	2,635
<b>Balance as at 30 June 2011</b>	23	<b>15,204</b>	<b>74,672</b>	<b>89,876</b>

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

## STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2011

	Note	2011 \$'000	2010 \$'000
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	1(n),2,10,26(a)	12,464	8,938
Receivables	1(e),3,10	1,949	1,960
Inventories	1(d)	1,622	1,672
Other Current Assets	4	2,428	2,886
<b>Total Current Assets</b>		<b>18,463</b>	<b>15,456</b>
<b>NON-CURRENT ASSETS</b>			
Work in Progress	1(f)	1,828	5,686
Property, Plant and Equipment	1(g),(h),(i), 7	93,253	88,873
<b>Total Non-Current Assets</b>		<b>95,081</b>	<b>94,559</b>
<b>TOTAL ASSETS</b>		<b>113,544</b>	<b>110,015</b>
<b>CURRENT LIABILITIES</b>			
Payables and Income in Advance	1(m), 8,10	3,693	4,413
Provision for Employee Related Expenses	1(j), 9	10,482	9,907
Borrowings	1(m), 10	3,330	1,368
<b>Total Current Liabilities</b>		<b>17,505</b>	<b>15,688</b>
<b>NON-CURRENT LIABILITIES</b>			
Provision for Employee Related Expenses	1(j), 9	986	870
SFC Superannuation Fund Net Liability	1(k), 9	3,809	5,529
Borrowings	1(m), 10	1,368	3,330
<b>Total Non-Current Liabilities</b>		<b>6,163</b>	<b>9,729</b>
<b>TOTAL LIABILITIES</b>		<b>23,668</b>	<b>25,417</b>
<b>NET ASSETS</b>		<b>89,876</b>	<b>84,598</b>
<b>EQUITY</b>			
Retained Surpluses	22	74,672	70,308
Reserves	23	15,204	14,290
<b>TOTAL EQUITY</b>	24	<b>89,876</b>	<b>84,598</b>

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



## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011 \$'000	2010 \$'000
<b>Cash Flows from Operating Activities</b>			
Receipts from Operating Activities		69,017	71,674
Payments to Suppliers and Employees		(60,468)	(63,210)
Interest Paid		(315)	(336)
Interest Received		365	98
<b>Net Cash provided by Operating Activities</b>	26(b)	<b>8,599</b>	<b>8,226</b>
<b>Cash Flows from Investing Activities</b>			
Proceeds from Sale of Equipment		417	412
Payments for Property, Plant and Equipment		(5,490)	(6,584)
<b>Net Cash used in Investing Activities</b>		<b>(5,073)</b>	<b>(6,172)</b>
<b>Cash Flows from Financing Activities</b>			
Repayment of loan		(1,368)	(1,368)
Proceeds from loan		1,368	1,368
<b>Net Cash used in Financing Activities</b>		<b>-</b>	<b>-</b>
<b>Net Increase/(Decrease) in Cash and Cash Equivalents</b>		<b>3,526</b>	<b>2,054</b>
<b>Cash and Cash Equivalents at the Beginning of the Financial Period</b>		<b>8,938</b>	<b>6,884</b>
<b>Cash and Cash Equivalents at the End of the Financial Period</b>	26(a)	<b>12,464</b>	<b>8,938</b>

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

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

### 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 459.8 employees (full time equivalents). Last year it had 459.6 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, Interpretations, and other authoritative pronouncements of the Australian Accounting Standards Board. 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.

Australian Accounting Standards include Australian Equivalents to International Financial Reporting Standards (AEIFRS). Compliance with AEIFRS may not result in compliance with International Financial Reporting Standards (IFRS), as AEIFRS includes 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 some accounting policies under AEIFRS that 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) 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 (Note 6,7).

#### (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 valued at fair value. Cost is considered to be the best measure of fair value for recently purchased property. Where available, in years subsequent to acquisition, the Valuer-General's valuation or a commercial 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 2011, Land was revalued upwards by \$1.460m and Buildings were revalued downwards by \$0.546m. 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

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

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 are 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)

### (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 5)

### (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. Estimated future accrued leave has been discounted using the rates applied to national government securities at balance date, which best match the terms of maturity of the related liabilities.

The current provision is the sum of the present entitlements to leave (i.e. the liability relating to employees with 9 or more years' service) and the balance of the provision is treated as the non-current provision.

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.

**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 *State Fire Commission Superannuation Scheme Act 1994*. 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 the year they are incurred. (Note 9)

Prior to 30 April 2006, the Scheme operated the State Fire



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

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

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 Short Term Deposits

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

Cash and short-term deposits 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 \$34 for the current year and this was increased from \$33 on 1 July 2010.

### (q) Motor Vehicle Fire Levy

The State Fire 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 State Fire Commission. The fire levy is \$15 per vehicle for the current year and this was increased from \$14 in July 2009.

### (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. The adoption of new and revised accounting standards has had no material financial impact on the financial statements of the Commission.



