



Tasmania Fire Service

STATE FIRE COMMISSION ANNUAL REPORT 2011-12





Statement of Compliance

Supporting our community. Photo courtesy of the Advocate.

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 2012.

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

19 September 2012

Lyndsay Suhr AFSM

COMMISSION MEMBER

Cover photo courtesy of Warren Frey.



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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 232 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 5,319 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:

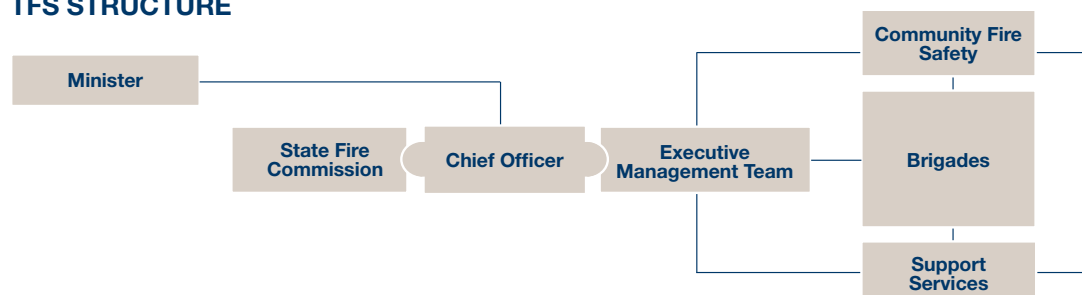
Service - We value: serving the Tasmanian community; being responsive to community needs; being progressive and delivering quality services.

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

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



Chairperson's Report 2011-12

TFS, with more than 5,300 members, is very much a 'people' organisation. To get the very best from our people it is vital that we have strong and effective leadership. Good leadership leads to motivated, effective and productive workgroups.

I have previously mentioned many times the strong 'can do' approach of TFS and the respect it has as an organisation both in Tasmania and beyond, so it could be said that effective leadership is already a strong feature of our culture. I am sure this is true, however we should be doing all we can to develop our organisational leadership given the increasing demands on our service and our rapidly changing environment.

The Commission, my executive, and our representative organisations have, for some time, supported the development of a *TFS Leadership Framework*. I'm pleased to say that over the past year the implementation of our Framework, underpinned by the development of our new organisational values, has started in earnest. The following components have been implemented or finalised during the year:

- The *Supportive Brigades* workshops have been completed by all volunteer brigades across the State.
- More than 300 members have also completed the 48 hour *Fireline Leadership* courses. These courses are designed for all managers and supervisors from frontline up to and including the Chief Officer. *Fireline Leadership* courses will continue to be conducted over the next several years so that all of our managers and supervisors, career and volunteer, can complete this excellent program.
- The executive leadership component including leadership style inventories and coaching commenced recently.

Leadership capability is one of our most important investments in ensuring the sustainability and development of our organisation. The Commission is confident of excellent returns for its investment.

The Commission is also pleased to report positive performance on many of our key measurables. Outcomes such as fire injuries and fatalities, numbers of structural fires, and value losses all continue to trend downward, reflecting positively on our community education programs, building fire safety measures and operational effectiveness. In addition, our call handling, response times and numbers of false alarm calls continue to reduce.

Organisational resilience and business continuity remain a high priority for the Commission. This year we made significant progress in improving our communications systems' infrastructure and redundancy arrangements to cope with events such as failures in the FireComm systems and major demands on our website incident information systems.

We are very proud of our performance and achievements given the tightening of the State's budget situation. The Commission made savings in the areas of learning and development, maintenance, uniform and protective clothing, and salaries. For the foreseeable future we will need to continue this restraint, however we remain confident we can still continue to deliver our essential services and programs thanks to the positive approach of our people, both staff and volunteers.

Our summer bushfire season was, like the previous year, fairly quiet apart from our 'hot weekend' late in February. Major fires started in the Upper Derwent Valley and at Powranna. No lives were lost and damage was limited thanks to the outstanding efforts of our firefighters and support services once again. The weekend did provide an opportunity to test many of our new operational arrangements initiated in response to recommendations of the Victorian Bushfires Royal Commission (VBRC). New operational priorities, regional and state operational centres, warning systems and our more robust website were all given a good test under the demanding conditions of the weekend.

In closing, I would like to congratulate our Australian Fire Service Medal recipients New Norfolk Brigade Chief Colin Triffitt and our very first non-TFS recipient, Forestry Tasmania's Manager Fire Management, Tony Blanks.

I also congratulate TFS's Manager Engineering Services, Leon Smith who received the national Laurie Lavelle Award at the AFAC Conference in Sydney. The award acknowledges his outstanding contribution to the design and fabrication of tanker fire appliances, and his leadership in national fleet management initiatives. This achievement is again evidence of TFS's national standing and 'can do' approach.

Michael Brown AFSM, BSocSc, MIFireE, EFO
CHIEF OFFICER



Rodney Sweetnam, Gavin Freeman AFSM, Michael Brown AFSM, Andrew Newell, Mike Gallagher, Dale Rayner, Paul Kingston, Bruce Corbett AFSM, Lyndsay Suhr AFSM, and Carmel Torenus.

State Fire Commission

Michael Brown AFSM, BSocSc, MIFireE, EFO

Chairperson of the Commission and TFS Chief Officer. Former Deputy Chief Officer and Regional Chief of TFS with 36 years experience. Director (Deputy Chair) on the Board of the National Aerial Firefighting Centre (NAFC), member of the AFAC Council, and member of the State Fire Management Council.

Rodney Sweetnam

Local Government Association of Tasmania (LGAT) representative on the 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 Commission since November 2006. Commenced with the Wynyard Brigade in 1977 and has held various positions in the brigade including that of Brigade Chief since 1991. Life Member of both TRVFA and the Wynyard Brigade, 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 TRVFA.

Lyndsay Suhr AFSM

Tasmanian Volunteer Fire Brigades Association (TVFBA) representative on the Commission since July 2007. Commenced with the Glenorchy Central Brigade (now Wellington Brigade) in 1977 and has held various positions including that of Brigade Chief. Currently a Group Officer of the Derwent group. Life member of the TVFBA and Wellington Brigade. Member of the 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 Commission since December 2009. Currently Director, Procurement and Property Branch and holds a Graduate Certificate in Public Sector Management.

Carmel Torenus

LGAT representative on the 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.

Dale Rayner

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

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



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

Executive Management Team

Michael Wayne Brown AFSM, BSocSc, MIFireE, EFO

Chief Officer

- Director (Deputy Chair) – NAFC
- Deputy President – Australasian Road Rescue Organisation (ARRO)
- Chair – State Fire Commission
- Member – AFAC Council
- Member – State Fire Management Council
- Member – State Emergency Management Committee
- Chair – TFS Executive Management Team
- Chair – TFS Learning and Development Policy Group
- Chair – TFS Leadership Strategy Group

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

Deputy Chief Officer

- Member – AFAC Urban Operations Group
- Chair – AFAC HazMat Working Group
- Chair – TFS Operational Leadership Group
- Chair – TFS Volunteer State Consultative Committee
- Member – Security Emergency Management Advisory Group
- Member – TFS Central OH&S Committee
- Member – State Fire Management Council
- Member – TFS State Consultative Committee

Michael William Gallagher RFD, BBus(Acc), CPA

Director Corporate Services

- Chair – AFAC Business Management Group
- Deputy Chair – AFAC Collaborative Purchasing Group
- Chair – Strategic Information Management Committee
- Chair – TFS Learning and Development Strategy Group (Divisional)
- Chair – Passenger Vehicle Committee
- Chair – Divisional Employee Safety Representatives Committee

Damien John Killalea AFSM, BBus, GFireE

Director Community Fire Safety

- Lead End User – BCRC Social Research Projects
- Member – National Bushfire Warnings Taskforce
- Member – AFAC Community Safety Group
- Member – AFAC AIMS Review Steering Committee
- Member – Tas Natural Disaster Resilience Program Assessment Panel
- Member – TFS State Consultative Committee

Robyn Elizabeth Pearce Grad Cert App Mgt

Director Human Services

- Lead End User – BCRC Occupational Health and Safety Projects
- Member – AFAC Workforce Management Network
- Chair – AFAC Work Health and Safety Technical Group
- Member – AFAC Employee Management Technical Group
- Chair – TFS State Consultative Committee
- Member – TFS Volunteer State Consultative Committee
- Member – TFS Central OH&S Committee
- Member – Australian Human Resources Institute

Thomas Anthony (Tony) Davidson AFSM, MIFireE

Regional Chief South

- Member – Pacific Island Fire Services Association
- Liaison Officer
- Member – Multi Agency Coordination Group
- Chair – Tasmanian Hazardous Material CBRN Advisory Group
- Member – Southern Region Emergency Management Committee
- Member – TFS State Consultative Committee
- Member – Volunteer State Consultative Committee

Andrew Charles Comer AFSM, BBus, Grad Dip Exec Lship, Grad Dip Bushfire Protection, Grad Cert Lship and Mgt, FIFireE

Regional Chief North

- Member – AFAC Knowledge Management Group
- Member – Community Protection Planning Steering Committee
- Chair – TFS Learning and Development Reference Group (Career)
- Member – Northern Region Emergency Management Committee
- Member – TFS State Consultative Committee

Daryl (John) Streets BM, AFSM

Regional Chief North West

- Member – AFAC False Alarm Committee
- Chair – TFS Alarm Working Group
- Chair – TFS Operational Uniform Committee
- Chair – TFS Operational Resources and Services Committee (ORSC)
- Member – North West Region Emergency Management Committee
- Member – TFS State Consultative Committee
- State Coordinator – Infrastructure and Resources (physical)

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.

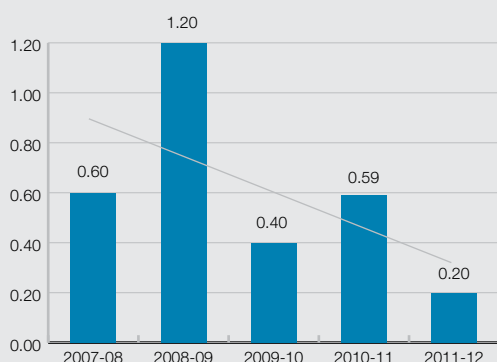
Fire fatality rate

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 one in 2011-12.

The chart below shows the fire fatality rate (fire fatalities per 100,000 Tasmanians, from accidental causes) for the last five years; a statistic that can be compared with other jurisdictions. The Tasmanian fire fatality rate in 2011-12 was 0.20, compared to the Australian rate of 0.78 (the three year average to 2009; more recent data is unavailable). Unlike the Australian rate, there is great variability in the Tasmanian rate due to our relatively small population. Encouragingly, the trend in Tasmania over the five year period has been downward.

Number of accidental fire fatalities per 100,000 residents



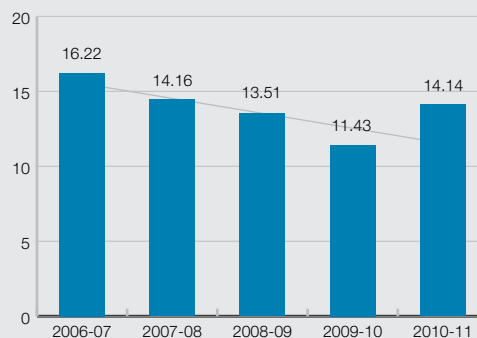
Fire injury rate

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

Fire injuries in Tasmania over the five years to June 2011 (the latest data available) have varied from a high of 80 in 2006-07 to a low of 58 in 2009-10.

The following chart shows the fire injury rate (fire injuries per 100,000 Tasmanians) for the five-year period. Encouragingly, the trend in Tasmania over the period has been downward.

Number of fire injuries per 100,000 residents



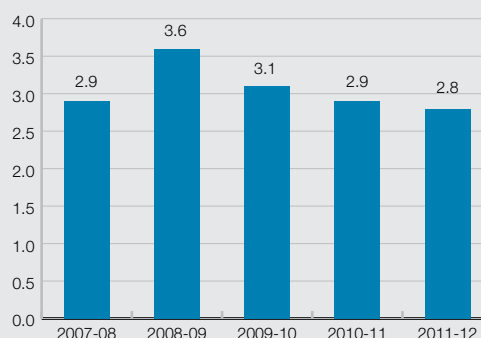
Structure fire rate

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 2011-12, 645 structure fires were attended.

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

Number of structure fires per 1,000 structures



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

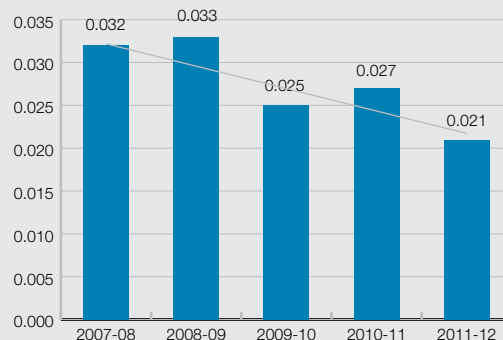
Source: Insurance Statistics Australia Ltd.

As an indicator of the value of building stock lost as a proportion of all building stock in Tasmania, the value of fire insurance claims by Tasmanian householders as a proportion of housing stock insured is compared. Data is available for the 12 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 0.033% in 2008-09 to a low of 0.021% in 2011-12.

Encouragingly, the trend in Tasmania over the five year period has been downward.

Home fire insurance claims as a percentage of housing stock insured



PERFORMANCE TARGETS					
	2010-11 Actual	2011-12 Target	2011-12 Actual	2012-13 Target	2013-14 Target
Operational					
Number of preventable house fires per 100,000 households	149	145	154	140	135
Number of false alarms (DBA)	3,854	3,100	3,569	3,100	3,000
Percentage of fires of undetermined cause	19%	20%	18%	20%	19%
Percentage of fires in structures confined to room of origin	70%	75%	72%	75%	75%
Financial					
Operating surplus	\$2.6M	(\$0.7M)	\$3.7M	(\$1.8M)	(\$1.6M)
Return on assets	2.6%	(0.3%)	3.4%	(1.3%)	(1.1%)
Return on equity	5.6%	(0.8%)	4.1%	(2.2%)	(2.0%)
Debt to equity	5.2%	5.6%	5.3%	5.3%	5.4%
Current ratio	105.5%	93.4%	134.5%	73.5%	66.4%
Human Resources					
Average sick days per employee	6.8	<6	5.5	<6.0	<6.0
Workers compensation claims	48	<50	56	<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 (AIRS). All TFS brigades contribute data to the reporting system. Incident reports are compiled from observations made at the scene by responding officers and fire investigators. Of the 11,346 incidents attended by TFS, 96.6 per cent had incident reports completed by brigades. TFS operational graphs and tables are based on incident statistics from completed incident reports.



School Fire Education Program. Photo courtesy of the Advocate.

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 2011-12, TFS delivered home fire safety initiatives targeted at 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 per cent of participating children don't re-offend. During 2011-12 twelve 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 2011-12, practitioners represented the TFS at three 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 per cent of Tasmanian children participate in the *School Fire Education Program* at least twice during their primary school education. In 2011-12 the program was delivered to 18,811 primary school children in 88 schools.

As part of the continuous improvement process for this program, new School Fire Education online resources were launched at the beginning of the 2012 school year. This website includes fire safety games and activities for children that reinforce the messages of the classroom program. It also includes additional resources for teachers, and fire safety information for parents and carers. TFS fire safety publications can also be downloaded or ordered directly through the site, which is accessible from the front page of the TFS website.

A suite of online learning resources developed in partnership with the Tasmanian eSchool was also released for the 2012 school year. This includes an integrated eSchool home fire safety curriculum for students who don't attend school face-to-face in traditional classroom settings. These children may be enrolled in the eSchool due to isolation, illness or travel; as well as students educated at home or in other settings. It also provides online learning resources available to all Tasmanian primary teachers to add value to the delivery of the *School Fire Education Program*.

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 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 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 approach involves the TFS Community Education Unit identifying, building and maintaining relationships with the varied and changing range of partner agencies in the health, aged care and disability service sectors state-wide, with the aim of exploring opportunities for collaboration in improving client safety. Mapping and relationship building with the aged and disability care sectors commenced during 2011-12. Through understanding and engaging closely with these sectors, we aim to reduce accidental home fire incidents,

injuries and fatalities with these two key risk groups. The transition of *Project Wake Up!* to work more closely with the sector is a long-term transition that will take a number of years to roll out. The TFS Community Education Unit has already demonstrated the benefits of a partnership approach to home fire safety. For example, 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) and TasFire Equipment (TFE) and Community Education units of TFS worked together to deliver home fire safety checks and the installation of smoke alarms in 67 homes in the first year of the program. In 2011-12, the subsidy scheme continued under the management of TasDeaf, in partnership with TFS and Department of Health and Human Services (DHHS) (Disability and Housing), resulting in the installation of a further 30 specialised smoke alarms. This program is providing equitable access to essential and potentially life-saving equipment for the Deaf and Hard of Hearing community in Tasmania.

For international students

2011-12 saw the development of a project to improve fire safety for international students at the University of Tasmania. For a long time the university accommodation sites have had a high rate of fire alarm call-outs by the Hobart Fire Brigade. Many of these alarm calls could be avoided. TFS has been working closely with student support staff and student groups to develop strategies for improving fire safety. By putting into place several targeted measures and partnering with the university we are working to improve fire safety for international students and reduce the number of incidents we are attending unnecessarily at the university.

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 2011-12 the key message of the 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 second year of this campaign included four 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 the winter of 2011, TFS undertook pre- and post-campaign telephone surveys about home fire safety for the first time. This has provided 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 home smoke alarms. It ran over a two-week period from mid-March to the end of daylight saving on Sunday 1 April 2012, marking the start of the winter home fire safety campaign.

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 per cent 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. Participants 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 2011-12.

IMPROVING FIRE SAFETY IN OUR WORKPLACES

Education

The Building Safety Unit provides information to the community on a range of fire safety and related matters. Hard copy materials are also available and address issues such as the maintenance of fire protection equipment in workplaces, building owners' obligations in regard to fire safety, how to obtain a permit to install, maintain or repair fire protection equipment, and how to prepare a workplace fire evacuation plan. Further information is available on the TFS website, including a summary of building occupant obligations under the *General Fire Regulations 2010*.

