



Tasmania Fire Service

## STATE FIRE COMMISSION **ANNUAL REPORT 2012-13**







# Statement of Compliance

Supporting our community through 'fill the boot'.  
Photo courtesy of the Advocate.

## Honourable David 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 2013.

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**

13 September 2013

Lyndsay Suhr AFSM

**COMMISSION MEMBER**

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Woodwards Building. Photo courtesy of the Mercury.



## VISION

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

## PROFILE

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

Today TFS is an innovative and efficient state-wide service that takes pride in its long history and strives for continuous improvement. TFS provides its services from 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 5,443 volunteers and career staff work together as an integrated team committed to achieving our strategic goals for a safe Tasmania.

## OUR ROLE

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

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

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

## OUR VALUES

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

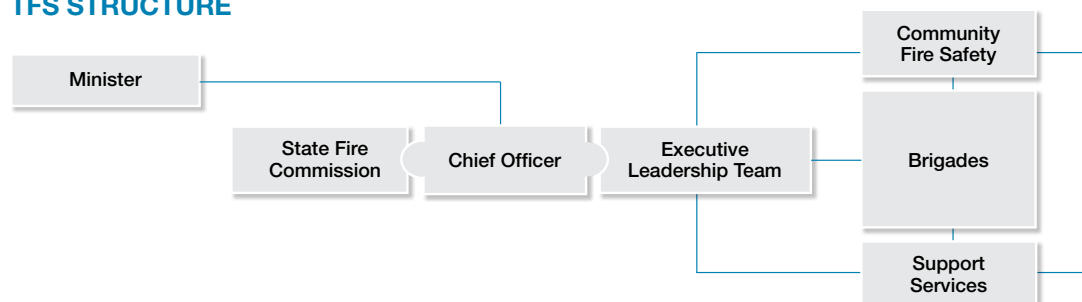
**Service** - We value: serving the Tasmanian community; being responsive to community needs; being progressive and delivering quality services.

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

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

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

## TFS STRUCTURE



## MAJOR GOALS AND EXPECTED OUTCOMES

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





## Chairperson's Report 2012-13

I'm pleased to present the 2012-13 Annual Report of the State Fire Commission.

The events of our past summer caused me to reflect on my distant memories as a school boy on 7 February 1967. I recall it being very dark in the early afternoon and the difficulty in breathing with the hot dry air and the wild wind conditions as our teachers moved us from the school itself to the nearby beach. That day became known as 'Black Tuesday' when sixty two Tasmanians lost their lives and more than 3,000 buildings were lost.

This past year, after what was a fairly average winter and spring, the Tasmanian landscape dried out through early summer. As we approached the New Year, the Bureau of Meteorology advised that we should expect adverse fire weather conditions in the first week of January.

TFS responded to that advice and community warnings and operational readiness preparations commenced at local, regional and state levels.

Severe to Extreme fire weather conditions eventuated on Thursday 3 January. TFS responded to more than fifty bushfires throughout the state. Most were extinguished quickly but several fires developed into major incidents including one that threatened the historical township of Richmond. That day was a busy and testing experience for TFS and our partner organisations. The following day, Friday 4 January was to be worse, much worse...

Overnight Hobart experienced its hottest day on record. A band of active dry lightning crossed the state causing several new fire starts adding new uncontrollable fires to the ones that started the previous day. Later that day fires burning under Catastrophic fire danger ratings impacted on communities. The conditions of 4 January were similar to, if not worse than,

the conditions I recalled as a school boy on Black Tuesday, 1967.

Australian historical records show that south east Australia rates as one of the most fire-prone regions in the world. Our history also tells us that when bushfires burn under Extreme to Catastrophic conditions and impact on communities; the result is usually the loss of lives. Many firefighters and others certainly thought that was the likely outcome as uncontrollable fires impacted on communities in the south east.

Within twenty four hours we knew the outcome was very different. We had somehow 'dodged a bullet'. No lives were lost as a result of the fire. How did that happen? What have we done differently? These questions were put to me by many fellow Fire Chiefs and Commissioners, political leaders of all levels, and various senior officers from national emergency management and military organisations.