## The accounting standards applied this year are:

AASB amendment	Standards Affected	Outline of amendment and effect on Commission	Application Date of Standard	Application Date for Commission
AASB 2009-5	Various	Further amendments to Standards arising from the annual improvements project. This standard introduces small disclosure and classification changes. There is no expected financial impact of applying these changes.	1-Jul-10	1-Jul-10

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

AASB amendment	Standards Affected	Outline of amendment and effect on Commission	Application Date of Standard	Application Date for Commission
AASB 9 "Financial Instruments"	New Standard	AASB 9 introduces new requirements for classifying and measuring financial assets, including: <ul style="list-style-type: none"> <li>Debt instruments meeting both a 'business model' test and a 'cash flow characteristics' test are measured at amortised cost (the use of fair value is optional in some limited circumstances)</li> <li>All other instruments (including all derivatives) are measured at fair value with changes recognised in the profit or loss.</li> </ul>	1-Jan-13	1-Jul-13
Related party amendments	AASB 124 "Related Parties"	Amends the requirements of the previous version of AASB 124 to: <ul style="list-style-type: none"> <li>Provide a partial exemption from related party disclosure requirements for government-related entities</li> <li>Clarify the definition of a related party</li> <li>Include an explicit requirement to disclose commitments involving related parties.</li> </ul>	1-Jan-11	1-Jul-11
AASB 2009-11	Various	This amending Standard was released in December 2009 to make consequential changes to twenty standards and two interpretations arising from the issuance of AASB 9.	1-Jul-13	1-Jul-13
AASB 2009-12	Various	This Standard introduces a number of terminology changes. There is no expected financial impact.	1-Jan-11	1-Jul-11
AASB 1053	New Standard	This Standard establishes a differential financial reporting framework consisting of two tiers of reporting requirements for preparing general purpose financial statements. This Standard is not expected to impact on the Commission as it is not expected to reduce its financial reporting disclosures even if the Standard allows this.	1-Jul-13	1-Jul-13
AASB 2010-2	Various	Introduces reduced disclosure requirements for certain types of entities. There is no expected financial impact on the Commission.	1-Jul-13	1-Jul-13
AASB 2010-4	AASB 1, AASB 7, AASB 101, AASB 134, Interpretation 13	Further amendments to various Standards arising from the annual improvements project. There is no expected financial impact of applying these changes. In <i>AASB 7 Financial Instruments: Disclosures</i> , removes requirement to disclose: <ul style="list-style-type: none"> <li>maximum credit risk exposure if carrying amount reflects this,</li> <li>carrying amount of financial assets for which terms have been renegotiated</li> <li>collateral for assets past due and not impaired, or individually impaired</li> <li>extent that credit risk is mitigated, if holding collateral.</li> </ul> Amends <i>AASB 101 Presentation of Financial Statements</i> to allow the choice to present analysis of items of Other Comprehensive Income in the Statement of Comprehensive Income or in the Notes.	1-Jan-11	1-Jul-11
AASB 2010-5	Various	Makes terminology and presentation changes to a number of Standards and Interpretations. These have no financial impact.	1-Jul-11	1-Jul-11
AASB 2010-6	AASB 1, AASB 7	Requires additional presentation and disclosure requirements for financial assets. It is not expected to have any financial impact.	1-Jul-11	1-Jul-11
AASB 2010-7	Various	Makes revisions to a number of Standards and Interpretations as a result of AASB 9. These have no expected financial impact.	1-Jan-13	1-Jul-13
AASB 1054	New Standard	This Standard sets out the specific disclosures for entities that have adopted Australian Accounting Standards that are additional to the requirements under International Reporting Standards, including disclosures relating to the nature of the financial report, audit fees and the reconciliation of net operating cash flows to net result.	1-Jul-11	1-Jul-11

**Pronouncements approved by the IASB/IFRIC where equivalent pronouncements have not been issued by the AASB (as relevant to the Commission) include:**