Industry training

To improve safety in workplaces across Tasmania, TasFire Training (TFT) delivers a variety of courses that cover all aspects of fire prevention, fire safety and emergency response across a range of environments. TFT reaches several thousand Tasmanians in both the private and public sectors, including mining, manufacturing, health and aged care, retail and service industries. TFT also works closely with the not-for-profit sector, particularly those organisations where workers are exposed to a greater risk of fire.

Increasing the level of fire safety awareness, preparedness and appropriate emergency response in Tasmanian

workplaces also contributes on a broader scale to safer communities as the skills are transferable into the home environment.

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, fire hose is coupled and repaired, and other maintenance is performed.

During 2011-12 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.

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. The following measures have been undertaken during 2011-12 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. In the 2011-12 bushfire safety campaign, TFS continued to promote messages based on the outcomes of the Victorian Bushfires Royal Commission (VBRC), research by the Bushfire Cooperative Research Centre (BCRC) and Tasmanian Government policy. The campaign included a media launch; four television commercials and community service announcements, editorials and photos provided to regional newspapers, a YouTube channel; and an information kit to assist volunteer and career fire brigades carry out bushfire safety activities in their local communities.

Some people living in bushfire-prone 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 to improve bushfire safety for at risk 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 2014 with Commonwealth funding from the *National Disaster Resilience Program*. The pilot aims to identify and address disaster risk priorities and to strive to have Tasmanian communities which are resilient to bushfire.

The project has been 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 during 2011-12 was invaluable. Again, special recognition continues to 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 Jones, District Officer (South Esk) Ian Bounds and District Officer (South West) Rod Sherrin.

The continuation of the pilot is called *Bushfire Ready Communities Tasmania*. It will continue to 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
- Engaging more intensively with internal stakeholders (consultations are planned for later in 2012), in order to enhance organisational understanding of community consultation and development approaches
- Facilitating community engagement with related TFS and inter-agency initiatives, including developing a 'grass roots' approach to engaging the community to become more prepared through tailored programs and activities.

Many TFS volunteer brigades actively engage with their communities; providing information sessions, undertaking property and structural assessments and assisting with community events such as local fairs, open days and Christmas pageants. The pilot will provide TFS with clear directions on how to enhance community bushfire preparedness into the future.

Community Protection Planning

A three-year *Community Protection Planning* project commenced in August 2010. 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 community assets will be the focus of protective action by firefighters when fires are burning out of control.



JFLIP. Photo courtesy of the Launceston Examiner.

During 2011-12:

- Community protection planning for bushfire has been undertaken in 91 high risk Tasmanian communities
- Twenty-seven Community Bushfire Protection Plans have been released, covering 53 communities. These are simple plans designed to inform and provide options to the community when bushfires threaten. They are used in conjunction with household Bushfire Survival Plans
- Twenty-seven Community Bushfire Response Plans have been drafted. These are more comprehensive plans designed to inform and guide operational decision-making when bushfires threaten communities. These plans are designed for firefighters and emergency managers so they can protect vulnerable people and protect those assets that will help communities recover after the fire
- Consultation and engagement with local stakeholders and the community have been key aspects of the plan development process. Considerable resources have been directed into sourcing accurate, consistent and representative data about bushfire-prone communities
- Media advertising, website design and postcard mail-outs have been instrumental in advertising Community Bushfire Protection Plans to local communities
- Communication and promotion of the 'nearby safer place' concept to the public and stakeholder groups remains a key project focus.



Photo courtesy of the Advocate.

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 the BCRC to identify best-practice programs and initiatives for at risk groups. This collaboration is often supported by the development by AFAC of national positions on best practice.

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

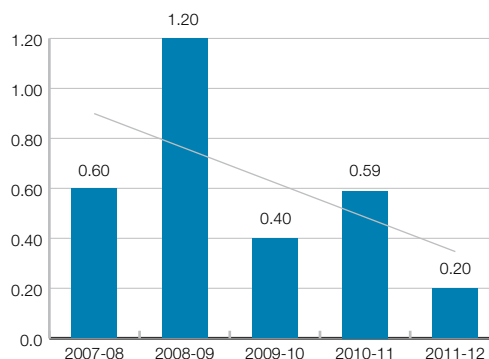
Fatalities as a result of fire

Fire fatalities from accidental causes (fire-related suicides and homicides are excluded) in Tasmania over the five years to June 2011 varied from a high of six in 2008-09 to a low of two in 2009-10. TFS brigades attended just one fire-related fatality from an accidental cause in 2011-12.

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 2011-12 was 0.20 per 100,000 people in the population, compared to the Australian rolling three-year average of 0.78 for the period 2007-2009 (source: *Report on Government Services 2012*, 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 households 2007-08 to 2011-12



The house fire rate

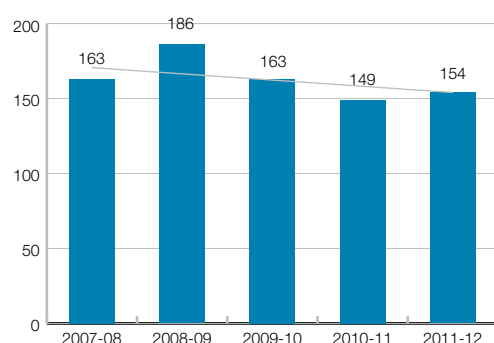
The accidental house fire rate (arson-related fires are excluded) in Tasmania has declined steadily for more than a decade, dropping by some 30 per cent in that period.

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 2011-12 was 154 per 100,000 households, compared to the Australian rate of 100 accidental fires per 100,000 households in 2010-11 (source: *Report on Government Services 2012*, 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. Unlike the Australian rate, the Tasmanian rate is inflated somewhat as it includes a proportion of house fires with undetermined causes.

Accidental house fires reported to TFS per 100,000 households 2007-08 to 2011-12



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 to ensure owners and occupiers of commercial buildings maintain buildings' fire safety features and measures to prescribed fire safety standards. These audits also enable TFS to assess the performance of service providers undertaking the maintenance of fire protection equipment in these premises.

Following an earlier decision to convert to the Storz coupling as the preferred coupling on all 64mm firefighting hoses within TFS, a conversion program has commenced. The conversion also affects all new building work that incorporates hydrants and booster connections with 64mm outlets that are provided for firefighting purposes.

A decision has yet to be made about couplings and adaptors for existing commercial infrastructure.

Compliance in high life-risk buildings

Audits continue to be carried out on buildings that house people with disabilities, child care facilities, schools and similar buildings, to ensure an adequate level of fire safety is being maintained. The priority is to ensure fire evacuation plans are in place and adequate access to fire exits is provided. Work has also commenced on the preparation of a planning framework aimed at managing external risk to these buildings from bushfire.

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

PRIORITIES FOR 2012-13

- Evaluate the 2009-10 to 2011-12 bushfire safety campaign, and develop a new campaign for 2012-13 to 2015-16
- Evaluate the bushfire safety community development pilot, and make recommendations regarding community development strategies for bushfire safety
- Lead 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 with key stakeholders, using available resources to improve home fire safety for elderly people, people with disabilities and other identified high risk groups
- Collaborate with internal and state government stakeholders to investigate the use of social media for engaging the community
- Trial inspection and reporting under the *Building Act 2000* on fire safety features and measures in buildings
- Inform stakeholders of their obligation under the *General Fire Regulations 2010*
- Implement an electronic business and contract management system and other strategies to deliver cost-effective and accessible fire protection equipment-related services to the business sector
- Implement strategies to deliver cost-effective and accessible fire safety-related training to the business sector.



Longford tyre fire.
Photo courtesy of the
Launceston Examiner.

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

OBJECTIVE 1

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

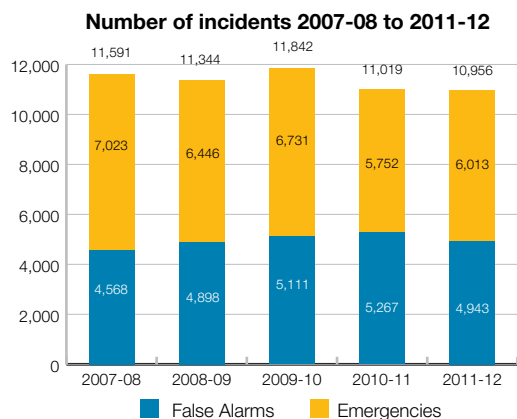
District staff, together with State Operations, continued to review brigade assignment areas throughout the year. These reviews enhance the quality of emergency response by ensuring that the best equipped and closest brigades attend incidents.

The roll out of a new database linked to the Land Information System Tasmania (LIST) has commenced giving officers access to key information on major hazard facilities located around the State. This project has been developed by the Department of Primary Industry, Parks, Water and Environment (DPIPWE) and the Department of Justice (Workplace Standards).

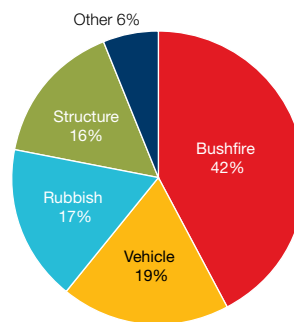
Significant progress has been made on the provision of 'near real time' data feeds of incident and resource location information (personnel, vehicular and airborne) for the Common Operating Picture project. This project is being managed by Emergency Services GIS as part of the Spatial Information Foundations project and TFS is a major stakeholder.

Over 650 new breathing apparatus (BA) sets were introduced state-wide to replace the existing stock. This initiative also involved the implementation of new vehicle stowage requirements, revised procedures for testing BA equipment and an analysis of BA allocations around the State.

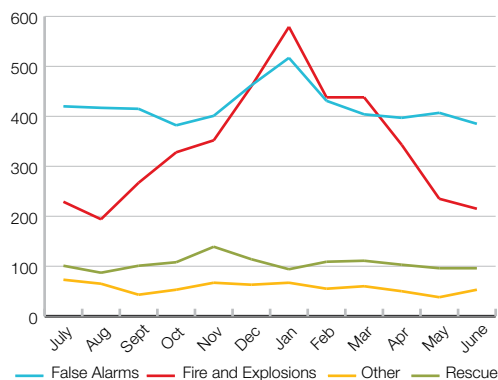
In addition, a small number of BA sets incorporating communication capability have been introduced into career brigades; these new units having been used in excess of 400 times since September 2011. There are a further 16 units currently being made available for nominated volunteer brigades around the State and these will be in place and active in the second half of 2012.



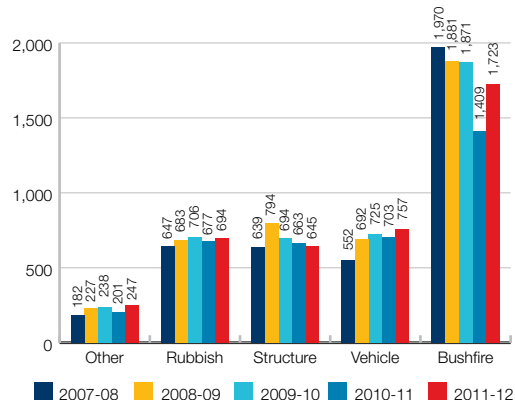
Type of fires attended 2011-12



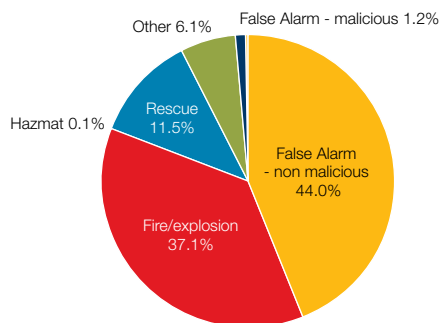
Total incidents by month 2011-12



Type of fires attended 2007-08 to 2011-12

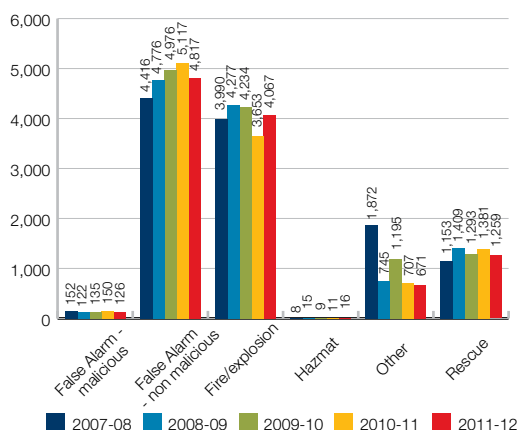


Type of incidents attended 2011-12

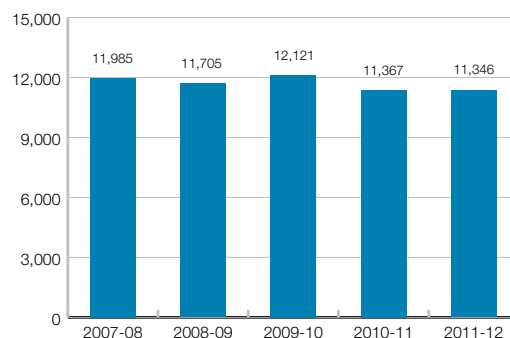


All incidents regardless of whether AIRS reports have been completed.

Type of incidents attended 2007-08 to 2011-12



Total incidents attended by TFS brigades 2007-08 to 2011-12



Following a comprehensive evaluation of four different types of thermal imaging cameras, a decision was made to purchase four Draeger UCF7000 units. These cameras were assigned to career brigades with the existing cameras flowing on to the more active volunteer brigades. Appropriate training was provided to all recipients and the cameras are now in operation across the State.

The training and upskilling of operational staff on hazmat equipment, procedures and techniques continued over the past 12 months. An additional Hazmat Technician course and a series of refresher courses are planned for the latter half of 2012.

OBJECTIVE 2

To provide a timely response to emergencies with appropriate resources that results in positive outcomes

RESPONSE

The provision of a timely and effective response to emergency incidents is a critical component of TFS services. Career and volunteer mobilisation times are carefully monitored and reported to the Commission on a monthly basis. Response times and incident outcomes are key factors when reviewing assignment areas.

A number of potentially bad bushfire days throughout the summer and several other significant incidents allowed the regions to test their capacity to operate out of the Regional Fire Operations Centres. The State Fire Operations Centre was also utilised on a number of occasions to ensure a state-wide overview was maintained.

The ongoing fire truck build program continues to provide pumpers and tankers that are strategically allocated to replace older vehicles in the TFS fleet. TFS operational managers adopt a coordinated state/regional approach to ensure that brigades receive trucks that most appropriately suit their risk profile.

FIRECOMM

FireComm, operating under the leadership of the State Operations Unit, is the centralised call receipt, dispatch and communications centre for the TFS. The team of dedicated operators not only initiate emergency responses on behalf of TFS but continue to record and transmit important information and support operational

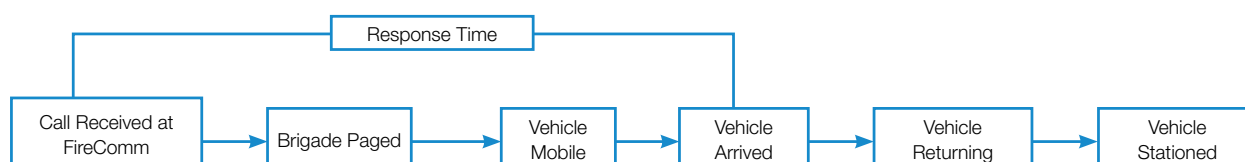
needs right through until incident completion. FireComm also receives and records all incident information on bushfires on land managed by Forestry Tasmania (FT) and the Parks and Wildlife Service (PWS); as well as managing the dispatch of State Emergency Service (SES) units to Road Crash Rescue (RCR)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

Establishing FireComm under the State Operations umbrella has provided a robust management structure that provides clearer lines of communication, more structured learning and development opportunities for staff, and improved direction and leadership for all concerned. During 2011-12 approval was given to increase operator numbers in FireComm by one; staffing now stands at seventeen full-time equivalents.

The additional operator has led to a range of efficiencies within FireComm, particularly in the areas of operational management and training opportunities. During the 2011-12 year, FireComm staff enrolled in or completed TFS endorsed formal training courses in a number of disciplines.

The review of FireComm Standard Operating Procedures and Guidelines continues to evolve, with an emphasis being placed on service delivery and customer/client relations. The development of a Training Pathway Project and the alignment with pay point levels is nearing completion and these initiatives will result in a development framework being established for communication officers within TFS.

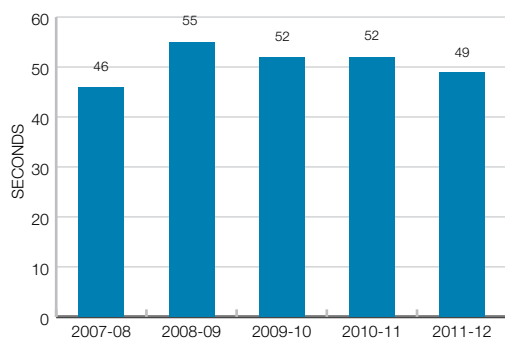
During the year an exercise to test redundancy was planned and conducted under the National Counter-Terrorism Committee (NCTC) framework that included State Operations, State Headquarters (administration) and Hobart Fire Brigade. This event tested the capability of TFS to deliver response services during an extended power outage. Capital work was also undertaken at Cambridge to provide an off-site facility that would also assist in maintaining operational capability were a loss of amenity to occur at State Headquarters in Hobart; it is anticipated that this facility will reach its full potential in the 2012-13 reporting year.



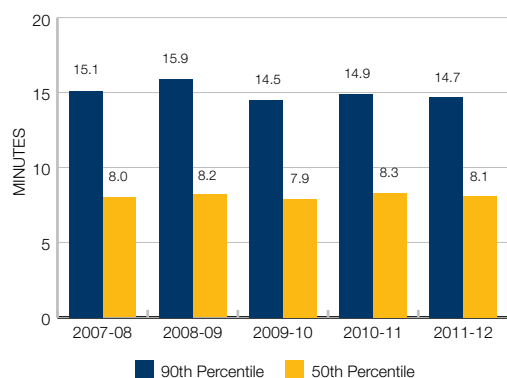
A total of 11,497 emergency incidents were handled by FireComm during the 2011-12 reporting period. These figures reflect 11,346 incidents where TFS resources were deployed, 144 bushfire incidents where the sole respondent was either FT, PWS or a private forestry company, and seven incidents where SES was the sole respondent.