I don't believe there is any single answer to this question, however I do know that our learnings and programs resulting from such sources and the Victorian Bushfires Royal Commission (VBRC), Australasian Fire and Emergency Services Authorities Council (AFAC) and the Bushfire Cooperative Research Centre (BCRC) have led to many changes in the way we operate; particularly in regard to operational priorities when fires burn out of control, community engagement/education/warnings, interoperability both locally and nationally, as well as our focus on organisational values and our leadership strategy.

The State Fire Commission and the Tasmanian Government has supported our many programs and initiatives to ensure we are prepared for the big events such as we experienced last summer.

*Chairperson's Report 2012-13 continued...*

I'm convinced this focus provided for the outstanding outcome achieved by our 5,500 members and support agencies in minimising losses through our extended and challenging fire season.

While the Commission is extremely proud of the achievements, commitment and skill of our people and the support of families and employers; we are also very proud of the whole organisation being pro-active and using the experience as a learning opportunity. Even with a good result, a great team will always review the way it played and take on learnings for continued improvement.

We can never say we got it all correct. We have initiated an extensive operational debrief process, an independent 'fire and emergency industry' audit-review, and a research program to examine the communities' actions – and identify what influenced their actions. We have the results of most of that work and are currently working through the recommendations for improvement. In addition, the Government's Tasmanian Bushfire Inquiry will also be reporting with findings and recommendations.

Whatever the findings may be, we cannot overlook the successes along with the leadership, the professionalism and the unbelievable commitment demonstrated by TFS members from all areas both functionally and geographically. The Commission along with the entire Tasmanian community is most grateful.

In closing I acknowledge the response and support of other fire and emergency services from Australia and New Zealand, our Tasmanian emergency service partners and other Government departments, our media partners, and Ministerial support. I especially recognise the friends and work mates of the late Peter Cramer, the Victorian DSE and CFA Firefighter who sadly died as a result of natural causes while assisting with fire operations on the Tasman Peninsula.



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





Photo courtesy of Warren Frey.





# 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 37 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** AFSM

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. Board member and TRVFA representative on the recently formed Council of Australian Volunteer Firefighters Association. Represents TRVFA on the Tasmanian Volunteer Awards Framework Management Committee, the State Volunteer Consultative Committee and the Volunteer Handbook Review Committee. President of the North West Branch of TRVFA.

## **Lyndsay Suhr** AFSM

Tasmanian Volunteer Fire Brigades Association (TVFBA) representative on the Commission since July 2007. Commenced with the Glenorchy Central Brigade (now

Wellington Brigade) in 1977 and has held various positions including that of Brigade Chief. Currently a Group Officer of the Derwent Group. Life member of the TVFBA and Wellington Brigade. Member of the Wellington Trust Maintenance Coordinating Committee and Glenorchy Emergency Planning Committee. Represents TVFBA on the Operations and Resources Committee and Volunteer Handbook Committee. Southern delegate to the State Council of the TVFBA. Member of the Tasmanian Fire Brigades Competitions Association.

## **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.

## **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.

## **Hannah Rubenach** BA (Hons), Grad Dip Sc

LGAT representative on the Commission since January 2013; Deputy Mayor of Break O'Day Council; volunteer with St Marys Brigade since 1995; Third Officer of St Marys Brigade.

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

*State Fire Commission: Back: Rodney Sweetnam, Andrew Newell, Gavin Freeman AFSM, Paul Kingston, Bruce Corbett AFSM, Mike Gallagher Front: Lyndsay Suhr, Michael Brown AFSM, Dale Rayner and Hannah Rubenach*





## Executive Leadership Team

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

Director (Deputy Chair) – NAFC  
Chair – State Fire Commission  
Member – AFAC Council  
Member – State Fire Management Council  
Member – State Emergency Management Committee  
Chair – TFS Executive Leadership Team  
Chair – TFS Learning and Development Policy Group  
Chair – TFS Leadership Strategy Group  
Co-Chair – Emergency Services Review Committee