AASB amendment	Standards Affected	Outline of amendment and effect on Commission	Application Date of Standard	Application Date for Commission
IFRS 13 Fair Value Measurement	New Standard	Replaces the guidance on fair value measurement in existing IFRS accounting literature with a single standard. The IFRS defines fair value, provides guidance on how to determine fair value and requires disclosures about fair value measurements. However, IFRS 13 does not change the requirements regarding which items should be measured or disclosed at fair value.	1-Jan-13	1-Jul-13
IAS 27 Separate Financial Statements	New Standard	The Standard requires that when an entity prepares separate financial statements, investments in subsidiaries, associates, and jointly controlled entities are accounted for either at cost, or in accordance with IFRS 9 Financial Instruments. The Standard also deals with the recognition of dividends, certain group reorganisations and includes a number of disclosure requirements.	1-Jan-13	1-Jul-13
IAS 19 Employee Benefits	New Standard	An amended version of IAS 19 Employee Benefits with revised requirements for pensions and other post-retirement benefits, termination benefits and other changes. The key amendments include: <ul style="list-style-type: none"> <li>Requiring the recognition of changes in the net defined benefit liability (asset) including immediate recognition of defined benefit cost, disaggregation of defined benefit cost into components, recognition of remeasurements in other comprehensive income, plan amendments, curtailments and settlements (eliminating the 'corridor approach' permitted by the existing IAS 19)</li> <li>Introducing enhanced disclosures about defined benefit plans</li> <li>Modifying accounting for termination benefits, including distinguishing benefits provided in exchange for service and benefits provided in exchange for the termination of employment and affect the recognition and measurement of termination benefits</li> <li>Clarifying various miscellaneous issues, including the classification of employee benefits, current estimates of mortality rates, tax and administration costs and risk-sharing and conditional indexation features.</li> </ul>	1-Jan-13	1-Jul-13
Presentation of Items of Other Comprehensive Income	Amendments to IAS 1	Amends IAS 1 Presentation of Financial Statements to revise the way other comprehensive income is presented. The amendments: <ul style="list-style-type: none"> <li>Preserve the amendments made to IAS 1 in 2007 to require profit or loss and OCI to be presented together, i.e. either as a single 'statement of profit or loss and comprehensive income', or a separate 'statement of profit or loss' and a 'statement of comprehensive income' – rather than requiring a single continuous statement as was proposed in the exposure draft</li> <li>Require entities to group items presented in OCI based on whether they are potentially reclassifiable to profit or loss subsequently, i.e. those that might be reclassified and those that will not be reclassified.</li> </ul>	1-Jul-12	1-Jul-12

**(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.

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



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$'000	2010 \$'000
<b>2. Cash and Cash Equivalents</b>		
Cash on Hand	8	7
Cash at Bank	12,456	8,931
<b>Total</b>	<b>12,464</b>	<b>8,938</b>
<b>3. Receivables</b>		
Trade Debtors	1,677	1,720
GST Receivable	282	250
Less Provision for Doubtful Debts	(10)	(10)
<b>Total</b>	<b>1,949</b>	<b>1,960</b>
<b>Ageing of Trade Debtors</b>		
Current	616	1,344
30 - 60 days	827	276
60 - 90 days	41	58
90 - 120 days	193	42
<b>Total</b>	<b>1,677</b>	<b>1,720</b>
<b>4. Other Current Assets</b>		
Accrued Revenue	1,544	2,101
Prepayments	884	785
<b>Total</b>	<b>2,428</b>	<b>2,886</b>
<b>5. Assets Held for Sale</b>		
Assets held for sale at year end were not material.		
<b>6. Capital Commitments</b>		
Capital expenditure contracted but not provided in the accounts, and payable within one year:	998	37
	<b>998</b>	<b>37</b>
<b>7. Property, Plant and Equipment</b>		
<b>Land</b>		
At Fair Value at 30 June	15,297	13,777
	<b>15,297</b>	<b>13,777</b>
<b>Buildings</b>		
At Fair Value at 30 June	42,565	43,767
Accumulated Depreciation	(3,997)	(4,656)
<b>Written Down Value</b>	<b>38,568</b>	<b>39,111</b>
<b>Motor Vehicles</b>		
At Cost	6,761	6,104
Accumulated Depreciation	(3,827)	(3,621)
<b>Written Down Value</b>	<b>2,934</b>	<b>2,483</b>
<b>Fire Appliances</b>		
At Cost	56,385	51,815
Accumulated Depreciation	(25,586)	(23,184)
<b>Written Down Value</b>	<b>30,799</b>	<b>28,631</b>
<b>Plant and Equipment</b>		
At Cost	22,613	24,048
Accumulated Depreciation	(16,957)	(19,177)
<b>Written Down Value</b>	<b>5,656</b>	<b>4,871</b>
<b>Total Property, Plant and Equipment</b>		
Total Gross Value	143,621	139,511
Accumulated Depreciation	(50,368)	(50,638)
<b>Written Down Value</b>	<b>93,253</b>	<b>88,873</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

### 7. Property, Plant and Equipment (Continued)

#### Reconciliation of Property, Plant and Equipment as at 30 June 2011

	Land \$'000	Buildings \$'000	Motor Vehicles \$'000	Fire Appliances \$'000	Plant and Equipment \$'000	Total \$'000
<b>Carrying Amount 30 June 2010</b>	<b>13,777</b>	<b>39,111</b>	<b>2,483</b>	<b>28,631</b>	<b>4,871</b>	<b>88,873</b>
Transfer between Asset Classes	-	-	-	-	-	-
Additions	60	841	1,222	4,772	1,990	8,884
Revaluations	1,460	(547)	-	-	-	913
Depreciation Expense	-	(834)	(516)	(2,442)	(1,201)	(4,994)
Disposals	-	(3)	(255)	(162)	(5)	(425)
<b>Carrying Amount 30 June 2011</b>	<b>15,297</b>	<b>38,568</b>	<b>2,934</b>	<b>30,799</b>	<b>5,655</b>	<b>93,253</b>