2011-12 saw the median response time fall under the 2010-11 figures and as such remained well under the ten year average.

Median call handling times 2007-08 to 2011-12



Response times (structure fires) 2007-08 to 2011-12



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 2011-12 saw five National Aerial Firefighting Centre (NAFC) aircraft contracted to Tasmania to support firefighting operations. Over the summer months, the State now has two full-time aircraft in the north and three in the south that are wholly dedicated to firefighting operations. This contribution represents a significant investment from the Federal and State governments and Tasmanian firefighting agencies. TFS actively participates in the provision and review of aerial firefighting through its involvement in NAFC.



Powranna Road fire. Photo courtesy of the Launceston Examiner.

BUSHFIRE SEASON 2011-12

During winter 2011, soil moisture levels were generally above average in much of the State. The repeat of the La Niña conditions, which drove the very quiet 2010-11 fire season, promised a late start and below normal fire potential in north-east Tasmania for the first half of the bushfire season. The seasonal bushfire assessment also indicated that there was increased fire potential in areas dominated by grassy fuels should widespread drying occur in the latter part of the season.

In the lead-up to January, calls to vegetation fires were greatly reduced in the Southern Region while relatively normal in the Northern and North West Regions. The fire permit period was declared on 22 December and continued until after Easter except in the north-west and the Furneaux Group. Regular top up rains were sufficient for the north-west to have a relatively quiet season overall with the only significant fire occurring in coastal vegetation near Marrawah (360ha on 17 December 2011). During summer, calls in the Northern Region were close to normal and lower than normal in the Southern region. There was a spate of fires that ran through mostly grass fuels in late summer. The season ended comparatively early with widespread rains in March. By the beginning of April only the Eastern Tiers and Fingal Valley were significantly drier than normal.

Region	Number of fire permits	Number of fire permits	Number of fire permits	Number of fire permits	Number of fire permits
	2007-08	2008-09	2009-10	2010-11	2011-12
North West	512	336	512	272	422
North	580	329	332	155	478
South	721	694	603	603	504
Total for State	1,813	1,359	1,447	1,030	1,404

FIRE PERMITS

The most significant fire of the season occurred at Lake Meadowbank on 25 February 2012. The day had forecast severe fire danger and a Total Fire Ban (TFB) was in place for the Southern Region. An accidental ignition near the southern lake shore moved rapidly upslope into pasture and dry forest. Spreading south, the fire damaged property including the Meadowbank Vineyard and threatened the communities of Westerway, Karanja and Bushy Park. The management of this fire tested the use of several new approaches that have evolved in response to the recommendations of the Victorian Bushfires Royal Commission (VBRC) including the use of Emergency Alerts, social media and community briefings.

STATISTICS 2011-12

- **Fire Permit Period:** commenced state-wide 22 December 2011 and ended 30 March 2012 in the north-west and Flinders Island (100 days) and on 12 April 2012 state-wide (113 days)
- **Fire Permits Issued:** 1,404 (1,030 in 2010-11)
Regions: South 504, North 478 and North West 422
- **Total Fire Bans:** 17 January 2012 South, 25 February 2012 South, 26 February 2012 State. Season was close (South 3, North 1 and North West 1) to 32 year average (South 3, North 2 and North West 1)
- **Vegetation Calls:** 2,846 – third lowest number of calls after 1998-99 (2,227) and 2010-11 (2,463) in the 14 years 1998 to 2012

- **Bushfires:** 1,715 – third lowest number of bushfires after 1998-99 (1,358) and 2010-11 (1,413) in the 14 years 1998 to 2012
- **Area Burnt:** 9,350ha – third lowest area burnt after 2010-11 (1,479) and 2008-09 (5,890) in the nine years 2003 to 2012. Regional totals include South 6,795ha, North 1,992ha and North West 563ha.

PERSONAL PROTECTIVE EQUIPMENT

The ongoing trial of 'new generation' structural firefighting personal protective clothing (PPC) has been completed. Feedback from wearers has been discussed by the Personal Protective Equipment (PPE) Committee and suggestions incorporated in a new specification document. A document titled *Minimum Performance Requirements Desirable in TFS Structural Firefighting Ensemble* has been created listing the specifications required for the 'next generation' structural firefighting PPC.

Work is currently underway to produce procurement documentation in order to purchase the 'next generation' garments. Tender documents will be sent to manufacturers of this type of clothing and it is anticipated that this process will commence in late 2012 following consultation with internal stakeholders.

A tender for the provision of laundering and repair service for the new structural firefighting garments will also be sent out at the same time as the manufacturing tender. This will provide equal opportunity for manufacturers and laundry businesses to supply this service to TFS.

Significant Bushfires				
Incident Date	Street	Location	Region	Area burnt (ha)
25-02-2012	Meadowbank Road	Meadowbank	South	5,250
26-02-2012	Powranna Road	Symmons Plains	North	600
17-12-2011	West Point Road	Marrawah	North West	358
11-03-2012	Midlands Highway	Oatlands	South	400
28-01-2012	Powranna Road	Powranna	North	300
20-01-2012	Logan Road	Evandale	North	280
03-01-2012	Highlands Lake Road	Arthurs Lake	South	197
02-03-2012	Sandy Points Road	Bridport	North	121
05-11-2011	Palana Road	Killiecrankie	North	100
25-03-2012	Tooms Lake Road	Ross	North	100

Notable changes to the new structural firefighting garments will be the inclusion of a moisture barrier and the removal of the current cape from the jacket. The external material of the clothing will be decided when the tenders are received and the individual specifications from the manufacturers are analysed. A probity officer will be appointed to oversee the process to ensure fairness and equity.

The projected cost of a set of new generation structural PPC (jacket and trousers) will be approximately \$1,500 (based on anecdotal advice from mainland fire services who have recently changed to a new ensemble). Testing (in 2009) of our current structural PPC has shown that the clothing is still compliant with *Australian Standard 4967-2006*.

A new policy limiting all helmets to a ten-year maximum service life has been issued. This resulted from the failure, during testing, of some existing structural and bushfire helmets. All helmets pre-1997 were replaced in 2011 and work is currently being undertaken to replace all helmets manufactured from 1998 to 2003. A central fund has been allocated for this replacement.

TFS is currently trialling ten PacFire Australia F10 'jet-style' structural firefighting helmets. This is a completely new style of helmet for TFS but it has been popular in Europe for some years. The trial commenced in May 2012 and is expected to take a minimum of six months.

Ten Rosenbauer bunker boots are currently on a six-month trial within the career brigades. The bunker style is a pull-on boot and has no laces. It is a structural firefighting boot only and is not suitable for bushfire fighting as it lacks the ankle support of a lace-up boot. A large number (approximately 26) of different styles and makes of boots are available in the marketplace but the PPE Committee has agreed to limit our trials to only one or two at a time. Some of these styles have already been identified as unsuitable for TFS use.

After an extended trial, new rescue helmets have been purchased and issued to all RCR trained operators in the State – this includes both career and volunteer members. The rescue helmet is supplied by PacFire Australia and is their BR9CS model. This helmet is certified to *Australian Standards 1801 Type 3* for use in both rescue operations and bushfire fighting.

Specialised RCR gloves have been purchased and issued to all RCR qualified personnel – again both career and volunteer members. The gloves, manufactured by Ringers Australasia, were selected following a trial and assessment by RCR trainers in each of the three regions. A review two years ago of bushfire fighting goggles has shown that the current make and style of goggle is still the preferred eyewear going forward and no changes are envisaged in the foreseeable future.

OBJECTIVE 3

To continually seek to improve our emergency response performance

ROAD CRASH RESCUE

Brigade response to MVAs was down in comparison to recent years, however there was a significant increase in dispatches to RCR incidents. A focus on improved communications between SES, TasPol, AT and TFS should see a reduction in the gap between road rescue dispatches and actual patient extrications.

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

**TFS MVA and RCR dispatches and actual rescues
2007-08 to 2011-12**

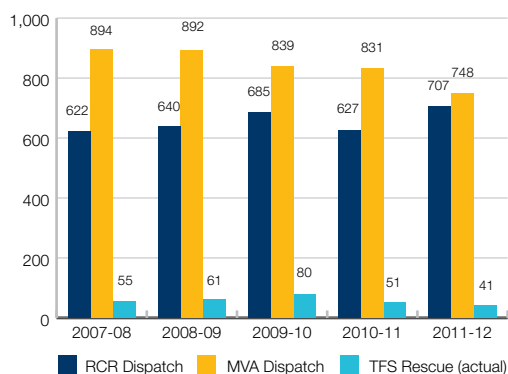
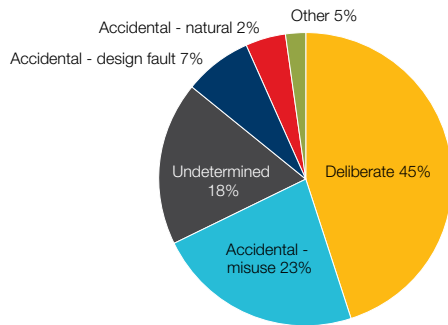
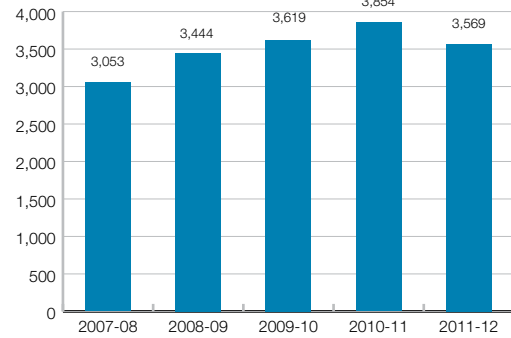


Photo courtesy of the Launceston Examiner.

Cause of fires attended 2011-12

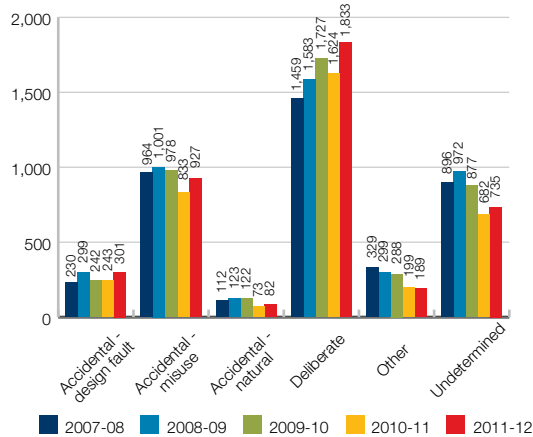


False alarms (DBA) 2007-08 to 2011-12

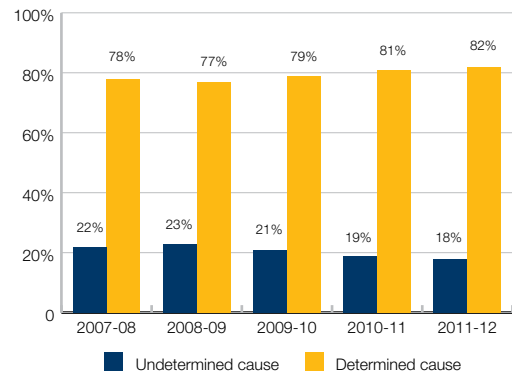


Note: The false alarm figures for the reporting period (2007-08) have not been adjusted to capture false alarms not reported on during a period of industrial action.

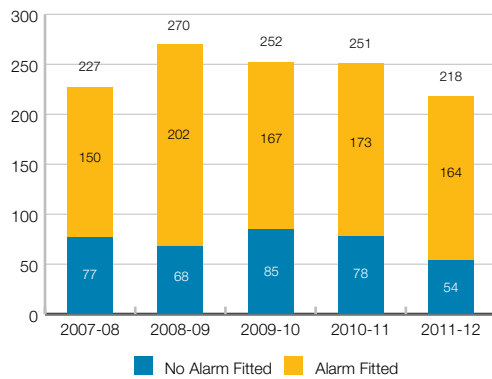
Cause of fires attended 2007-08 to 2011-12



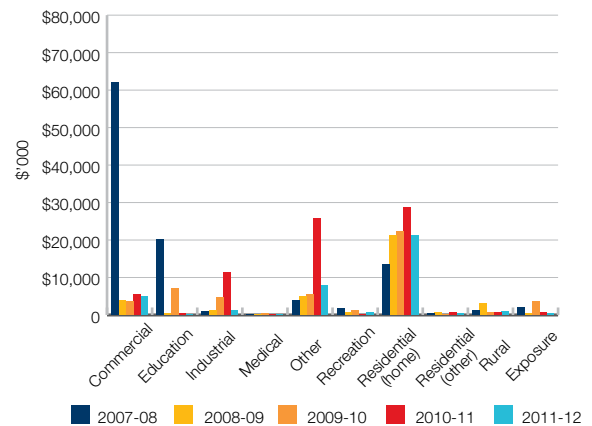
Cause of all fires 2007-08 to 2011-12



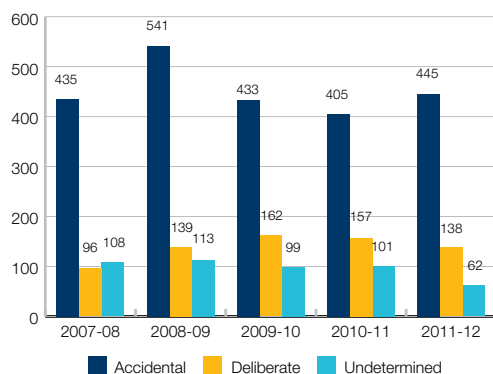
Domestic property fires - smoke alarm installed 2007-08 to 2011-12



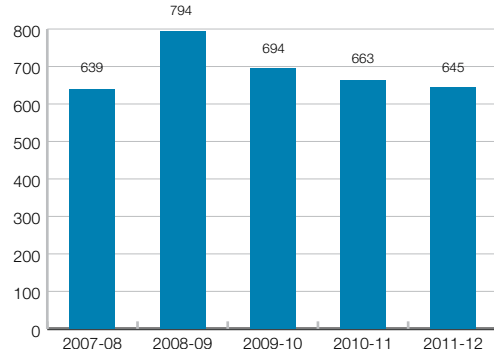
Dollar loss by property type 2007-08 to 2011-12



Cause of structure fires 2007-08 to 2011-12



Total structure fires 2007-08 to 2011-12



FALSE ALARM PREVENTION

False alarm activation books have been distributed and introduced to all volunteer brigades with direct brigade alarms (DBAs) in their area. These books are designed to assist brigades to capture information for transmission with their 'stop message' to FireComm. The information captured is then used by the organisation to assist with analysing alarm activations and subsequently work with individual premises on developing false alarm reduction strategies. Recent alarm data for the State has indicated a downward trend in unwanted false alarm occurrences.

TFS representatives attended an AFAC working group in March. Nationally, initiatives are underway to provide firefighters with improved awareness of false alarm causes and potential reduction strategies. Complementary work is also occurring with Australian Security Industry Association Limited to ensure that owners of domestic fire detection attached to monitored security systems fully understand their responsibilities regarding alarm activations and the potential for fire services to charge them to attend false alarms.

INCIDENT MANAGEMENT

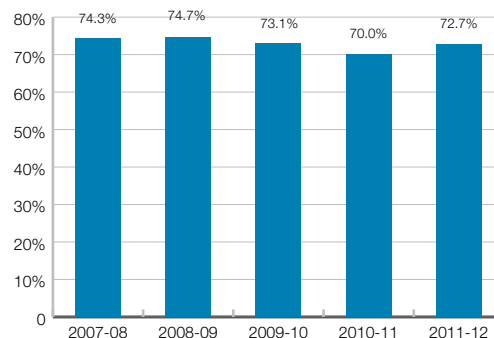
AFAC and its member agencies reviewed AIIMS – ICS in response to the VBRC recommendations. This resulted in the release of a revised edition of AIIMS in 2011, which now includes a Public Information Unit within the functional structure. Prior to the 2011-12 bushfire season TFS, FT and PWS personnel received training in the new functional role.

In addition, AFAC established a Steering Committee to conduct a further review of the revised edition of AIIMS. Five working groups have been convened and are tasked with providing recommendations back to the Steering Committee relevant to the area they are reviewing. TFS has representation on the Steering Committee and several of the working groups.

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 stable over the last few years. The impact of modern home furnishings and materials on fire spread has contributed to the difficulty in improving brigade performance in this area.

**Structure fires confined to the room of origin
2007-08 to 2011-12**

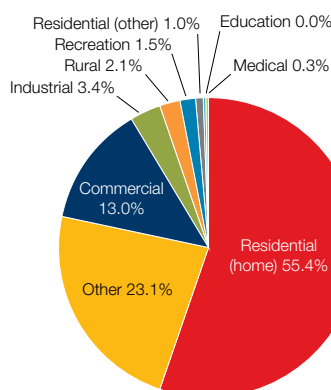


FIRE INVESTIGATION UNIT

The Fire Investigation Unit continued to fulfil its responsibilities of investigating significant fires, supporting operational staff to determine cause and origin of fires and, in conjunction with TasPol, dealing with a range of tasks associated with the prosecution of arson related events. In addition, the Unit addressed the following goals during the past year:

- Completed competency maintenance for TFS, PWS and FT wildfire and structural investigators
- Reviewed and updated the MOU between TFS and TasPol
- Reviewed the AFAC Diploma and Advanced Diploma in Fire Investigation regarding its potential application in the development of fire investigators in TFS
- Provided input into the recent sentencing review undertaken in Tasmania
- Built relationships with TasPol through the inclusion of police forensics on the recent fire investigation course and developed a trial reporting portal for TasPol's Crime Management Unit to enable improved tracking of serial arson and arson cases in general.