**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  
Chair – 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  
Chair – AFAC Collaborative Purchasing Group  
Chair – Strategic Information Management Committee  
Chair – TFS Learning and Development Reference Group (Divisional)  
Chair – Passenger Vehicle Committee  
Chair – Divisional Employee Safety Representatives Committee  
Member – Emergency Services Review Committee

**Damien John Killalea** AFSM, BBus, GIFireE  
*Director Community Fire Safety*

Lead End User – BCRC Social Research Projects  
Chair – AFAC Community Safety Group  
Member – National Bushfire Warnings Taskforce  
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*

Leader 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

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

Member – AFAC Knowledge Management Group  
Member – TFS Operational Leadership Group  
Member – Community Protection Planning Steering Committee  
Member – Northern Region Emergency Management Committee  
Member – Emergency Services Collaborative Learning Committee

**Jeremy Jeffery Smith** Grad Cert App Mgt, Grad Cert PSM  
*Regional Chief South*

Member – AFAC Pacific Islands Fire Services Association  
Member – TFS State Consultative Committee  
Member – TFS Volunteer State Consultative Committee  
Member – Southern Region Emergency Management Committee  
Member – Multi Agency Coordination Group (MAC)

**Jeffrey Andrew Harper** Grad Cert Public Sector Management  
*Regional Chief North West*

Member – North West Emergency Management Committee  
Member – National Bushfire Arson Reduction  
Chair – TFS Operational Uniform and Clothing Committee  
Chair – Operational Resource and Services Committee

*Executive Leadership Team: Back: Robyn Pearce, Gavin Freeman, Jeremy Smith, Damien Killalea, Jeffrey Harper Front: Michael Gallagher, Michael Brown and Andrew Comer*

# 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.

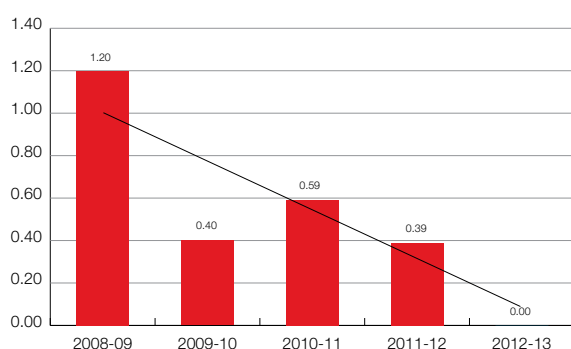
## Fire fatality rate

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

Fire fatalities from accidental causes (fire-related suicides and homicides are excluded) attended by TFS over the five years to June 2013 varied from a high of six in 2008-09 to a low of zero in 2012-13.

The chart below shows fire fatalities for the last five years per 100,000 Tasmanians; a statistic comparable with other Australian jurisdictions. The Australian average for the latest reported period (source: *Report on Government Services 2013*, Productivity Commission), 2010, was 0.41 fatalities/100,000 people. In comparison to the relatively stable Australian rate, there is significant variability in the Tasmanian rate due to our small population. However, results for the current year and the negative trend are encouraging.

**Number of accidental fire fatalities per 100,000 residents 2008-09 to 2012-13**



## Fire injury rate

Sources: Fire injuries: Department of Health and Human Services (DHHS) & *Report on Government Services 2013*; Tas population: ABS

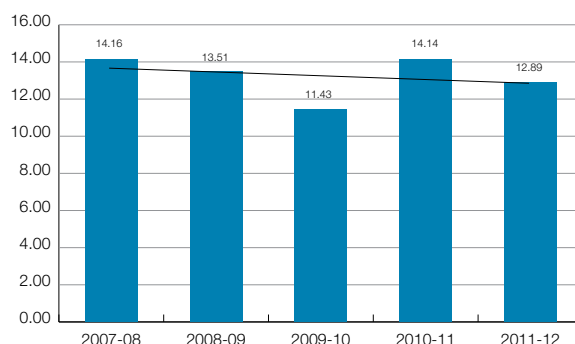
Accidental fire injuries in Tasmania requiring hospital admission over the five years to 2011-12 (the latest data available) have varied from a high of 72 in 2007-08 and

2010-11 to a low of 58 in 2009-10. Sixty-six accidental fire injuries requiring admission were reported in 2011-12.