#### Reconciliation of Property, Plant and Equipment as at 30 June 2010

	Land \$'000	Buildings \$'000	Motor Vehicles \$'000	Fire Appliances \$'000	Plant and Equipment \$'000	Total \$'000
<b>Carrying Amount 30 June 2009</b>	<b>13,343</b>	<b>38,738</b>	<b>2,448</b>	<b>26,354</b>	<b>5,036</b>	<b>85,919</b>
Transfer between Asset Classes	-	-	87	(87)	-	-
Additions	114	788	799	4,854	941	7,496
Revaluations	320	477	-	-	-	797
Depreciation Expense	-	(874)	(561)	(2,152)	(1,101)	(4,688)
Disposals	-	(18)	(290)	(338)	(5)	(651)
<b>Carrying Amount 30 June 2010</b>	<b>13,777</b>	<b>39,111</b>	<b>2,483</b>	<b>28,631</b>	<b>4,871</b>	<b>88,873</b>

	2011 \$'000	2010 \$'000
<b>Capital Work in Progress</b>		
Balance at the beginning of the year	5,686	5,851
Additions	3,357	5,591
Transfers to Financial Assets	(7,215)	(5,757)
<b>Balance at year end</b>	<b>1,828</b>	<b>5,686</b>

### 8. Payables and Income in Advance

Accrued Expenses	1,065	993
Trade Creditors	2,324	2,660
Capital Works Payables	64	532
Income Received in Advance	240	228
<b>Total</b>	<b>3,693</b>	<b>4,413</b>

### 9. Provision for Employee Related Expenses

#### Current Provisions

Provision for Long Service Leave	6,028	5,657
Provision for Annual Leave	2,703	2,590
Provision for Superannuation (1)	1,152	1,092
Provision for Payroll Tax (1)	599	568
<b>Total</b>	<b>10,482</b>	<b>9,907</b>

#### Non-Current Provisions

Provision for Long Service Leave	823	726
Provision for Superannuation (1)	106	94
Provision for Payroll Tax (1)	57	50
<b>Total</b>	<b>986</b>	<b>870</b>

(1) Provisions for Superannuation and Payroll Tax represent superannuation and payroll tax payable in relation to the Provisions for Long Service Leave and Annual Leave.

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

### 9. Provision for Employee Related Expenses (continued)

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.

	2011	2010
Number of defined benefit members at 30 June	114	117
	\$'000	\$'000
Total Annual Salaries	\$8,499	\$8,344
Total Accumulation Accounts	(\$377)	(\$379)

#### Assumptions

The following actuarial assumptions have been used in calculating the assets and liabilities associated with the State Fire Commission Superannuation Fund.

	2011	2010
<i>Discount rate p.a.</i>		
Gross of Tax	5.50%	5.30%
Net of Tax	4.65%	4.50%
<i>Salary increases p.a.</i>		
2009-2010	3.0%	3.0%
2010-2011 and after	3.0%	3.0%
<i>Crediting interest rate</i>	Equal to discount rate	Equal to discount rate
<i>Return on investments p.a.</i>	7.0%	7.0%
<i>Tax on investment income</i>	15%	15%
<i>(adjustment to discount rate)</i>		
<i>Tax on employer contributions</i>	15%	15%
<i>Member movements</i>	As per actuarial review at 1 May 2010	As per actuarial review at 1 May 2010

	2011	2010
<b>Assets and Liabilities Recognised</b>	<b>\$'000</b>	<b>\$'000</b>
Present value of defined benefit obligation at end of year	(24,669)	(23,971)
Fair value of plan assets at end of year	20,860	18,442
<b>Net Asset/(Liability) Recognised</b>	<b>(3,809)</b>	<b>(5,529)</b>

<b>Income/Expense Recognised</b>		
Current service cost	637	1,681
Interest cost	1,016	2,806
Expected return on plan assets (2)	(1,325)	(2,515)
Net Actuarial (gains)/losses	(891)	(1,965)
Curtailment or settlement (gains)/losses	-	(3,386)
<b>Net (Income)/Expense Recognised</b>	<b>(563)</b>	<b>(3,379)</b>

Note (2) 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.

<b>Reconciliation of Income/Expense Recognised</b>		
Gain/(Loss) on movement in SFC Super Scheme obligation (Disclosed in Statement of Changes in Equity)	1,721	5,212
Employer Contributions (Defined Benefit) (Disclosed in Employee Related Expenses)	(1,158)	(1,833)
<b>Net Income/(Expense) Recognised</b>	<b>563</b>	<b>3,379</b>



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

### 9. Provision for Employee Related Expenses (continued)

	2011 \$'000	2010 \$'000
<b>Movement in Recognised Liability/(Asset)</b>		
Superannuation Liability/(Asset) at Beginning of Year	5,529	10,741
Recognised in Statement of Changes in Equity	(1,721)	(5,212)
<b>Superannuation Liability/(Asset) at Year-end</b>	<b>3,808</b>	<b>5,529</b>

#### Asset allocation

The table below shows the benchmark (target) asset allocation of the Scheme assets as at 30 June 2011.