Dollar loss by property type 2011-12





Photographer Warren Frey.

URBAN SEARCH AND RESCUE

The Tasmanian multi-agency category two urban search and rescue (USAR) team undertook extensive competency maintenance in mid-2012. The training was led by TFS and also involved participants from AT and SES. The focus of these two-day block release training sessions was to consolidate skills and knowledge, particularly in the area of Disaster Victim Identification. These particular sessions were delivered by TasPol.

Three station officers (the regional USAR coordinators) participated in the inaugural National USAR Instructors Workshop in Sydney in November 2011. The aim of this annual workshop is to continue to develop Australia's USAR capability in a consistent way with the added benefits of enhancing our own capability through quality training and interstate exposure.

In the Northern Region a storage facility is under construction for our custom designed Portable On Demand System (PODS). This facility is located at the TFS Youngtown Complex and has been designed to allow ready access to an adjacent USAR training site.

One TFS member completed a USAR Category 3 *Taskforce Leader Development Program* in November 2011. This program covers the management and command aspects involved in a deployed 72 person USAR taskforce.

Vertical Rescue

The TFS vertical rescue (VR) capability has been enhanced in terms of both equipment and training with a large amount of new rescue hardware being procured in the 2011-12 financial year. A range of hardware was acquired along with the complete replacement of all our rescue rope across the State.

A three-day tower rescue workshop was conducted in Hobart in June with participants attending from both Southern and Northern Regions. The challenging venues included the Aurora Energy training facility at Mornington and the Telstra communications tower at Chimney Pot Hill.

The State Search and Rescue Committee will be undertaking a review of Tasmania's VR capability in the near future with a view to ensuring that there is consistency in capability across TFS, TasPol and SES.

HAZARDOUS MATERIALS RESPONSE

Maintenance of the existing hazmat/Chemical Biological Radiological Nuclear (CBRN) equipment has continued as required with a program underway to identify particular items requiring refurbishment or repair. These include but are not limited to:

- Refurbishment of the Rapid Decontamination Pod located in the Southern Region with an upgrade to the water heating and plumbing system

- North West Region's hazmat appliance being retrofitted to mirror the southern appliance with similar levels of equipment and hardware
- On board hazmat computer database for field interpretation progressively fitted to regional hazmat appliances.

Two significant hazardous materials incidents that TFS attended were:

- Hypochlorite Spill – Houstons Farm, Cambridge. TFS hazmat technicians, assisted by a local volunteer brigade, AT and the Environmental Protection Authority, rescued affected staff and provided decontamination, first aid, containment and clean-up expertise.
- Formic Acid Spill – Petuna Seafoods, Devonport. A 1,000 litre bulk container of formic acid was pierced by a fork lift truck leading to the release of approximately 700 litres of product. Firefighters from Devonport and Burnie brigades assisted with patient care for affected workers, provided resources to neutralise the spill and undertook the containment and subsequent clean-up. Some product entered the storm water system requiring closure of surrounding streets as vapours could have affected the public in the area. Other agencies involved directly or assisting included AT, Workplace Standards, Cradle Coast Water and Veolia.



Chemical spill. Photo courtesy of the Mercury.

OBJECTIVE 4

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

TFS, TasPol, FT and PWS reviewed the 'Joint Bushfire Arrangements' that collaboratively assists in preparing members of those agencies and members of the community in bushfire prevention, preparation, response and recovery.

TFS recently participated in NCTC funded exercises in conjunction with TasPol, Australian Federal Police, Aviation Fire and Rescue Service and the Launceston and Hobart Airport Corporations. The outcomes of these hazmat/CBRN exercises resulted in an increased awareness of agency capability, the sharing of resources and the implementation of cooperative procedures for successful incident mitigation.

TasPol and TFS continue to collaborate in joint training initiatives designed to complement interoperability between the two agencies. TFS personnel played a major role in a joint Clandestine Laboratory course encompassing elements of crime scene forensic examination, hazmat, CBRN as well as a review of interagency protocols at these types of operations.

TFS continues to be represented on a range of AFAC groups, providing links with national and international agencies. Continued learning opportunities are provided through these connections, and the development of TFS's capabilities is fostered through exposure to new ideas, information and trends occurring outside the agency.

An Inter-Agency Training Committee was established with the aim of ensuring the bushfire management learning and development needs of Tasmania's three fire management agencies (TFS, PWS and FT) are coordinated and conducted in the most efficient manner. A recognition process has been developed to accredit and endorse level 3 functional roles, with a priority on incident controllers.

TFS also reviewed the working arrangements with private forest companies and updated the MOUs. These companies have an integral role to play in fire management activities as they have major forest assets across Tasmania and own large parcels of land within the State.

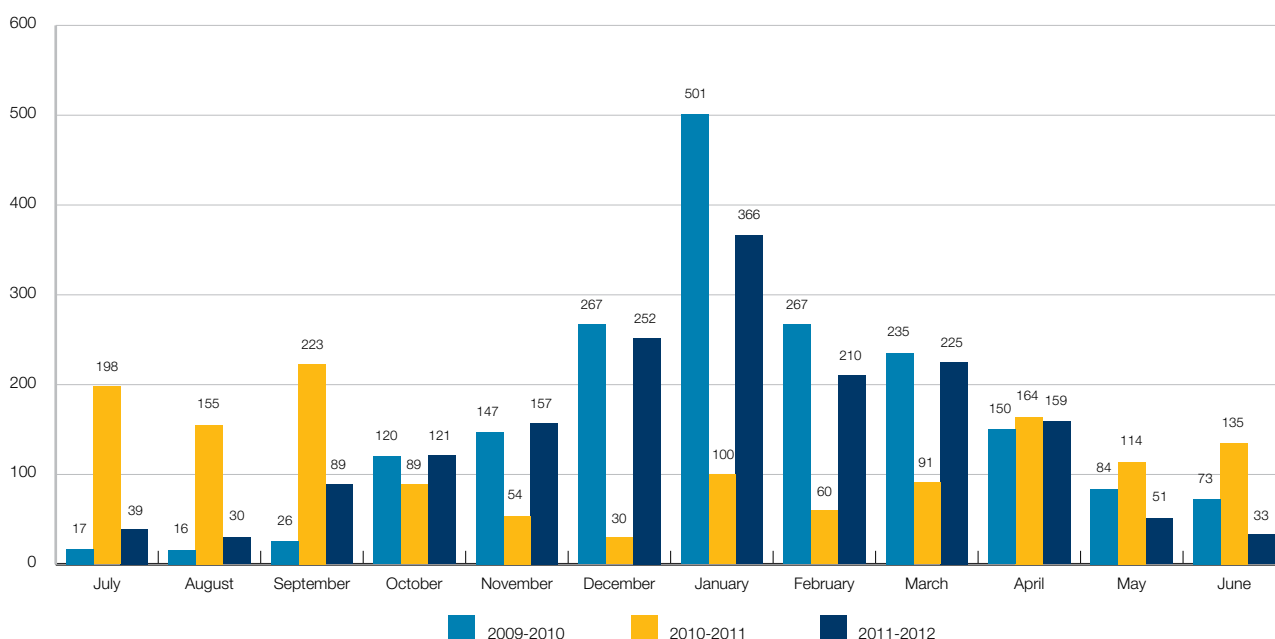
OBJECTIVE 5

To influence the community to respond safely during emergencies

TFS personnel provide significant contributions to 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 a national focus on issues affecting fire agencies across Australia. TFS also participates in a number of other national forums including Standards Australia.

TFS is involved with BCRC, which provides vital academic research into bushfires, public education, public warnings, emergency management and human behaviour in fire. TFS also delivers professional training to land use planners and our efforts in this area will ensure that property developers have access to consistent, accurate and relevant information that will ultimately result in buildings

Bushfires per month 2009-10 to 2011-12





Meadowbank fire. Photo courtesy of the Mercury.

in bushfire-prone areas being appropriately designed to address the potential risk.

The Community Protection Planning Project is a State Government funded initiative designed to provide plans that can be used to effectively mitigate the impact of bushfire on Tasmanian communities. The aim of the project is to enhance the overall resilience of Tasmanian communities using an emergency planning approach and by engaging with specific communities to clarify protection priorities. Protection priorities are centred on the primacy of life, particularly vulnerable groups, together with critical infrastructure and other highly valued community assets.

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

The State Fire Management Council has drafted a proposed amendment Bill to Parliament to change components of the *Fire Service Act 1979* that will provide better working arrangements for both the Council and Fire Management Area Committees (FMAC). This initiative will enhance the capacity of FMAC to identify and mitigate bushfire risks within the community.



Aurora Australis. Photo courtesy of the Mercury.

PRIORITIES FOR 2012-13

- Continue the implementation of recommendations resulting from reviews into FireComm, Emergency Response, Lessons Learnt, the Myer Coronial and the Victorian fires, and incorporate findings from our own operational analyses as they occur
- 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
- Review and enhance 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 interoperability arrangements between TFS and other agencies to ensure the effective management and resolution of all emergency incidents including the adoption of a common incident management system
- Review and further develop taskforce planning and deployment arrangements to include the receipt of interstate and intrastate deployments
- Engage local brigades in the development and implementation of community protection plans and the continued implementation of the pre-incident planning project across the State.



*Retiring Regional Chief
John Streets.
Photo courtesy of
the Advocate.*

Our Organisation

GOAL STATEMENT

To ensure the organisation operates responsibly with regard to the community, our people and the environment

OBJECTIVES:

1. To meet the corporate governance responsibilities of organisation management (including requirements of other legislation) to ensure that all compliance obligations are being met
2. To develop formal planning and reporting processes that align business unit outcomes with corporate objectives
3. To develop and test plans and protocols to effectively manage major organisational disruptions
4. To manage our business in an environmentally responsible and sustainable manner

OBJECTIVE 1

To meet the corporate governance responsibilities of organisation management (including requirements of other legislation) to ensure that all compliance obligations are being met

The Commission and TFS continued to meet its corporate governance and organisational management requirements in 2011-12.

As part of the financial reporting requirements, the Commission's financial statements were audited by Deloitte Touche Tohmatsu with the State Auditor-General overseeing and signing off on the 2011-12 financial statement in September 2012. In the Auditor-General's opinion the financial statements were presented fairly in all material respects and were in accordance with the *Fire Service Act 1979* and Australian Accounting Standards (including Australian Accounting Interpretations).

The Commission's budget for 2012-13 and estimates of actual likely expenditure and revenue were presented to Parliament in June 2012 as part of the Treasurer's papers, and officers of the TFS attended Parliamentary Estimates Committee meetings that month.

OBJECTIVE 2

To develop formal planning and reporting processes that align business unit outcomes with corporate objectives

Work continued on refining and formalising Divisional, Regional and Unit Plans in 2011-12. No formal state-wide meetings or workshops were held with divisional and regional staff although individual areas continued with in-house planning meetings.

OBJECTIVE 3

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

The TFS Information Technology and FireComm Business Continuity Plan progressed well in 2011-12. A new data centre at the Cambridge Complex was constructed and completed, including the installation of backhaul data links to Hobart and Mt Nelson that provide diversity of connection for operational data networks. This new centre also has three FireComm console positions available. A new generator backup power supply for critical infrastructure at the complex has also been installed as part of this project to enhance business continuity. The dispatch area will also provide a facility for use by incident management teams through the bushfire season. Redundant servers, a storage area network and a computer network were also commissioned.

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 as of 2012 the third is now commissioned at the new Cambridge server room. 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 to services.

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 2010-11.

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.

A framework for implementing an environmental plan was created in order to provide the direction, structure and governance necessary to drive the environmental program. Some of our key strategies to reduce our organisation's environmental impact included:

- Undertaking preliminary discussions with water authorities in order to review our current and future water utilisation practices
- Reviewing the quantity of water usage through exploring alternative products for firefighting and/or the re-use of water wherever possible particularly for training activities
- Instigating discussions and modifying contracts with primary commercial waste management providers in order to maximise our recycling potential.



TFS assists fundraising efforts. Photo courtesy of the Launceston Examiner.

PRIORITIES FOR 2012-13

- 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 has continued to implement its strategic approaches to improve recruitment and retention of volunteers. This has included streamlining the volunteer application process and harmonising the administration around the State.

An achievement has been the production of a booklet with information for people expressing interest in volunteering. The booklet outlines the volunteer role and the steps in the recruitment process. The information helps potential applicants to decide if the role is what they are looking for. By giving applicants a clear outline of their role and TFS's expectations, as well as the steps they need to go through, it is hoped that volunteer applicants will be a better 'fit' and resignations within the first two years of joining TFS will be reduced.

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's budget for 2011-12.

In August 2011, the successful applicants were offered positions as trainee firefighters, however the commencement of their employment was delayed due to staffing and budgetary considerations. The twelve trainee firefighters will be commencing a 15 week Trainee Firefighter Recruit Course on Monday 2 July 2012.

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.

During the previous 12 months emphasis was placed on preparing TFS for the introduction of new 'harmonised' Occupational Health and Safety (OH&S) legislation in January 2013. Information sessions were held with employees, the Commission and Executive Management Team (EMT). In addition, fact sheets were developed and consultation meetings held with Workplace Standards Tasmania and other stakeholders. Further preparations in areas such as updating OH&S policies and procedures will continue.

The new Next Of Kin (NOK) reporting system was introduced across TFS, resulting in each member being issued with a NOK card featuring a 1800 emergency contact number. This initiative is aimed at enhancing the communication process between TFS and a member's NOK in the event of an accident or emergency incident.

Once again TFS supported national *Safe Month* during October by enabling members to participate in a range of TFS sponsored activities including low risk driver training and first aid training.

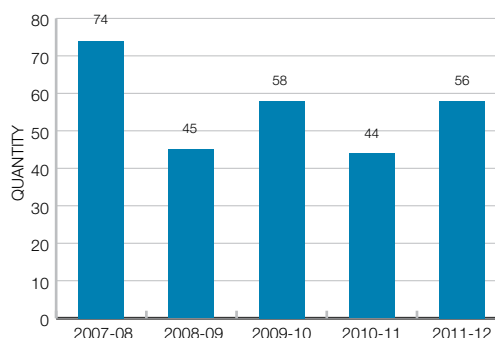
The wellness program *My Health, My Choice* received a significant boost with TFS securing \$33,860 in grant funding from the Government's *Healthy@Work* program. This grant will be used to provide employees and managers with important mental health training during the latter half of 2012. Like many other State Service agencies, mental health has become a more common workplace issue in recent years. Through the *My Health, My Choice* program, TFS participated in International Men's Health Week in all workplaces. A significant project was commenced to upgrade and standardise gymnasium equipment across the State. This equipment assists firefighters to maintain the required level of fitness, and is available for non-firefighting staff to use to support their wellbeing.

Workers Compensation

In 2011-12, 56 TFS members submitted workers compensation claims. Although this represents an increase compared to the previous year, the rise in claims was still below the 10-year average.

Member access to rehabilitation and workers compensation information was further improved with the development of online information tools such as FAQs, a quick reference checklist and sample forms.

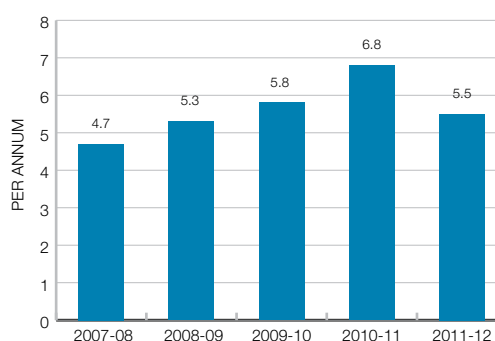
Workers compensation claims 2007-08 to 2011-12



Absence Rate

The absence rate for the last financial year is significantly lower than the last two years. The overall trend is decreasing at this time which indicates a lower number of days of absence occurring. Analysis of the statistics indicate that there have been less long-term absences in the last financial year compared to the previous two years. When read in conjunction with the absence frequency below, however, the results reflect that there are more shorter-term absences occurring overall.

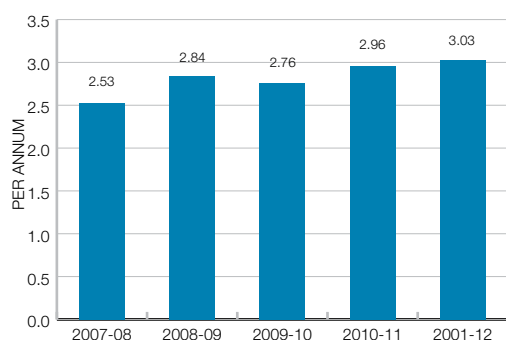
Average sick days per employee 2007-08 to 2011-12



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 absences as opposed to long-term absences. A trend upwards will be indicative of an increase in short-term absences. Our absence frequency is showing a trend towards more short-term absences over the last seven years. It is still relatively low, however, with the average number of absences per employee per annum being three occasions per employee per annum.

**Average number of absences per employee
2007-08 to 2011-12**



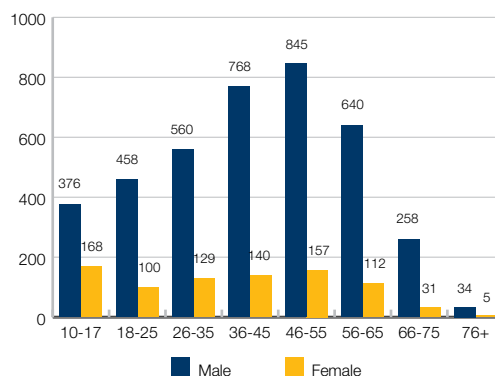
TFS Gender and Age Diversity

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. 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.

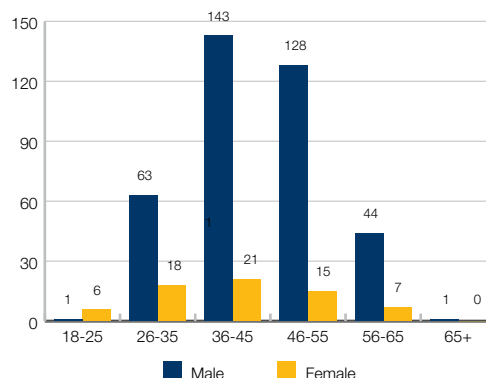


Photographer John McLeod.