#### Strategic Asset Allocation

	Actual Allocation 30 June 2010 %	Scheme Benchmark 2010 %	Scheme Benchmark 2009 %
Australian shares	25%	25%	25%
International shares	23%	17%	21%
Low Beta Strategies	0%	4%	n/a
Unlisted Property	16%	16%	16%
Fixed Interest (Australian and International)	12%	12%	20%
Alternative Investments	19%	20%	12%
Cash	5%	6%	6%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

	2011 \$'000	2010 \$'000
<b>Reconciliation of the Present Value of the Defined Benefit Obligation</b>		
<b>Present value of defined benefit obligation at start of year</b>	<b>23,971</b>	<b>62,050</b>
Current service cost	637	1,681
Interest cost	1,016	2,806
Member contributions and transfers from other funds	476	662
Actuarial (gains)/losses	(1,019)	(2,187)
Benefits and tax paid	(412)	(5,431)
Curtailments	-	(35,610)
<b>Present value of defined benefit obligation at end of year</b>	<b>24,669</b>	<b>23,971</b>

#### Reconciliation of the Fair Value of Plan Assets

	2011 \$'000	2010 \$'000
<b>Fair value of plan assets at start of year</b>	<b>18,442</b>	<b>51,309</b>
Expected return on plan assets	1,324	2,515
Actuarial gains/(losses)	120	171
Employer contributions	910	1,440
Member contributions and transfers from other funds	476	662
Benefits and tax paid	(412)	(5,431)
Settlements and curtailments	-	(32,224)
<b>Fair value of plan assets at end of year</b>	<b>20,860</b>	<b>18,442</b>

#### 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 performed as at 1 May 2009 by Dr David Knox FIAA of Mercer Investment Nominees Limited. The investigation showed the following figures determined in accordance with AAS 25 *Financial Reporting by Superannuation Plans*:

	\$'000
<b>Value of Accrued Benefits at 30 June 2010</b>	<b>\$49,181</b>

The actuary recommended that the Commission should continue to make such contributions

- 11.0% of salaries, plus
- any deemed member contributions.

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

### 9. Provision for Employee Related Expenses (continued)

The actuary recommended that the Employer (the Commission) should continue to make such contributions until the results of the next actuarial review, due 1 May 2012, have been considered by the Scheme Trustee.

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.	thereafter (net of investment expenses and taxes on investment returns).
Rate of inflationary salary increases	4.5% p.a.	

	2011 \$'000	2010 \$'000
<b>Historical information</b>		
Present value of defined benefit obligation at end of year	24,668	23,971
Fair value of plan assets at end of year	(20,860)	(18,442)
<b>(Surplus)/Deficit in plan</b>	<b>3,808</b>	<b>5,529</b>
Experience adjustments - plan liabilities	(496)	(91)
Experience adjustments - plan assets	120	171
<b>Actual return on Scheme Assets</b>	<b>1,445</b>	<b>2,686</b>

### Expected Contributions

Based on the data provided, the assumptions used in this report and the recommendations from the 2010 actuarial investigation, the expected contributions to the Scheme for the year ending 30 June 2012 are detailed below. It is intended to make employer contributions of an additional 10% of benefits paid until the next actuarial investigation of the scheme.

	\$'000
Expected employer contributions to Defined Benefits	928
Expected employer contributions to employee Productivity accounts	253
Expected employer contributions on benefit payments	198
<b>Total Expected Employer contributions</b>	<b>1,379</b>

Expected member contributions (1)	422
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*Note 1: includes deemed member contributions (i.e. members' contributions paid by salary sacrifice), net of 15% contribution tax.*

### 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 employee 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.

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

### 10. Financial Instruments Disclosures

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

#### 2010-11

	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
<b>Financial Assets</b>								
Non-interest bearing		8	1,949	-	-	-	1,957	1,957
Variable interest rate instruments	5.08%	12,456	-	-	-	-	12,456	12,456
		<b>12,464</b>	<b>1,949</b>				<b>14,413</b>	<b>14,413</b>
<b>Financial Liabilities</b>								
Non-interest bearing		3,452	-	-	-	-	3,452	3,452
Fixed Rate Interest Bearing Liabilities	6.01%	-	-	3,330	1,368	-	4,698	4,705
		<b>3,452</b>	<b>-</b>	<b>3,330</b>	<b>1,368</b>	<b>-</b>	<b>8,150</b>	<b>8,157</b>

Comparative figures for 2009-10 are detailed below:

	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
<b>Financial Assets</b>								
Non-interest bearing		7	1,960	-	-	-	1,967	1,967
Variable interest rate instruments	3.66%	8,931	-	-	-	-	8,931	8,931
		<b>8,938</b>	<b>1,960</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10,898</b>	<b>10,898</b>
<b>Financial Liabilities</b>								
Non-interest bearing		4,184	-	-	-	-	4,184	4,184
Fixed Rate Interest Bearing Liabilities	6.70%	-	-	1,368	3,330	-	4,698	4,752
		<b>4,184</b>	<b>-</b>	<b>1,368</b>	<b>3,330</b>	<b>-</b>	<b>8,882</b>	<b>8,936</b>

#### 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.

#### 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), 3). The Commission is not materially exposed to any individual or group. Trading terms for the Commission's Trade Debtors is 30 days.