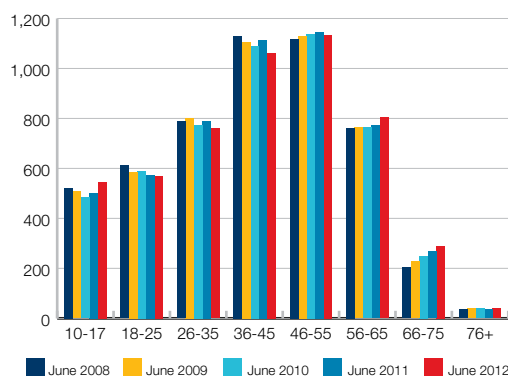
Age and gender of all TFS volunteer members



Age and gender of TFS career, operational and support members



TFS age profile 2008 to 2012 all members



MANAGING DIVERSITY

TFS has now completed the implementation of the *Supportive Brigades* program to assist volunteer brigades to reflect on and improve brigade climate. The program is also designed to meet TFS educational obligations under the *Anti-Discrimination Act 1998*. All volunteer brigades have now taken part in the *Supportive Brigades* workshops over the last three years. Feedback from volunteers participating in the program has been very positive.

A forum on young people in TFS was held by the TVFBA and TRVFA in the North West Region and supported by TFS. It focussed on how we involve young people



Photographer Dennis Aitken.

in volunteer brigades and what TFS might do to better support and engage our younger members.

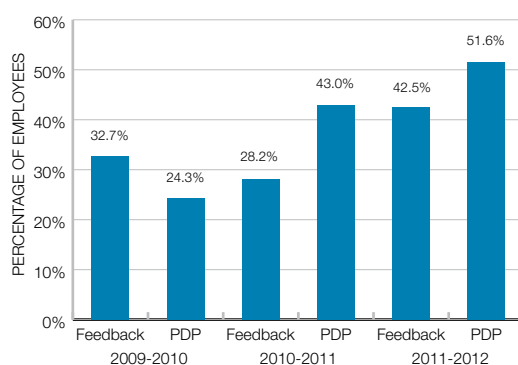
During 2011-12, no claims for harassment or discrimination were lodged with the Office of the Anti-Discrimination Commissioner. No complaints were made to the Office of the Ombudsman.

PERFORMANCE MANAGEMENT

TFS has developed a Workplace Feedback System as the primary means of enabling two way feedback to take place between supervisors and employees regarding workplace performance. Through the giving of ongoing feedback and summary feedback sessions held at least annually, employees and supervisors discuss their personal and interpersonal interactions, task performance, skill development required and desired career directions. At the end of a feedback discussion, a personal development plan is agreed upon.

The system has been in place since 2009-10. All work areas are required to use the system with divisional performance being reported quarterly to the Chief Officer since 2010-11. The associated graph shows that use of the system has increased over the last three years. It is expected that performance will improve significantly next year given the increased focus on feedback by EMT.

Workplace feedback sessions and personal development plans completed



COMPETITIONS

TFBCA State Firefighter Championships

The 2011 Tasmanian Fire Brigades Competitions Association (TFBCA) State Firefighter Championships were held at Launceston's Invermay Park over the weekend of 5-6 November. A total of 14 senior teams (including one from New South Wales) and 11 junior teams contested ten different events (six for the juniors) over the two days.

The aggregate winners and State champions were Claremont 1 in the senior section and Sassafras in the junior section. Devonport placed second and Kingston third in the seniors, and in the juniors Gretna placed second and Kingston third. In the combined section, Claremont 1 placed first, Kingston second and Sassafras third. The awards for Best Presented Brigade went to Hadspen in the senior section and Longford in the juniors.

The TFBCA Executive acknowledges the hard work and dedication of those involved in staging the 2011 Championships, particularly the competitors who make the event a success. The event was generously supported by our corporate partners MBF Health, FRM Toyota, BP Australia, Draeger Safety, OfficeMax and Country Club Tasmania.

Australasian Firefighter Championships

The Australasian Firefighter Championships were conducted at Port Macquarie, New South Wales from 14-16 October 2011 and two teams from Tasmania (Kingston and Devonport) competed. Both teams were competitive throughout the Championships with Devonport placing 10th and Kingston 22nd out of a total of 28 teams, including four from New Zealand.

Devonport's Daniel Beamish won the Ladder Practice for 1 Competitor and was subsequently crowned the Australasian Ladder Practice Champion. The 2013 Australasian Championships will be held for the first time in Launceston.

OBJECTIVE 3

To lead and manage for the future

TFS VALUES

Implementation of the new *TFS Values* was commenced. The *TFS Values* have been publicised through posters and articles. Managers and district officers are facilitating discussions in their workgroups about how members will apply the *TFS Values* in their workplace. Facilitation training has been provided and some workgroups have completed their discussions. It is intended that all will be completed by end of 2012-13.

TFS LEADERSHIP FRAMEWORK

Design and implementation of the *TFS Leadership Framework* is almost complete. The purpose of the Framework is to guide the diagnosis and fulfil 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 development and implementation of the Framework is informed by a steering group and a reference group. An ongoing review of TFS systems and processes and their impact on the *TFS Values* and *Leadership Framework* has commenced.

LEADERSHIP SURVEY

The first TFS annual leadership survey of all members was conducted in 2012 with a 17 per cent response rate. The final report is still under development at the time of reporting.

LEADERSHIP DEVELOPMENT PROGRAMS

In 2011, the *Fireline Leadership* program commenced at TFS. It is aimed at career and volunteer officers and supervisors. So far 150 members have attended and positive impacts on brigades have been reported.

The EMT commenced a *Leadership Development* program using the Life Styles Inventory self-assessment and 360 degree assessment tools. This program will identify development opportunities for executives and provide a basis for ongoing coaching. It is intended that this program will be extended to the managers and district officers in the next financial year.

TFS career and volunteer members participated in a range of internal and external leadership courses and programs. Three volunteer brigade officers attended the *Volunteer Leaders Program* coordinated by AFAC in partnership with the Australian Institute of Police Management and a further six volunteer officers attended the Australian Emergency Management Institute's *Volunteer Leadership Program*.

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

OBJECTIVE 4

To develop and recognise our people's capability

LEARNING AND DEVELOPMENT

Incident Management

Following the findings and recommendations of the Victorian Bushfires Royal Commission in relation to incident management, the Inter-Agency Training Committee (IATC) was established in 2011. The purpose of the IATC is to efficiently coordinate the learning needs of Tasmania's three fire management agencies (TFS, PWS and FT) within the Australasian Inter-service Incident Management System (AIIMS) framework. AIIMS is an Incident Management System that enables the seamless integration of activities and resources from multiple agencies for the resolution of any emergency situation. It operates effectively for any type of incident, imminent or actual, natural, industrial or civil, and many other situations in which emergency management organisations are involved.

In 2011-12, the IATC conducted a detailed analysis of current capability across all agencies by overall functional strength, functional strength by agency and the age of people competent in functions by agency. The analysis will contribute to ongoing incident management workforce planning and management. The strategy included:

- The development of recognition of prior learning (RPL) kits for all roles.
- Identification of development pathways for incident management roles which includes course/training identification for each development stage, guidelines around skill currency and identification of further training and skills development that may be required.
- Agreement on and implementation of a recognition strategy for the accreditation and endorsement of agency staff with current capability in AIIMS roles.

Other highlights for the 2011-12 financial year were:

- Divisional employees participated in a variety of targeted short courses provided by The Training Consortium; these covered writing, interpersonal, management and supervision skills, and the use of a range of Microsoft Office products.
- All divisional members attended a Basic Bushfire Awareness course. Some also attended specific functional workshops such as media training to

allow them to safely and effectively support incident management during the bushfire season.

- Career and operational members achieved a number of external VET and university qualifications facilitated by the TFS Study Support Scheme which offers a combination of financial and study leave assistance for tertiary study.
- Most permanent TFS trainers and assessors upgraded to the new Certificate IV in Training and Assessment. Volunteer training instructors will undertake development over 2012-13 towards the achievement of the Enterprise Trainer Skill Set from the Training and Assessment Training Package.

Career operational learning and development achievements

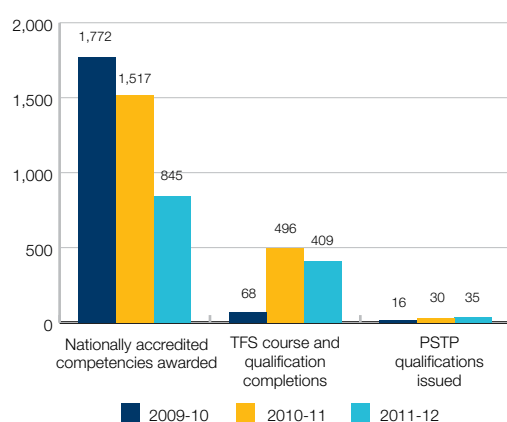


Figure 1: Qualifications achieved by career operational members in 2009-10 and 2011-12

The number of PSTP qualifications awarded to career operational members by TFS increased slightly from last year as firefighters progressed through their professional career pathway. The number of competencies was lower due to fewer changes to the PSTP over the last 12 months that required RPL and back data entry.

Numbers of volunteer firefighting courses and participants 2011-12

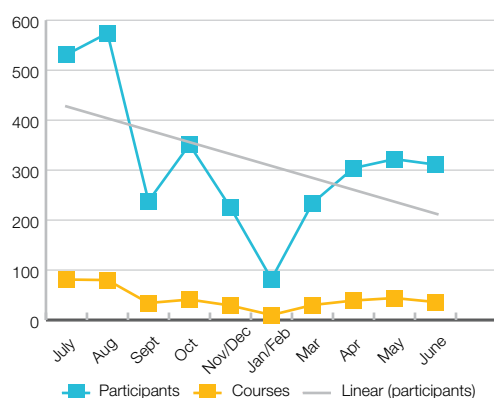


Figure 2: Courses attended by volunteer operational members over 2011-12

The number of TFS courses (for both volunteer and career members) remained high in 2011-12 (see figures 1 and 2). This was due to safety and procedural training associated with an upgrade of breathing apparatus equipment; safety training to manage hazards associated with liquefied natural gas (LNG) in vehicles; as well as instructors' courses in rescue disciplines, and behavioural and leadership courses. Most of this additional training for volunteers occurred in July and August 2011 as indicated in Figure 2. Training at regional centres generally ceases over the summer due to the unavailability of many volunteers who are otherwise engaged in the demands of the bushfire season or school holiday commitments. Many brigades however continue to deliver their own training for the induction and development of basic skills for new members.

Volunteer skills learning and development achievements 2009-10 to 2011-12

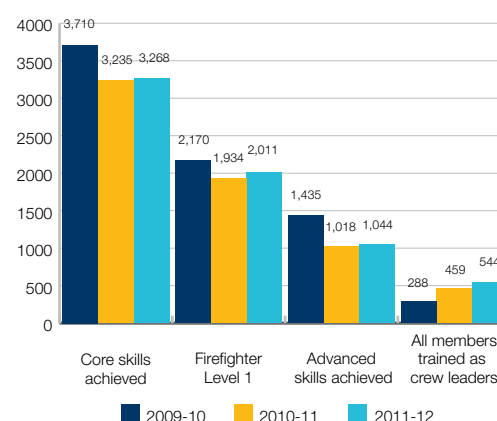


Figure 3: Number of qualifications achieved by volunteer operational members (n = 3,795) from 2009-10 to 2011-12

Figure 3 indicates an increase in skills achievement in comparison to last year. Of significance is the increase in the number of volunteers who have advanced skills (either in bushfire or urban firefighting) and in those qualified to lead a crew at bushfire incidents.

Volunteer firefighter skill strength 2011-12

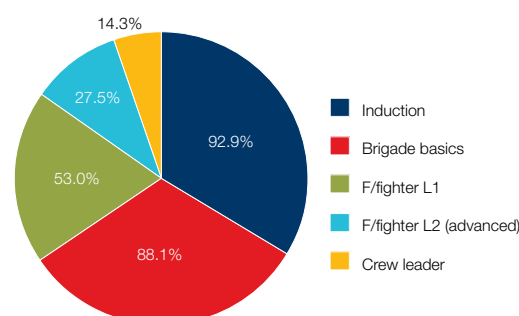


Figure 4: Skill levels as a percentage of operational volunteers as at end of 2011-12 (n= 3,795)

The percentages of volunteers with specific skills changes from year to year due to member turnover and role changes. A continuing investment in training our volunteers has meant that we have been able to maintain the level of skills needed by volunteers to protect Tasmanian communities. Almost all operational volunteer members have completed basic skills training which is undertaken by brigade mentors under the supervision of the brigade chief. While 14 per cent of members are qualified crew leaders, more would be required to cover an extended future bushfire season. While any qualified member of a volunteer brigade will undertake the crew leader role at an incident, just under half of the current TFS volunteer officers have crew leader or equivalent qualifications, which is similar to previous years. This has been difficult to increase due to the turnover of officers combined with the rigour of the crew leader training. The training, which involves mentoring and performance assessment at a number of incidents, can take-up to two years (following course attendance) to achieve.

OBJECTIVE 5

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

TFS REGIONAL CONFERENCES

The three regional conferences were held around the State during July and August 2011. Attendance was high with 230 TFS members attending in the Southern

Region, 167 in the Northern Region, and 130 in the North West Region. Volunteer and career firefighters attended presentations on interstate and international deployments to Queensland floods and New Zealand earthquakes, community protection planning and *Fireline Leadership*. This year there were a number of interactive breakout sessions covering topics such as flexible brigade models, update on TFS finances and responsible use of alcohol.

Speakers included representatives from FT, SES, PWS, AT and TasPol. Functional areas of the TFS had information booths and displays providing information to the delegates on the services provided outside firefighting operations.

AWARDS AND MEDALS

Australian Fire Service Medal

The Australian Fire Service Medal (AFSM) was awarded to Brigade Chief Colin Triffitt of New Norfolk Brigade, and Manager Fire Management, Tony Blanks of FT.

COLIN TRIFFITT

Colin joined TFS as a volunteer firefighter with the New Norfolk Fire Brigade in May 1973. In 1995 Colin was elected by his peers to the position of Third Officer, and later to Second Officer in 2000. In December 2003 he was elected to the brigade's senior leadership position of Brigade Chief and he remains in this position at this time.

Colin has been a committed motivator and mentor in his brigade and is an active supporter of junior and cadet development as well as a valued volunteer training instructor.

For several years Colin has also worked actively on the executive of the TRVFA, representing and supporting volunteers on a number of committees and working groups.

Colin's extensive and dedicated commitment to the Fire Service and the New Norfolk community has been recognised with the awarding of his National Medal in 1988, his first clasp in 1998 and second clasp in 2008.

TONY BLANKS

Tony Blanks's career in firefighting and fire management spans more than thirty years, initially with PWS and presently with FT.

Tony has been a keen driver in developing effective interagency partnerships and protocols across the three main organisations that provide for bushfire protection in Tasmania (TFS, PWS and FT).

Tony has worked tirelessly to develop the cooperative spirit which exists to ensure that the management and suppression of bushfires in Tasmania are safe, efficient and cost effective. He has the respect and understanding of all Fire Service members due to his continued commitment to 'working together' and the development



Southern Region Conference. Photographer Warren Frey.



Chief Officer Mike Brown (centre) with AFSM recipients Tony Blanks and Colin Triffitt.

of interagency arrangements that are now recognised as 'best practice' by interstate fire services and land management agencies.

Tony has participated in and supported incident management arrangements on many major campaign fires locally, interstate and overseas. He also serves as a board member on AFAC.

Laurie Lavelle Award

Leon Smith, Manager Engineering Services, was presented with the Laurie Lavelle Award during the opening ceremony of the 2011 AFAC conference. Leon was recognised for his pivotal role in the development of TFS's sustainable and high quality rolling fire truck replacement program. The benefits have been many and these have been shared with other AFAC member agencies who have been keen to seek Leon and TFS's assistance in the design and building of fire trucks.

National Medals

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

National Medals - awarded for 15 years service
- 48 recipients

1st Clasp - awarded for an additional 10 years service
- 24 recipients

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

3rd Clasp - awarded for a further 10 years service
- 7 recipients



Laurie Lavelle award winners. Leon Smith TFS (right).

PRIORITIES FOR 2012-13

- Continue to implement the leadership strategy for all members to enhance organisational effectiveness and member engagement
- Finalise the implementation of *TFS Values* within all workplaces to create a sound foundation for workplace effectiveness and behaviour
- Review systems and processes to ensure they are consistent with harmonised workplace health and safety legislation. Continue to improve the health, safety and wellbeing of all members with a focus on safe driving, health and wellbeing, medical monitoring, and internal auditing systems; thereby improving the lost time injury frequency rate and lost time accident rate
- Review the career member recruitment processes to support effective and efficient recruitment, selection and promotion
- Continue to develop and implement learning and development strategies and systems including: an organisational capability framework; improved supervisor and manager learning; and a system for the management of learning and development resources.



*Southern Region
administration team.*

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 of over 6,000 items of serviceable equipment and this year Communications Services staff completed over 308 site visits to brigades, radio sites and regional offices for inspection and maintenance work. The Communications workshop in Hobart processed 563 items sent in for servicing repairs, down 168 from last year. Planned upgrades were completed at several radio sites including battery systems and transmitter replacements, while 350 vehicles were fitted with new VHF radios as part of the vehicle radio upgrade project. Fifteen brigade stations benefited from communications systems upgrades including the installation of new brigade radios and the provision of new security systems.

A new access control system is being rolled out to all major facilities and this year systems were installed at Glenorchy, Clarence, Bridgewater, Rokeby, Kingston, Launceston and Rocherlea fire stations. This replaces the aging mil key access system installed in 1995.

The TFS website, together with Facebook, Twitter and Emergency Alerts, continue to be critical methods of disseminating community warning information. This year there were significant changes to TFS Online to make it easier for the public to view the areas of total fire bans, permits and locations of permits or registered burns. Changes were also made in the community warning area of the website to make it easier and faster to publish community warning information.