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

### 10. Financial Instruments Disclosures (Continued)

#### 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 liabilities 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 2010-11:

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount	Impact on Operating Result	Impact on Equity	Impact on Operating Result	Impact on Equity
30 June 2011	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>					
Cash	12,456	(125)	(125)	125	125
Trade Debtors	1,949	n/a	n/a	n/a	n/a
<b>Total Financial Assets</b>	<b>14,405</b>	<b>(125)</b>	<b>(125)</b>	<b>125</b>	<b>125</b>
<b>Financial Liabilities</b>					
Interest Bearing Liabilities	4,698	47	47	(47)	(47)
Payables	3,452	n/a	n/a	n/a	n/a
<b>Total Financial Liabilities</b>	<b>8,150</b>	<b>47</b>	<b>47</b>	<b>(47)</b>	<b>(47)</b>

#### Interest Rate Risk Sensitivity Analysis for 2009-10:

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount	Impact on Operating Result	Impact on Equity	Impact on Operating Result	Impact on Equity
30 June 2010	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>					
Cash	8,931	(89)	(89)	89	89
Trade Debtors	1,960	n/a	n/a	n/a	n/a
<b>Total Financial Assets</b>	<b>10,891</b>	<b>(89)</b>	<b>(89)</b>	<b>89</b>	<b>89</b>
<b>Financial Liabilities</b>					
Interest Bearing Liabilities	4,698	47	47	(47)	(47)
Payables	4,184	n/a	n/a	n/a	n/a
<b>Total Financial Liabilities</b>	<b>8,882</b>	<b>47</b>	<b>47</b>	<b>(47)</b>	<b>(47)</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$'000	2010 \$'000
<b>10. Financial Instruments Disclosures (Continued)</b>		
<b>Borrowing Facility</b>		
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	4,698	4,698
<b>Unused Facility</b>	<b>5,302</b>	<b>5,302</b>
<b>Bank Overdraft Facility</b>		
Total Facility (unsecured and subject to an annual review)	3,000	3,000
Unused Facility	3,000	3,000
<b>Credit Card Facility</b>		
Total Facility	400	400
Allocated Facility	276	260
<b>Facility Available</b>	<b>124</b>	<b>140</b>

### 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.

## 11. 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:-

	2011 \$'000	2010 \$'000
<b>State Government Contributions</b>		
General Contribution	2,810	2,810
Bushfire Readiness Programme - Operational	525	263
Bushfire Readiness Programme - Capital	790	790
Wildfire Fighting Reimbursements	657	2,486
Urban search and rescue contribution	40	-
<b>Total</b>	<b>4,822</b>	<b>6,349</b>
<b>Commonwealth Government Contributions</b>		
General Contribution	173	163
Helicopter Hire	1,002	614
Volunteer Grants	10	28
Natural Disaster Resilience Program (Community Education)	65	50
<b>Total</b>	<b>1,250</b>	<b>855</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

### 12. 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:-

	2011 \$'000	2010 \$'000
Sale of Fire Safety Services and Equipment	1,811	2,538
Sale of Alarm Equipment	314	2,408
Alarm Rental	864	804
Alarm Network Fee	822	502
Avoidable False Alarms	120	130
Commercial Training	970	928
Inspection Fees - TasFire Equipment	896	1,025
Inspection Fees - Building Safety	186	188
<b>Total</b>	<b>5,982</b>	<b>8,523</b>

### 13. Sundry Income

Reimbursement by Ambulance Tasmania (1)	101	286
Road Accident Rescue	246	258
Interest Received	366	99
Wildfire Fighting Reimbursements (2)	90	1,814
Worker's Compensation Refunds	130	43
Reimbursement of Interstate & Overseas Deployments	62	1
Communications	19	54
Reimbursement from Tasmanian Government Agencies for staff services	127	-
Reimbursement for construction or shared facilities (3)	45	-
Reimbursement of costs from Department of Defence	45	-
Other	275	384
<b>Total</b>	<b>1,508</b>	<b>2,939</b>

(1) Contribution for shared facilities and reimbursement for costs incurred in upgrading and maintaining Ambulance Tasmania radio network and communication centre. (Note 21)

(2) Reimbursement from Forestry Tasmania and the Parks and Wildlife Service for wildfire fighting.

### 14. Employee Related Expenses

Salaries, Wages and Allowances	30,261	30,094
Payroll Tax	2,366	2,272
Annual Leave	3,693	3,287
Long Service Leave	1,167	942
Superannuation (1)	4,286	3,944
<b>Total</b>	<b>41,773</b>	<b>40,538</b>

#### (1) Superannuation Contributions:

State Fire Commission Superannuation Scheme	1,160	1,833
Retirement Benefits Fund	2,065	1,594
Other Funds	988	522
Superannuation related to movement in provisions for Long Service Leave and Annual Leave	73	(5)
<b>Total Superannuation Expense</b>	<b>4,286</b>	<b>3,944</b>

### 15. Community Awareness, Subscriptions and Professional Fees

Advertising	687	618
Functions	26	49
Grants and Donations	76	24
Professional Fees	261	230
Subscriptions	290	204
Other	31	26
<b>Total</b>	<b>1,371</b>	<b>1,150</b>



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$'000	2010 \$'000
<b>16. Operations Expenses</b>		
Communication Expenses	1,476	1,691
Computer Expenses	955	726
Consumables	277	346
Electricity	573	533
Fire Suppression & Control	80	133
Hire of Equipment	91	37
Motor Vehicle Expenses	1,027	1,039
Municipal Rates	396	376
Office Cleaning	156	139
Printing and Stationery	140	141
Travel Expenses	534	450
Wildfire Fighting Helicopter Expenses	1,709	2,441
Wildfire Fighting Equipment Hire	35	939
Other	245	218
<b>Total</b>	<b>7,694</b>	<b>9,210</b>
<b>17. Protective Clothing and Uniforms</b>		
Protective Clothing	485	453
Uniforms	201	259
<b>Total</b>	<b>686</b>	<b>712</b>
<b>18. Financial and Other Expenses</b>		
Audit Fees	38	41
Cost of Goods Sold		
Sale of Fire Safety Services and Equipment	757	1,699
Sale of Alarm Equipment	288	2,289
Fringe Benefits Tax	187	165
Local Government Collection Fees	1,254	1,194
Loss on Sale of Assets	4	13
Pensioner Rebates (Municipal)	951	922
Pensioner Rebates (Transport)	490	662
Stock Losses and Write Offs	9	86
Other	43	86
<b>Total</b>	<b>4,021</b>	<b>7,158</b>
<b>19. Borrowing Costs</b>		
Interest on Bank Overdraft	1	5
Interest on Interest Bearing Liabilities	314	331
<b>Total</b>	<b>315</b>	<b>336</b>
<b>20. Repairs and Maintenance</b>		
Communication Expenses	181	233
Computer Equipment	12	18
Fire Fighting Equipment	51	117
Land and Buildings	654	461
Motor Vehicles	705	670
Office Furniture	16	26
Workshop Equipment	27	27
<b>Total</b>	<b>1,646</b>	<b>1,551</b>
<b>21. Minor Equipment Under \$2,000</b>		
Communication Equipment	51	82
Computer Equipment	43	145
Fire Fighting Equipment	522	366
Office Furniture and Related Equipment	152	106
Tasmanian Ambulance Service Communications Equipment (Note 13)	74	77
Workshop Equipment	81	80
Other	9	44
<b>Total</b>	<b>932</b>	<b>900</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$'000	2010 \$'000
<b>22. Retained Surpluses</b>		
Accumulated Surplus/(Deficit) at the beginning of the year	70,308	60,659
Net Surplus/(Deficit) for year	2,643	4,437
Other movements in Retained Surpluses reported in the Statement of Comprehensive Income	1,721	5,212
<b>Retained Surpluses at year end</b>	<b>74,672</b>	<b>70,308</b>
<b>23. Reserves</b>		
<b>Asset Revaluation Reserve</b>		
Balance at beginning of year	14,290	13,493
<b>Add/(Less) Net Revaluation Increment/(Decrement)</b>	<b>914</b>	<b>797</b>
<b>Balance at year end</b>	<b>15,204</b>	<b>14,290</b>
<b>24. Reconciliation of Total Equity</b>		
Total Equity at the beginning of the year	84,598	74,152
Total changes in equity reported in the Statement of Comprehensive Income	5,278	10,446
<b>Total Equity at year end</b>	<b>89,876</b>	<b>84,598</b>
<b>25. Remuneration of Auditors</b>		
The Tasmanian Audit Office audits the accounts for the State Fire Commission. The total remuneration to the Tasmanian Audit Office exclusive of GST was \$44,680 and \$40,720 in 2010.		
<b>26. Notes to the Statement of Cash Flows</b>		
<b>(a) Reconciliation of Cash and Cash Equivalents</b>		
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.		
Bank Account	456	3,681
11am Call Account	12,000	5,250
On hand	8	7
<b>Cash and Cash Equivalents in the Statement of Financial Position and Statement of Cash Flows</b>	<b>12,464</b>	<b>6,846</b>
<b>(b) Reconciliation of Net Surplus to Net Cash Provided by Operating Activities</b>		
<b>Net Surplus</b>	<b>2,643</b>	<b>4,437</b>
<b>Add (Less) Non-Cash Items:</b>		
Depreciation	4,994	4,688
(Profit)/Loss on disposal of assets	4	13
<b>Net cash used in operating activities before change in assets and liabilities</b>	<b>7,641</b>	<b>9,137</b>
<b>Changes in Assets and Liabilities during the financial period</b>		
(Increase)/Decrease in receivables	11	(97)
(Increase)/Decrease in accrued revenue	557	(977)
(Increase)/Decrease in inventory	50	1,040
(Increase)/Decrease in prepayments	(100)	(52)
Increase/(Decrease) in payables/accruals	(253)	(876)
Increase/(Decrease) in provisions	693	49
<b>Net Cash from Operating activities</b>	<b>8,599</b>	<b>8,226</b>