The volunteer areas of TFS Online have also been improved with the development of 'My Brigade' and 'Brigade Chiefs' selection lists that populate differently depending on the volunteer's rank and brigade; the adaption of the 'My Brigade

Details' report so that brigade chiefs can see primary and secondary members of their brigade; and first officers of Burnie and Devonport now having access to their volunteer members' details and brigade training matrixes. Two new reports have also been added: the 'My Brigade Operational Report' which allows the brigade chief to see various statistics by the quarter for their brigade and district; and the 'Personnel and Resource Attendance Sheet' report which allows brigade members to print the report for their brigade.

The Information Systems Branch completed a major upgrade to the corporate data network infrastructure at the Hobart and Cambridge sites. The new core hardware enables TFS to be more resilient to failure of external network links. This improvement in reliability of the network links between Hobart and Cambridge sites will enable TFS to progress the development of the business continuity computing facility at the Cambridge site.

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 effective service delivery.

OBJECTIVE 2

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

A major objective of the Commission is to ensure that sufficient funds are available to pay its staff, creditors and maintain its capital works program. The financial plan for the Commission for 2011-12 included a three 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 funding was available 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 Commission's current resource allocation model continues to provide the basis for the development of the *Commission Financial Plan for 2011-12 to 2013-14*. The model although simplistic is quite robust and the results achieved 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 232 brigades and 5,000 members, 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 nearly been satisfied although 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 Geographic Information System (GIS) was installed this year. The GIS will form the engine for several planned projects. It was used as the basis for a trial of a web based overview of current incidents overlayed on a map. It allowed layers including power transmission lines, gas lines, property boundaries and owners' details, location of helicopters and current weather to be turned on and off as required.

The new AirDesk system is ready for live testing. It will be used to manage air resources over the next fire season. External companies that supply helicopter resources to the TFS can login and set the specifications and availability of their resources. The AirDesk operator can select, book and organise the most appropriate resource in the most cost effective manner which can be compared with invoices when they are received.

A trial of a Rapid Damage Assessment (RDA) application, which was used during the Queensland floods, was installed and configured to work on a number of tablets for the 'Dam Buster' exercise at Huonville. The exercise included members from TFS, TasPol, SES, DPIWE Emergency GIS and the Local Council. TFS's recently acquired GIS system made the trial possible and successfully managed all electronic data collection for the day.

The main development phase of the Auto Fault Notification System is complete and the system has been installed in FireComm for testing. It is designed to automate many of the fault notification processes associated with the automatic fire alarm system monitored by FireComm and it is expected to be live early next financial year.

OBJECTIVE 4

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

As in previous years the Commission continues to identify and source funding opportunities for projects and programs that assist the Commission achieve its objectives. Over the years Commonwealth, State and Local Government, as well as other authorities and private enterprise, have assisted the funding of various projects and programs.

In 2011-12 the Commonwealth provided a general contribution of \$215,000 and through NAFC provided just over \$1.0 million that enabled the utilisation of two medium helicopters for a significant part of the bushfire season. Funding was also received from the *National Disaster Resilience Program* of approximately \$67,000 and Volunteer Grants of \$16,000 was received from the Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs.

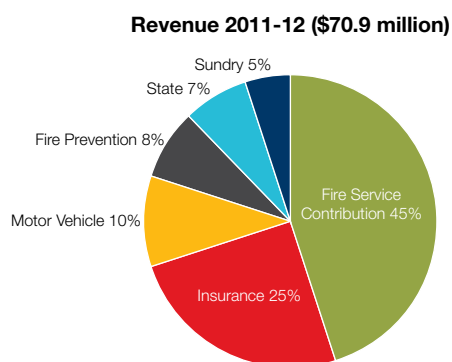
The State Government provided total funding in 2011-12 of \$4.8 million and this comprised a general contribution of \$1.8 million, wildfire fighting reimbursement of \$1.7 million and \$1.3 million for the *Bushfire Readiness Program*. As part of the *Bushfire Readiness Program* \$525,000 was provided for three community planners, community education and awareness materials and the running cost of the program, with the remainder being allocated to the capital works program.

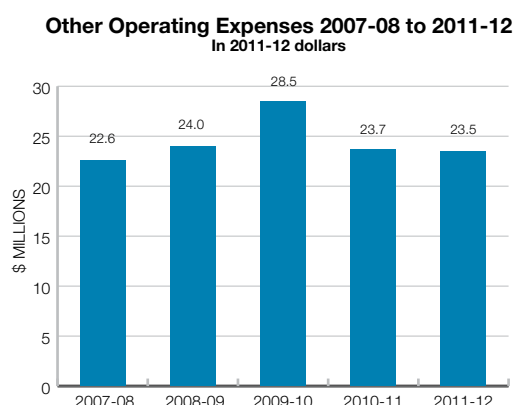
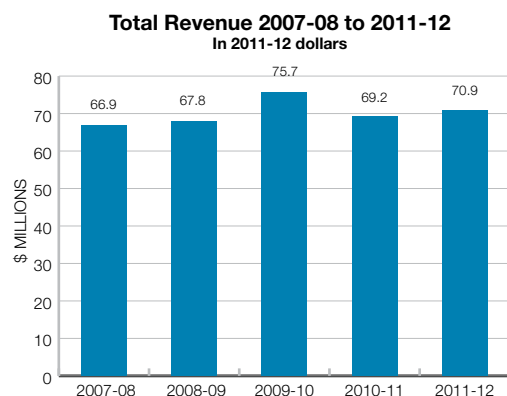
FINANCIAL OVERVIEW

The Net Surplus for the Commission for 2011-12 was \$3.7 million, compared to a surplus of \$2.6 million for 2010-11, an increase of \$1.1 million. Income for the twelve months to June 2012 was \$70.9 million compared to \$67.6 for the same period last financial year. The major positive variations related to the Fire Service Contribution, the Insurance Fire Levy, the Motor Vehicle Fire Levy and Sundry Income. A minor negative variation related to Fire Prevention Charges. Expenses from Ordinary Activities for the twelve months to June 2012 were \$67.2 million compared to \$65.0 million for the same period last financial year. The major variation related to Employee Related Expenses which increased by \$1.9 million as a result of enterprise bargaining agreements and increases in employee provisions.

Net Assets for 2011-12 totalled \$89.1 million, as compared to \$89.9 million for 2010-11, a decrease of \$0.8 million due to a significant decline in the unfunded balance of the State Fire Commission Superannuation Scheme.

An overview of the major revenue sources is detailed below.



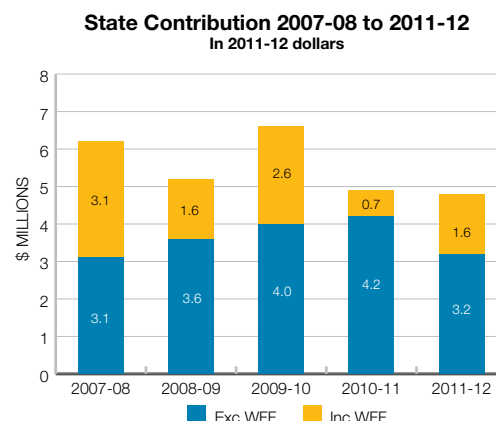


State Government Contribution

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 2011-12 was \$4.8 million and represented seven per cent of the total revenue of the TFS for 2011-12.

The cost of fighting bushfires is mostly reimbursed by the State Government. From 1 July 1987, these costs have been reimbursed by the State Government in the same year in which 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 funds the remainder. In 2011-12, the State Government reimbursed the Commission \$1.7 million for bushfire fighting costs. In addition recurrent funding of \$525,000 was provided along with capital funding

of \$790,000 for the *Bushfire Readiness Program*. The additional recurrent funding is part of a three-year allocation of \$1.6 million and provides for three community planning officers and education and awareness materials.

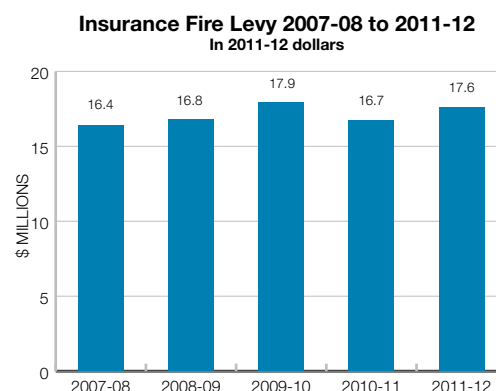


Commonwealth Government Contribution

The total Commonwealth Government Contribution of \$1.3 million comprised two per cent of the total revenue received by the Commission. A general contribution of \$215,000 was provided. The major purpose of the general contribution is to meet the costs associated with providing fire prevention and protection to Commonwealth Government properties in Tasmania. As part of the National Aerial Firefighting strategy Tasmania also received \$1.0 million from the Commonwealth (DOTARS) through NAFC towards the standing charges of two medium capacity helicopters assigned to Tasmania during January and February. Funds totalling \$83,000 were provided by the Commonwealth and included \$67,000 for the *National Disaster Resilience Program* and \$16,000 for volunteer brigades equipment grants.

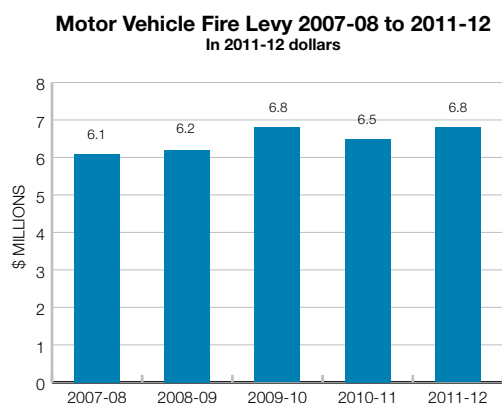
Insurance Fire Levy

Insurance companies are responsible for the collection of the Insurance Fire Levy. Collections for 2011-12 were \$17.6 million which equated to 25 per cent of total revenue. The contribution rate is an amount equal to two per cent of gross premium income on marine cargo insurance, 14 per cent on aviation hull insurance and 28 per cent of gross premium income on all other prescribed classes of insurance.



Motor Vehicle Fire Levy

The Motor Vehicle Fire Levy contribution of \$6.8 million collected by the Department of Infrastructure, Energy and Resources represents 10 per cent of total revenue. The general levy for motor vehicles was \$16, effective from 1 July 2011 and for pensioners \$11 per vehicle, effective from 1 July 2011. Motorcycles are excluded.

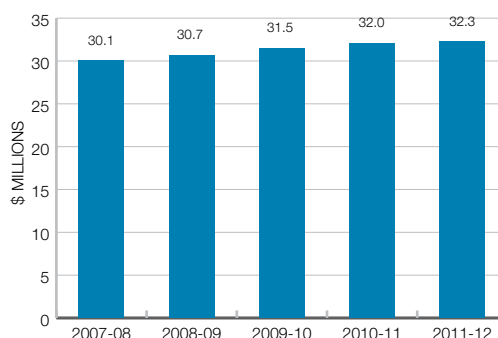


Fire Service Contribution

The Fire Service Contribution is collected by local councils on behalf of the Commission. Fire Service Contributions on properties for 2011-12 amounted to \$32.3 million and represented 45 per cent of total revenue. The levels of contribution payable by ratepayers vary throughout the State according to whether ratepayers are in urban or country areas. The objective of the demand on ratepayers is to ensure equitable contributions are applied to ratepayers, based on the assessed annual values of their respective urban or country properties and the level of fire protection provided. Local authorities are paid a four per cent collection fee by the Commission and this amounted to \$1.3 million in 2011-12.

Fire Service Contribution 2007-08 to 2011-12

In 2011-12 dollars

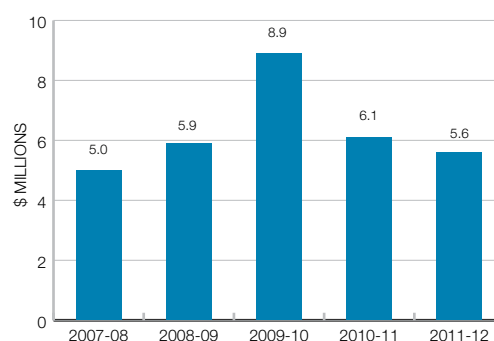


Fire Prevention Charges

The Commission generates revenue through its 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 2011-12 was \$5.6 million or eight per cent of total revenue. The decrease in revenue resulted from a protracted trading performance from TFE.

Fire Prevention Charges 2007-08 to 2011-12

In 2011-12 dollars



Engineering Services.

Sundry Income

Sundry income is derived from a number of sources including profit on sale of non-current assets, donations, interest received, reimbursement of occupancy costs from co-located emergency services and other sundry sources. Revenue raised in 2011-12 was \$2.5 million or four per cent of total revenue.

PHYSICAL RESOURCE MANAGEMENT

The Commission allocated \$3.2 million for its capital program for the 2011-12 financial year. The allocation was \$2.4 million lower than the 2010-11 allocation of \$5.6 million. The major reason for the large variance was due to the fire truck replacement program being approximately two years behind schedule and carry forward funds being used to continue the program in 2011-12.

The allocation for 2011-12 of \$3.2 million includes \$0.6 million for a heavy pumper, \$0.8 million for passenger vehicle replacements, \$0.78 million for land and buildings and \$1.0 million for plant and equipment.

Building Program

A total of \$0.78 million has been allocated for land and buildings in 2011-12. The fire station build program continues to be an important priority for the Commission. Major works planned for 2011-12 include the construction of new fire stations at Hamilton, Sassafras, Winnaleah and Dilston. The fire station at Emita on Flinders Island is to be extended to include a kitchenette, toilet and meeting room. In addition, a number of other improvements will be made at TFS premises at Launceston, Ravenswood and Rocherlea.

Stations at Hamilton, Winnaleah and Dilston will comprise dual engine bays with a single engine bay for Sassafras. All stations will include a separate meeting room, toilets, kitchenette and storage and office facilities. Concrete hardstanding at the front of each station will also be provided.

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

Fire Truck Replacement Program

A budget allocation of \$0.6 million to purchase a low emission Euro 5 compliant heavy urban pumper for Rocherlea Fire Station was provided in 2011-12. In addition, 14 heavy four-wheel drive heavy crew cab vehicles will be fabricated from carry forward funds of \$2.3 million.

The 14 four-wheel drive vehicles were used to replace existing single cab heavy tankers. The replacements involved the refurbishment of the existing fire body module, removing it from the single cab and remounting it to the new dual heavy cab chassis. The upgrade will boost the vehicles' capabilities as a firefighting vehicle due to increased stowage volume; and it will deliver significant benefits from an 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 appliances have also been equipped with radiant heat shields and personal protective blankets for crew protection in the event of burn-over.

Plant and Equipment Program

The plant and equipment allocation of \$1.0 million included communications equipment, computer hardware and software, and workshop and office equipment. The total cost for computer and communications equipment for 2011-12 was \$0.8 million. Infrastructure to improve TFS's business continuity and the ongoing replacement of outdated infrastructure was the major focus of the \$0.4 million allocated in 2011-12 for information technology. Limited funding was provided for the replacement of certain desktop personal computers and provision was made for a trial of an in-vehicle computer mobile data terminal to enhance incident information to responding crews.

A number of ongoing major operational network projects continued in 2011-12 with funds of \$0.4 million being allocated. The replacement of the dispatch system infrastructure saw the aging paging system infrastructure (paging transmitters and associated links) being upgraded as the equipment was at the end of its life cycle. Replacement of vehicle radios enabling the installation of automatic vehicle location hardware and the replacement of radio base system (mountain top repeaters) continued in 2011-12.

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

Data Network Diversity and Business Continuity Upgrade

A new data centre at the Cambridge Complex was constructed and completed including the installation of backhaul data links to Hobart and Mt Nelson that provide diversity of connection for operational data networks. This new centre also has three FireComm console positions available. A new standby power system has also been installed as part of this project to enhance business continuity.

SYSTEM UPGRADES

Communications Upgrades

Communications Network Upgrade Project

Upgrades to both the radio and paging networks continued with the replacement of our communications tower at Weldborough Pass in the north-east of the State. The purpose of the upgrade was to improve radio communications black spots particularly in the St Helens to Weldborough areas. The radio sites at Mt Hobbs on the East Coast and Millers Bluff in the Northern Midlands were also upgraded with increased power system capacity. A new equipment shelter was also added to the Mt Hobbs site. Upgrades to paging system transmitters and links were funded and completed at several sites across the State to enhance response of local emergency services.

Communications systems upgrades at local volunteer stations across the State continued with new brigade radios being installed in 10 stations and a further 12 brigades receiving an upgraded station radio. In addition, 15 new radios were installed in ambulances for AT and ongoing systems and services were provided to AT and SES for their radio communications and dispatch paging services.

Operation Fireground Communications System Replacement

The breathing apparatus (BA) communications systems were replaced with a new mobile repeater system in 2011-12. The new system includes an integrated voice system using UHF radios to improve fireground communications capability and the safety of firefighters at larger urban incidents.

FireComm Dispatch Console Replacement Project

This year's capital program included the replacement of voice communications dispatch consoles in FireComm, enabling improved capability by increasing the capacity from six to nine full operational consoles. Additional features were incorporated to improve the efficiency of call handling and to improve the flexibility of our communications systems while also improving the work environment of our communications officers.

Mobile Radio Upgrades

This year 300 front-line fire trucks had new radios fitted as part of the radio upgrade project. The new radios have a global positioning system connected that allows the radio to display the vehicles location as a GDA94 grid reference. It also transmits the location data with every voice transmission so as to enable the location to be plotted on a map and therefore display the vehicle within the TFS corporate systems. The vehicle radio upgrade project is near completion.

Access and Security System Upgrades

Fifteen fire stations had security system upgrades with some stations being rewired to provide better phone and computer infrastructure for local incident management. Building access control systems continued to be upgraded with installations completed at Glenorchy, Clarence, Rokeby, Bridgewater, Kingston, Rocherlea and Launceston fire stations, therefore improving building access and security and staff safety.

Computer System Developments

Microsoft Software

Microsoft software upgrades and installations in 2011-12 included: Windows 7, Office 10, Microsoft Lync 2010 (unified communications) and Exchange 2010.

Sybase 15.5

Sybase was upgraded to version 15.5; this will improve the speed and reliability of FIRM, RMS, AIRS, TRAIN and the website.

TRIM Upgrade

TRIM, TFS's records management system, was successfully upgraded in August 2011.

Web Filtering Migration

Web filtering for TFS is supplied by the whole-of-government service supplied by Networking Tasmania. This service underwent a considerable change in its underlying infrastructure and version of software. Following considerable testing and set-up, all of TFS has now been successfully migrated to the new service.

Finance System

The Commission recently implemented a new finance system which went live on 1 July 2010. This system is used widely throughout the Tasmanian Government.

The new system has improved work practices by enabling: the attachment of electronic documents to transactions; in-house report development; scheduling of TFE work; recording of the maintenance history and status of TFE customers' assets; and the provision of reports to TFE customers.

The Commission is looking to update to the next version of the software. This will enable the implementation of further efficiencies such as barcoding of stock and the use of mobile data entry for servicing and billing by TFE service staff at customer sites.

PRIORITIES FOR 2012-13

- Continue with enhancements to the 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 trucks 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
- Continue to review current resource allocation models and their appropriateness.



Finance team.

STATE FIRE COMMISSION FINANCIAL STATEMENTS 2011-12

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

STATEMENT OF COMPREHENSIVE INCOME	46
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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.

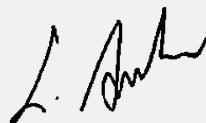
In the opinion of the Commissioners of the State Fire Commission:

- 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 2011 to 30 June 2012 and the financial position at 30 June 2012 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 2012



Tasmanian Audit Office

Independent Auditor's Report

To Members of the Parliament of Tasmania

State Fire Commission

Financial Report for the Year Ended 30 June 2012

I have audited the accompanying financial report of State Fire Commission (the Commission), which comprises the statement of financial position as at 30 June 2012 and the statements of comprehensive income, changes in equity and cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement by the directors of the Commission.

Auditor's Opinion

In my opinion the Commission's financial report:

- (a) presents fairly, in all material respects, its financial position as at 30 June 2012 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.

The Responsibility of 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 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 report is free of material misstatement.

...1 of 2

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

Strive | Lead | Excel | To Make 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
17 September 2012

...2 of 2

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

Strive | Lead | Excel | To Make a Difference



STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2012

	Note	2012 \$'000	2011 \$'000
INCOME			
Fire Service Contribution		32,289	31,348
Insurance Fire Levy		17,556	16,322
State Government Contribution	2	4,770	4,822
Motor Vehicle Fire Levy		6,826	6,389
Fire Prevention Charges	3	5,607	5,982
Sundry Income	4	2,528	1,508
Commonwealth Government Contribution	2	1,338	1,250
Total Income		70,914	67,621
EXPENSES			
Employee Related Expenses	5	43,687	41,773
Community Awareness, Subscriptions and Professional Fees	6	1,129	1,371
Learning and Development		589	544
Operations Expenses	7	8,431	7,694
Protective Clothing and Uniforms	8	704	686
Depreciation	19	5,114	4,994
Financial and Other Expenses	9	3,694	4,021
Insurance		829	1,002
Borrowing Costs	10	283	315
Repairs and Maintenance	11	1,634	1,646
Minor Equipment Under \$2,000	12	1,114	932
Total Expenses		67,208	64,978
Net Surplus/(Deficit)	22	3,706	2,643
Other Comprehensive Income			
Gain/(Loss) on movement in SFC Super Scheme obligation	13, 22	(4,352)	1,721
Increase/(Decrease) in Asset Revaluation Reserve	23	(170)	914
Other Comprehensive Income for the year		(4,522)	2,635
Total Comprehensive Income for the Year	24	(816)	5,278

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2012

	Reserves \$'000	Retained Surpluses \$'000	TOTAL \$'000
Balance as at 30 June 2010	14,290	70,308	84,598
Net Surplus/(Deficit)	22	2,643	2,643
Gain/(Loss) attributable to the SFC Superannuation Scheme	22	1,721	1,721
Other Comprehensive Income for the year	23	914	914
Balance as at 30 June 2011	15,204	74,672	89,876
Net Surplus/(Deficit)	22	3,706	3,706
Gain/(Loss) attributable to the SFC Superannuation Scheme	22	(4,352)	(4,352)
Other Comprehensive Income for the year	23	(170)	(170)
Balance as at 30 June 2012	15,034	74,026	89,060

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

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2012

	Note	2012 \$'000	2011 \$'000
CURRENT ASSETS			
Cash and Cash Equivalents	14, 26	15,186	12,464
Receivables	15	2,093	1,949
Inventories		1,401	1,622
Other Current Assets	16	3,223	2,428
Total Current Assets		21,903	18,463
NON-CURRENT ASSETS			
Capital Work in Progress	19	4,026	1,828
Property, Plant and Equipment	19	93,163	93,253
Total Non-Current Assets		97,189	95,081
TOTAL ASSETS		119,092	113,544
CURRENT LIABILITIES			
Payables and Income in Advance	20	4,824	3,693
Provision for Employee Related Expenses	13	11,464	10,482
Borrowings	21	-	3,330
Total Current Liabilities		16,288	17,505
NON-CURRENT LIABILITIES			
Provision for Employee Related Expenses	13	886	986
SFC Superannuation Fund Net Liability	13	8,160	3,809
Borrowings	21	4,698	1,368
Total Non-Current Liabilities		13,744	6,163
TOTAL LIABILITIES		30,032	23,668
NET ASSETS		89,060	89,876
EQUITY			
Retained Surpluses	22	74,026	74,672
Reserves	23	15,034	15,204
TOTAL EQUITY	24	89,060	89,876

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 2012

	Note	2012 \$'000	2011 \$'000
Cash Flows from Operating Activities			
Receipts from Operating Activities		70,541	69,017
Payments to Suppliers and Employees		(60,670)	(60,468)
Interest Paid		(283)	(315)
Interest Received		493	365
Net Cash provided by Operating Activities	26(b)	10,081	8,599
Cash Flows from Investing Activities			
Proceeds from Sale of Equipment		562	417
Payments for Property, Plant and Equipment		(7,921)	(5,490)
Net Cash used in Investing Activities		(7,359)	(5,073)
Cash Flows from Financing Activities			
Repayment of loan		(3,330)	(1,368)
Proceeds from loan		3,330	1,368
Net Cash used in Financing Activities		-	-
Net Increase/(Decrease) in Cash and Cash Equivalents		2,722	3,526
Cash and Cash Equivalents at the Beginning of the Financial Period		12,464	8,938
Cash and Cash Equivalents at the End of the Financial Period	26(a)	15,186	12,464

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 2012

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 441.3 employees (full-time equivalents). Last year it had 459.8 employees.

(b) Basis of Financial Statements

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

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

(c) System of Accounting

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

(d) Inventories

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

(e) Receivables

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

(f) Capital Work in Progress

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

(g) Plant, Property and Equipment

Asset Revaluation

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

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

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

Land and Buildings

Freehold land and buildings are recognised at fair value. Cost is considered to be the best measure of fair value for recently purchased or constructed property. Where available, in years subsequent to acquisition, the Valuer-General's valuation 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 2012, the asset classes of Land and Buildings were each revalued downwards by \$0.009m (2011 \$1.460m increment) and \$0.161m (2011 \$0.547 decrement) respectively. These revaluations were both booked to the Asset Revaluation Reserve.

Fire Appliances, Passenger Vehicles and Plant and Equipment

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

Passenger vehicles are valued at cost.

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

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

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) Assets Held for Sale

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

(j) Provision for Employee Related Expenses

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

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

In determining the liability for expected future entitlements, consideration has been given to known future increases in wage and salary rates, and experiences with staff separations. 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 nine 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 *Retirement Benefits (State Fire Commission Superannuation Scheme Act) 2005*. The Scheme is administered by the Retirement Benefits Fund (RBF) Board and the defined benefits component of the Scheme is a sub-fund of the RBF. The accumulation benefits component forms part of the Tasmanian Accumulation Scheme of the RBF. The Commission is responsible for ensuring adequate funding of the defined benefits component of the Scheme. The Commission's net obligation in relation to the Scheme is recorded in the SFC Superannuation Fund Net Liability if it is a liability or in the SFC Superannuation Fund Net Asset if it is an asset, and net movement in the obligation is recorded in the Statement of Comprehensive Income. Actuarial gains and losses in relation to this fund are recognised in Other Comprehensive Income in the year they are incurred. (Note 13)

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

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

Prior to 1 July 1986 the State Fire Commission maintained its own fully funded superannuation scheme for Commission employees who contributed to the Retirement Benefits Fund. As at 30 June 1986 the provision had accumulated

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

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

(l) Investments and Borrowings

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

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

(m) Financial Liabilities

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

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

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

(n) Cash and Cash Equivalents

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

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

(o) Insurance Fire Levy

Contributions are received from insurance companies in respect of premium income on certain prescribed classes of insurance where the risks insured are situated in Tasmania. Contributions are received monthly with an approved lodgement return. The current insurance fire levy is two per cent on marine cargo insurance, 14 per cent on aviation hull insurance, and 28 per cent on other classes of insurance. The first two rates were established in November 1986 and the last was increased from 14 per cent 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 \$35 for the current year and this was increased from \$34 on 1 July 2011.

(q) Motor Vehicle Fire Levy

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

(r) Goods and Services Tax

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

(s) Borrowing Costs

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

(t) Changes in Accounting Policies

The State Fire Commission has adopted all of the new and revised accounting standards and interpretations issued by the Accounting Standards Board that are relevant to its operations and are effective for the current annual reporting period. 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	Other Standards Affected	Outline of amendment and effect on Commission	Application Date of Standard	Application Date for Commission
AASB 124 <i>Related Party Disclosures</i>		Amends the requirements of the previous version of AASB 124 to: <ul style="list-style-type: none"> • Provide a partial exemption from related party disclosure requirements for government-related entities • Clarify the definition of a related party • Include an explicit requirement to disclose commitments involving related parties. There is no financial impact.	1-Jan-11	1-Jul-11
AASB 101 <i>Presentation of Financial Statements</i> 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 AASB 7 <i>Financial Instruments: Disclosures</i> , removes requirement to disclose: <ul style="list-style-type: none"> • maximum credit risk exposure if carrying amount reflects this, • carrying amount of financial assets for which terms have been renegotiated • collateral for assets past due and not impaired, or individually impaired • extent that credit risk is mitigated, if holding collateral Amends AASB 101 <i>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

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 <i>Financial Instruments</i> AASB 2010-7		An additional revision to AASB 9 (which was revised in December 2009) regarding to the classification and measurement of financial liabilities and carrying over of the existing derecognition requirement from AASB 139 <i>Financial Instruments: Recognition and Measurement</i> . This Standard supersedes AASB 9 (December 2009).	1-Jan-13	1-Jul-13
AASB 13 <i>Fair Value Measurement</i> AASB 2011-8		Replaces the guidance on fair value measurement in existing AASB accounting literature with a single standard. The standard defines disclosure requirements and with some exceptions, the classification of measurements into a three-tiered fair value hierarchy based on the nature of the inputs.	1-Jan-13	1-Jan-13
AASB 119 AASB 2011-10 AASB 2011-11		AASB 119 <i>Employee Benefits</i> has been amended to: <ul style="list-style-type: none"> • require 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 (discontinuing the use of the 'corridor approach') • enhance disclosures about defined benefit plans • modify accounting for termination benefits • clarify issues including the classification of employee benefits, current estimates of mortality rates, tax and administration costs and risk-sharing and conditional indexation features. 	1-Jul-13	1-Jul-13

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 2011-3		Amends AASB 1049 <i>Whole of Government and General Government Sector Financial Reporting</i> to provide relief and disclosure in relation to the use of the latest ABS GFS Manual. These have no expected financial impact.	1-Jan-13	1-Jul-13
AASB 2011-4		Amends AASB 124 <i>Related Party Disclosures</i> to remove individual key management personnel disclosure requirements.	1-Jan-13	1-Jul-13
AASB 2011-9		AASB 2011-9 <i>Amendments to Australia Accounting Standards – Presentation of Items of Other Comprehensive Income</i> requires, among other things, the grouping of items presented in Other Comprehensive Income on the basis of whether they are potentially reclassifiable to profit or loss	1-Jul-12	1-Jul-12

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

Amendment	Standards Affected	Outline of amendment and effect on Commission	Application Date	Application Date for Commission
IAS 32		This amendment addresses clarifies the terminology in IAS 32 <i>Financial Instruments – Presentation</i> in relation to offsetting criteria.	1-Jan-14	
IFRS 7		Amends IFRS 7 <i>Financial Instruments: Disclosures</i> to require disclosure of rights of offset and related arrangements for financial instruments under an enforceable master netting agreement or similar arrangement.	1-Jan-13	
IFRS 9 IFRS 7		Defers the mandatory effective date of IFRS 9 (2009 and 2010).	1-Jan-15	

(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 2012

2. Contributions from State and Commonwealth Governments

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

Funds provided to the Commission are detailed below:-

	2012 \$'000	2011 \$'000
State Government Contributions		
General Contribution	1,806	2,810
Bushfire Readiness Programme - Operational	525	525
Bushfire Readiness Programme - Capital	790	790
Wildfire Fighting Reimbursements	1,649	657
Urban Search and Rescue Contribution	-	40
Total	4,770	4,822
Commonwealth Government Contributions		
General Contribution	215	173
Helicopter Hire	1,040	1,002
Volunteer Grants	16	10
Natural Disaster Resilience Program (Community Education)	67	65
Total	1,338	1,250

3. Fire Prevention Charges

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

Sale of Fire Safety Services and Equipment	1,716	1,811
Sale of Alarm Equipment	111	314
Alarm Rental	903	864
Alarm Network Fee	911	822
Avoidable False Alarms	128	120
Commercial Training	796	970
Inspection Fees - TasFire Equipment	876	896
Inspection Fees - Building Safety	166	186
Total	5,607	5,982

4. Sundry Income

Reimbursement by Ambulance Tasmania ¹	778	101
Road Accident Rescue	147	246
Interest Received	493	366
Wildfire Fighting Reimbursements ²	131	90
Worker's Compensation Refunds	80	130
Reimbursement of Interstate & Overseas deployments	40	62
Communications	43	19
Reimbursements from Tasmanian Government Agencies for staff services	167	127
Reimbursements for construction of shared facilities ³	210	45
Reimbursements of costs from Department of Defence	-	45
Proceeds from 'Building in Bushfire Prone Area' course	64	-
Other	375	275
Total	2,528	1,508

1. Contribution for shared facilities and reimbursement for costs incurred in upgrading and maintaining

2. Ambulance Tasmania radio network and communication centre. (Note 12)

3. Reimbursement from Forestry Tasmania and the Parks and Wildlife Service for wildfire fighting.

Contribution by State Emergency Service towards shared facilities

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

5. Employee Related Expenses

Salaries, Wages and Allowances	31,172	30,261
Payroll Tax	2,440	2,366
Annual Leave	4,051	3,693
Long Service Leave	1,107	1,167
Superannuation ¹	4,917	4,286
Total	43,687	41,773

1. Superannuation Contributions:

State Fire Commission Superannuation Scheme	1,626	1,160
Retirement Benefits Fund	2,115	2,065
Other Funds	1,076	988
Superannuation related to provisions for Long Service Leave and Annual Leave	100	73
Total Superannuation Expense	4,917	4,286

6. Community Awareness, Subscriptions and Professional Fees

Advertising	502	687
Functions	26	26
Grants and Donations	61	76
Professional Fees	322	261
Subscriptions	186	290
Other	32	31
Total	1,129	1,371

7. Operations Expenses

Communication Expenses	1,636	1,476
Computer Expenses	868	955
Consumables	304	277
Electricity	634	573
Fire Suppression & Control	91	80
Hire of Equipment	68	91
Motor Vehicle Expenses	1,098	1,027
Municipal Rates	418	396
Office Cleaning	177	156
Printing and Stationery	193	140
Travel Expenses	416	534
Wildfire Fighting Helicopter Expenses	1,996	1,709
Wildfire Fighting Equipment Hire	274	35
Other	258	245
Total	8,431	7,694

8. Protective Clothing and Uniforms

Protective Clothing	494	485
Uniforms	210	201
Total	704	686

9. Financial and Other Expenses

Audit Fees	46	38
Cost of Goods Sold		
Sale of Fire Safety Services and Equipment	659	757
Sale of Alarm Equipment	102	288
Fringe Benefits Tax	151	187
Local Government Collection Fees	1,292	1,254
(Gain)/Loss on Sale of Assets	(96)	4
Pensioner Rebates (Municipal)	990	951
Pensioner Rebates (Transport)	456	490
Stock Losses and Write Offs	21	9
Other	73	43
Total	3,694	4,021

**NOTES TO THE FINANCIAL STATEMENTS**

FOR THE YEAR ENDED 30 JUNE 2012

	2012 \$'000	2011 \$'000
10. Borrowing Costs		
Interest on Bank Overdraft	1	1
Interest on Interest Bearing Liabilities	282	314
Total	283	315
11. Repairs and Maintenance		
Communication Expenses	178	181
Computer Equipment	9	12
Fire Fighting Equipment	79	51
Land and Buildings	450	654
Motor Vehicles	883	705
Office Furniture	6	16
Workshop Equipment	29	27
Total	1,634	1,646
12. Minor Equipment Under \$2,000		
Communication Equipment	26	51
Computer Equipment	120	43
Fire Fighting Equipment	631	522
Office Furniture and Related Equipment	147	152
Tasmanian Ambulance Service Communications Equipment (Note 4)	74	74
Workshop Equipment	78	81
Other	38	9
Total	1,114	932
13. Provision for Employee Related Expenses		
Current Provisions		
Provision for Long Service Leave	6,531	6,028
Provision for Annual Leave	3,015	2,703
Provision for Superannuation ¹	1,264	1,152
Provision for Payroll Tax ¹	654	599
Total	11,464	10,482
Non-Current Provisions		
Provision for Long Service Leave	741	823
Provision for Superannuation ¹	94	106
Provision for Payroll Tax ¹	51	57
Total	886	986
<i>1. Provisions for Superannuation and Payroll Tax relate to the Provisions for Long Service Leave and Annual Leave.</i>		
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.		
	2012	2011
Number of defined benefit members at 30 June	105	114
	\$'000	\$'000
Total Annual Salaries	7,962	8,499
Total Accumulation Accounts	(384)	(377)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

13. Provision for Employee Related Expenses (continued)

Assumptions

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

	2012	2011
<i>Discount rate p.a.</i>		
Gross of Tax	3.40%	5.50%
Net of Tax	2.90%	4.65%
<i>Salary increases p.a.</i>		
2012/13	3.5%	3.0%
2013/14	3.0%	3.0%
Thereafter	2.5%	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 (adjustment to discount rate)</i>	15.0%	15.0%
<i>Tax on employer contributions</i>	15.0%	15.0%
	As per actuarial review at 1 May 2010	As per actuarial review at 1 May 2010
<i>Member movements</i>		

	2012 \$'000	2011 \$'000
Assets and Liabilities Recognised		
Present value of defined benefit obligation at end of year	(25,703)	(24,668)
Fair value of plan assets at end of year	17,543	20,860
Net Asset/(Liability) Recognised	(8,160)	(3,808)

Income/Expense Recognised		
Current service cost	935	637
Interest cost	1,075	1,016
Expected return on plan assets ¹	(1,362)	(1,325)
Net Actuarial (gains)/losses	5,330	(891)
Curtailment or settlement (gains)/losses	-	-
Net (Income)/Expense Recognised	5,978	(563)

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

Reconciliation of Income/Expense Recognised		
Gain/(Loss) on movement in SFC Super Scheme obligation (Disclosed in Statement of Changes in Equity)	(4,352)	1,721
Employer Contributions (Defined Benefit) (Disclosed in Employee Related Expenses)	(1,626)	(1,158)
Net Income/(Expense) Recognised	(5,978)	563

Movement in Recognised Liability/(Asset)		
Superannuation Liability/(Asset) at Beginning of Year	3,808	5,529
Loss/(Gain) recognised in Statement of Changes in Equity	4,352	(1,721)
Superannuation Liability/(Asset) at Year-end	8,160	3,808



NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

13. Provision for Employee Related Expenses (continued)

Asset allocation

The table below shows the benchmark (target) asset allocation of the Scheme assets as at 30 June 2012.