**27. Contingent Liabilities**

The legal representatives for the Myer Stores Limited and the Retirement Benefits Fund Board (as the property owner) filed a writ in the Supreme Court on 8 October 2010 claiming damages from the Commission in respect to losses arising out of the Myer fire which occurred in 2007. A directions hearing was held in the Hobart Supreme Court regarding the matter of immunity to certain legal actions provided by Section 121 of the *Fire Service Act 1979* Commission and its officers. The Commission and the Tasmanian Government have confidence in Section 121 achieving exactly what it was intended to do: providing protection for fire officers and the Commission. The Court ruled that the matter of immunity will progress to a preliminary hearing to be determined in November this year. There is a large degree of uncertainty about whether the matter will proceed beyond a preliminary hearing, and in the unlikely event that it does, there is a lack of clarity regarding the quantum of any outcome. The Commission has therefore not raised any contingent liability in its accounts.

**28. Events After Reporting Date**

There has not been any matter or circumstance occurring subsequent to the end of the financial year that has significantly affected, or may significantly affect the operations of the Commission, the result of those operations, or the state of affairs of the Commission in future financial years.



## STATE FIRE MANAGEMENT COUNCIL

The State Fire Management Council is established under Section 14 of the *Fire Service Act 1979*. The Council's primary role is to develop a State Vegetation Fire Management Policy to be used as the basis for all fire management planning. The Council comprises:

### Council Members:

- Chairperson nominated by the Minister (Stephen Geard)
- Chief Officer of the Tasmania Fire Service (Michael Brown)
- Chief Executive Officer of the Forestry Corporation (Bob Gordon)
- General Manager of National Parks and Wildlife (Peter Mooney)
- Tasmanian Farmers and Graziers Association (Tony Gee)
- Forest Industries Association of Tasmania (Greg Hickey)
- Local Government Association of Tasmania (Steve Bresnehan)

### Nominees:

- Nominee of the Chief Officer, Tasmania Fire Service (Gavin Freeman)
- Nominee of the Chief Executive Officer of the Forestry Corporation (Tony Blanks)
- Nominee of the Director of National Parks and Wildlife (Adrian Pyrke)

## 2010-11 Chairperson's Annual Report

As Chairperson of the State Fire Management Council I am pleased to report on the activities of the Council, which met four times in the year ended 30 June 2011.

The Council is developing a state-wide strategic fire management program that will incorporate changes in legislation to the *Fire Service Act 1979*. Additionally, the Council has embarked on a program to integrate fire protection planning across the State. Fire Management Area Committees will have a greater emphasis in applying a strategic overview of communities, vegetation management and fire management within the area.

The Council has applied to the State Government for funding to provide further works in the area of a strategic vegetation fuel management program across the State. This funding will provide additional resources to the Council and Fire Management Area Committees.

Following recommendations from the Victorian Royal Commission, the State Fire Management Council are assessing the value of prescribed burning programs within Tasmania and looking at a long-term program of data collection to monitor and model the effects of prescribed burning programs and bushfires on biodiversity in Tasmania.

S D Geard

**CHAIRPERSON**

30 August 2011

## 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, MFireE, EFO

**CHIEF OFFICER**

14 September 2011

Lyndsay Suhr AFSM

**COMMISSION MEMBER**



## Glossary

ABS	Australian Bureau of Statistics
AFAC	Australasian Fire and Emergency Services Authorities Council
ARFFS	Aviation Rescue and Fire Fighting Services
AT	Ambulance Tasmania
AVL	Automatic Vehicle Location
BA	Breathing Apparatus
BCRC	Bushfire Cooperative Research Centre
CBRN	Chemical Biological Radiological Nuclear
CISM	Critical Incident Stress Management
DBA	Direct Brigade Alarm
DHHS	Department of Health and Human Services
DPIPWE	Department of Primary Industry, Parks, Water and Environment
FireComm	State Operations Call Receipt, Dispatch and Communications Centre
FIRM	Fire Incident Response Management system
FT	Forestry Tasmania
IMT	Incident Management Team
IT	Information Technology
JFLIP	Juvenile Fire Lighter Intervention Program
LGAT	Local Government Association of Tasmania
MVA	Motor Vehicle Accident
NAFC	National Aerial Firefighting Centre
OH&S	Occupational Health and Safety
PSTP	Public Safety Training Package
PWS	Parks and Wildlife Service
RCR	Road Crash Rescue
SES	State Emergency Service
SOG	Standard Operating Guideline
SOP	Standard Operating Procedure
TasPol	Tasmania Police
TFBCA	Tasmanian Fire Brigades Competitions Association
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
VBRC	Victorian Bushfires Royal Commission



Tasmania Fire Service

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