	Actual Allocation 30 June 2012	Scheme Benchmark 30 June 2012	Scheme Benchmark 30 June 2011
	%	%	%
Strategic Asset Allocation			
Australian shares	25%	25%	25%
International shares	17%	17%	17%
Low Beta Strategies	4%	4%	4%
Unlisted Property	16%	16%	16%
Fixed Interest (Australian and International)	12%	12%	12%
Alternative Investments	20%	20%	20%
Cash	6%	6%	6%
Total	100%	100%	100%

	2012 \$'000	2011 \$'000
Reconciliation of the Present Value of the Defined Benefit Obligation		
Present value of defined benefit obligation at start of year	24,668	23,971
Current service cost	935	637
Interest cost	1,075	1,016
Member contributions and transfers from other funds	475	476
Actuarial (gains)/losses	3,213	(1,019)
Benefits and tax paid	(4,663)	(412)
Curtailments	-	-
Present value of defined benefit obligation at end of year	25,703	24,668

Reconciliation of the Fair Value of Plan Assets		
Fair value of plan assets at start of year	20,860	18,442
Expected return on plan assets	1,362	1,324
Actuarial gains/(losses)	(1,871)	120
Employer contributions	1,380	910
Member contributions and transfers from other funds	475	476
Benefits and tax paid	(4,663)	(412)
Settlements and curtailments	-	-
Fair value of plan assets at end of year	17,542	20,860

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
Value of Accrued Benefits at 30 June 2010	49,181

The actuary recommended that the Commission contribute to the scheme at the following rates

- 11.0 per cent of salaries, plus
- any deemed member contributions

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

13. Provision for Employee Related Expenses (continued)

The economic assumptions used in the investigation were:

Rate of investment return	7.0 per cent p.a. thereafter (net of investment expenses and taxes on investment returns).
Rate of inflationary salary increases	4.5 per cent p.a.

	2012 \$'000	2011 \$'000	2010 \$'000	2009 \$'000	2008 \$'000
Historical information					
Present value of defined benefit obligation at end of year	25,703	24,668	23,971	62,050	63,670
Fair value of plan assets at end of year	(17,543)	(20,860)	(18,442)	(51,309)	(62,323)
(Surplus)/Deficit in plan	8,160	3,808	5,529	10,741	1,347
Experience adjustments - plan liabilities	(246)	(496)	(91)	(873)	(1,143)
Experience adjustments - plan assets	(1,871)	120	171	(11,848)	(9,045)
Actual return on Scheme Assets	(509)	1,445	2,686	(7,313)	(4,146)

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 per cent of benefits paid until the next actuarial investigation of the scheme.

	\$'000
Expected employer contributions to Defined Benefits	877
Expected employer contributions to employee Productivity accounts	239
Expected employer contributions on benefit payments	96
Total Expected Employer contributions	1,212
Expected member contributions ¹	399

1. includes deemed member contributions (i.e. members' contributions paid by salary sacrifice), net of 15 per cent 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 employees or reduces the accrual of defined benefits for a significant number of employees for some or all of their future services. A curtailment will occur when there is a significant reduction in the number of employees covered by the plan or where the plan is amended resulting in a reduction of benefits associated with the future service of current employees. Events causing a curtailment may include the termination or suspension of a plan.

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

	2012 \$'000	2011 \$'000
14. Cash and Cash Equivalents		
Cash on Hand	8	8
Cash at Bank	15,178	12,456
Total	15,186	12,464

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

	2012 \$'000	2011 \$'000
15. Receivables		
Trade Debtors	1,859	1,677
GST Receivable	244	282
Less Provision for Doubtful Debts	(10)	(10)
Total	2,093	1,949
Ageing of Trade Debtors		
Current	1,506	617
30 - 60 days	232	827
60 - 90 days	34	41
90 + days	88	193
Impaired Debtors (all 90+ days)	(10)	(10)
Total	1,849	1,668
16. Other Current Assets		
Accrued Revenue	1,962	1,544
Prepayments	1,261	884
Total	3,223	2,428
17. Assets Held for Sale		
Assets held for sale at year end were not material.		
18. Capital Commitments		
Capital expenditure contracted but not provided in the accounts, and payable within one year:	98	998
19. Property, Plant and Equipment		
Land		
At Fair Value at 30 June	15,288	15,297
	15,288	15,297
Buildings		
At Fair Value at 30 June	42,892	42,565
Accumulated Depreciation	(4,801)	(3,997)
Written Down Value	38,091	38,568
Motor Vehicles		
At Cost	6,852	6,761
Accumulated Depreciation	(4,047)	(3,827)
Written Down Value	2,805	2,934
Fire Appliances		
At Cost	56,533	56,385
Accumulated Depreciation	(27,233)	(25,586)
Written Down Value	29,300	30,799
Plant and Equipment		
At Cost	25,742	22,613
Accumulated Depreciation	(18,063)	(16,957)
Written Down Value	7,679	5,656
Total Property, Plant and Equipment		
Total Gross Value	147,307	143,621
Accumulated Depreciation	(54,144)	(50,368)
Written Down Value	93,163	93,253
Capital Work in Progress		
Balance at the beginning of the year	1,828	5,686
Additions	6,033	3,357
Transfers to Financial Assets	(3,835)	(7,215)
Balance at year end	4,026	1,828

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

19. Property, Plant and Equipment (Continued)

Reconciliation of Property, Plant and Equipment as at 30 June 2012

	Land	Buildings	Motor Vehicles	Fire Appliances	Plant and Equipment	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying Amount 30 June 2011	15,297	38,569	2,934	30,799	5,655	93,253
Additions	-	566	696	1,072	3,230	5,564
Revaluations	(9)	(161)	-	-	-	(170)
Depreciation Expense	-	(882)	(512)	(2,514)	(1,206)	(5,114)
Disposals	-	-	(312)	(58)	-	(370)
Carrying Amount 30 June 2012	15,288	38,091	2,805	29,300	7,679	93,163

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

	Land	Buildings	Motor Vehicles	Fire Appliances	Plant and Equipment	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying Amount 30 June 2010	13,777	39,111	2,483	28,631	4,871	88,873
Additions	60	841	1,222	4,772	1,990	8,884
Revaluations	1,460	(547)	-	-	-	913
Depreciation Expense	-	(834)	(516)	(2,442)	(1,201)	(4,993)
Disposals	-	(3)	(255)	(162)	(5)	(425)
Carrying Amount 30 June 2011	15,297	38,568	2,934	30,799	5,655	93,253

	2012	2011
	\$'000	\$'000
20. Payables and Income in Advance		
Accrued Expenses	1,346	1,065
Trade Creditors	3,354	2,324
Capital Works Payables	2	64
Income Received in Advance	122	240
Total	4,824	3,693

21. Financial Instruments Disclosures

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

2011 - 2012	Weighted Average Interest Rate	Less than 1 month	1 - 3 months	3 months to 1 year	1 - 5 years	5+ years	Total	Market Value
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Assets								
Non-interest bearing		8	2,093	-	-	-	2,101	2,101
Variable interest rate instruments	5.04%	15,178	-	-	-	-	15,178	15,178
		15,186	2,093	-	-	-	17,279	17,279
Financial Liabilities								
Non-interest bearing		4,702	-	-	-	-	4,702	4,702
Fixed Rate Interest Bearing Liabilities	5.03%	-	-	-	4,698	-	4,698	4,772
		4,702	-	-	4,698	-	9,400	9,474

Comparative figures for 2010 - 2011

		Less than 1 month	1 - 3 months	3 months to 1 year	1 - 5 years	5+ years	Total	Market Value
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Assets								
Non-interest bearing		8	1,949	-	-	-	1,957	1,957
Variable interest rate instruments	5.08%	12,456	-	-	-	-	12,456	12,456
		12,464	1,949	-	-	-	14,413	14,413
Financial Liabilities								
Non-interest bearing		3,452	-	-	-	-	3,452	3,452
Fixed Rate Interest Bearing Liabilities	6.01%	-	-	3,330	1,368	-	4,698	4,705
		3,452	-	3,330	1,368	-	8,150	8,157

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

21. Financial Instruments Disclosures (Continued)

Financial Risk Management

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

Credit Risk

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

Interest Rate Risk

The Commission's exposure to interest rate risk, and the effective weighted average interest rate by class of asset or liability is set out in the table below. Exposure arises predominantly from assets and liabilities bearing variable interest rates as the Commission intends to hold fixed rate assets and 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 2011 - 2012

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount	Impact on Operating Result	Impact on Equity	Impact on Operating Result	Impact on Equity
	\$'000	\$'000	\$'000	\$'000	\$'000
30 June 2012					
Financial Assets					
Cash	15,178	(152)	(152)	152	152
Trade Debtors	2,093	n/a	n/a	n/a	n/a
Investments	-	-	-	-	-
Total Financial Assets	17,271	(152)	(152)	152	152
Financial Liabilities					
Interest Bearing Liabilities	4,698	47	47	(47)	(47)
Payables	4,702	n/a	n/a	n/a	n/a
Total Financial Liabilities	9,400	47	47	(47)	(47)

Comparative figures for 2010 - 2011

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

21. Financial Instruments Disclosures (Continued)

	2012 \$'000	2011 \$'000
Borrowing Facility		
Total Facility (unsecured and subject to an annual review) (Includes a sub-limit of \$5M for working capital borrowings)	10,000	10,000
Allocated Facility	4,698	4,698
Unused Facility	5,302	5,302
Bank Overdraft Facility		
Total Facility (unsecured and subject to an annual review)	3,000	3,000
Less Overdraft	-	-
Unused Facility	3,000	3,000
Credit Card Facility		
Total Facility	400	400
Less Allocated Facility	(280)	(276)
Facility Available	120	124

Loans

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

Security on Borrowings

All borrowings are unsecured.

Capital Management

The Commission is a Statutory Authority created under the *Fire Service Act 1979*, and does not have any externally imposed capital requirements. The Commission's three year Corporate Plan including its finances and capital plan is required, however, to be approved by the Minister in consultation with the Treasurer each year. The Commission does not have any issued capital and its capital structure consists of equity (retained surpluses and reserves) and net debt or net cash (borrowings offset by cash and bank deposits).

The Commission is a not-for-profit organisation and aims to break even or have a small net surplus each year. The government and the community fund it principally through contributions, grants and taxes. Its funds are expended on operating expenses, community awareness and safety and the construction or purchase and maintenance of assets such as fire trucks and fire stations.

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

	2012 \$'000	2011 \$'000
22. Retained Surpluses		
Accumulated Surplus/(Deficit) at the beginning of the year	74,672	70,308
Net Surplus/(Deficit) for year	3,706	2,643
Other movements in Retained Surpluses reported in the Statement of Comprehensive Income	(4,352)	1,721
Retained Surpluses at year end	74,026	74,672
23. Reserves		
Asset Revaluation Reserve		
Balance at beginning of year	15,204	14,290
Add/(Less) Net Revaluation Increment/(Decrement)	(170)	914
Balance at year end	15,034	15,204
24. Reconciliation of Total Equity		
Total Equity at the beginning of the year	89,876	84,598
Total changes in equity reported in the Statement of Comprehensive Income	(816)	5,278
Total Equity at year end	89,060	89,876
25. Remuneration of Auditors		
The Tasmanian Audit Office audits the accounts for the State Fire Commission. The total remuneration to the Tasmanian Audit Office exclusive of GST was \$45,730 and \$44,680 in 2011.		

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2012

26. Notes to the Statement of Cash Flows

(a) Reconciliation of Cash and Cash Equivalents

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

	2012 \$'000	2011 \$'000
Bank Account	178	456
Overnight and Short-Term Deposits	15,000	12,000
On hand	8	8
Cash and Cash Equivalents in the Statement of Financial Position and Statement of Cash Flows	15,186	12,464

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

Net Surplus	3,706	2,643
Add (Less) Non-Cash Items:		
Depreciation	5,114	4,994
(Profit)/Loss on disposal of assets	(96)	4
Net cash used in operating activities before change in assets and liabilities	8,724	7,641
Changes in Assets and Liabilities during the financial period		
(Increase)/Decrease in receivables	(144)	11
(Increase)/Decrease in accrued revenue	(418)	557
(Increase)/Decrease in inventory	222	50
(Increase)/Decrease in prepayments	(372)	(100)
Increase/(Decrease) in payables/accruals	1,188	(253)
Increase/(Decrease) in provisions	881	693
Net Cash from Operating activities	10,081	8,599

27. Contingent Liabilities

See Note 28

28. Events After Reporting Date

The legal representatives for the Myer Stores Limited and the Retirement Benefits Fund Board (as property owner of the Myer Store in Hobart) 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 March 2012 in the Supreme Court Hobart to test section 121 of the Fire Service Act 1979 which provides legal immunity to the Commission, its members, agents and brigades. The Court ruled that the matter of immunity was to progress to a preliminary hearing, the outcome of which was decided on 24 August 2012. The Court decided that Section 121 provided immunity to the Commission and the Chief Officer. Given the current ruling it is considered unlikely that any further legal action will be taken against the Commission or Chief Officer.

No contingent liability was raised in relation to the Myer fire case in the current year or in past years and this Court decision has no impact on the results of the operations, or the state of affairs of the Commission in the current year or in the future.

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)

2011-12 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 2012. One meeting during this period was attended by the Minister for Police and Emergency Management, the Hon. David O'Byrne.

During the year the Council has developed a position paper on Smoke Management in the State, which is to be available on the Council's website. The Council has also commenced a revision of our State Vegetation Fire Management Policy. We have also considered a number of issues that have arisen due to the 'wind-down' of the Forest Industries in the State, particularly the reduced amount of privately held equipment and manpower available for bush firefighting, and also the future of the road network through State Forests (which is no longer being maintained).

Our final meeting for the 2011-12 period also saw us farewell Tony Blanks from Forestry Tasmania who has been an extremely valuable member of the Council since its inception. Thank you for your work over the years Tony, and enjoy a well-earned retirement.



S D Geard

CHAIRPERSON

9 July 2012

COMPLIANCE AND CERTIFICATION – SUPERANNUATION

Superannuation Declaration

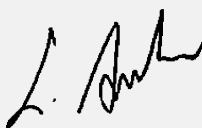
I, Michael Brown, Chairperson, State Fire Commission, hereby certify that the State Fire Commission has met its obligations under the *Superannuation Guarantee (Administration) Act 1992* of the Commonwealth in respect of any employee who is a member of a complying superannuation scheme to which the State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



M W Brown AFSM, BSocSc, MIFireE, EFO

CHIEF OFFICER

31 August 2012



Lyndsay Suhr AFSM

COMMISSION MEMBER



Glossary

ABS	Australian Bureau of Statistics
AFAC	Australasian Fire and Emergency Services Authorities Council
AIIMS	Australasian Inter-service Incident Management System
AIRS	Australian Incident Reporting System
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
DOTARS	Department of Transport and Regional Services
DPIPWE	Department of Primary Industry, Parks, Water and Environment
EMT	Executive Management Team
FDI	Fire Danger Index
FireComm	State Operations Call Receipt, Dispatch and Communications Centre
FIRM	Fire Incident Response Management system
FT	Forestry Tasmania
ICS	Incident Control System
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
SDI	Soil Dryness Index
SES	State Emergency Service
TasPol	Tasmania Police
TFB	Total Fire Ban
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
UFU	United Firefighters Union
USAR	Urban Search and Rescue
VBRC	Victorian Bushfires Royal Commission

This image shows a full page of blank, lined paper. It features approximately 30 evenly spaced horizontal grey lines on a white background, typical of standard notebook paper. There are no margins, text, or other markings present.





Tasmania Fire Service



Tasmania Fire Service

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