The chart below shows the accidental fire injury rate (hospital admissions for accidental fire injuries per 100,000 Tasmanians) for the same period; a statistic comparable with other jurisdictions. The Tasmanian fire injury rate in 2011-12 was 12.89, compared to the Australian rate of 16.4 for 2010-11 (source: *Report on Government Services 2013*, Productivity Commission; more recent data is unavailable).

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

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



## Structure fire rate

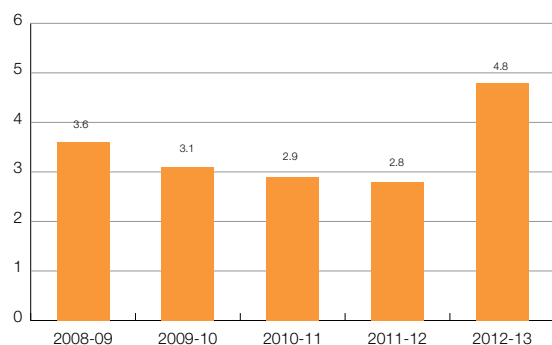
Sources: Structure fires: TFS; Structures: Department of Primary Industry, Parks, Water and Environment (DPIPWE)

Structure fires attended by TFS over the last five years have varied from a high of 793 in 2008-09 to a low of 645 in 2011-12. In 2012-13, 675 structure fires were attended. This doesn't include the 431 structures damaged or destroyed during January 2013 bushfires.

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



**Number of structure fires per 1,000 structures  
2008-09 to 2012-13**



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

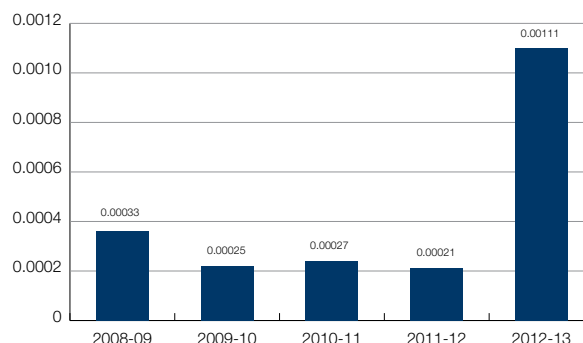
Source: Insurance Statistics Australia Ltd

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

House fire insurance claims have varied from a high of \$43.15m in 2012-13 to a low of \$7.44m in 2008-09.

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

**House fire insurance claims as a percentage of  
housing stock insured 2008-09 to 2012-13**



PERFORMANCE TARGETS					
	2011-12 Actual	2012-13 Target	2012-13 Actual	2013-14 Target	2014-15 Target
<b>Operational</b>					
Number of preventable house fires per 100,000 households	154	140	257*	135	130
Number of false alarms (DBA)	3,569	3,100	3,186	3,000	2,900
Percentage of fires of undetermined cause	18.0%	20.0%	19.0%	19.0%	18.0%
Percentage of fires in structures confined to room of origin	72.7%	75.0%	71.3%	75.0%	76.0%
<b>Financial</b>					
Operating surplus	\$3.7m	(\$1.8m)	\$1.0m	(\$1.6m)	(\$1.2m)
Return on assets	3.4%	(1.3%)	1.0%	(1.1%)	(0.7%)
Return on equity	4.1%	(2.2%)	1.0%	(2.0%)	(1.5%)
Debt to equity	5.3%	5.3%	4.7%	(5.4%)	(5.5%)
Current ratio	134.5%	73.5%	120.6%	66.4%	59.1%
<b>Human Resources</b>					
Average sick days per employee	5.5	<6	6.1	<6	<6
Workers compensation claims	56	<50	108	<50	<50

\*inflated by losses incurred in the January bushfires

### 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 11,306 incidents attended by TFS, 93.4% had incident reports completed by brigades. TFS operational graphs and tables are based on incident statistics from completed incident reports.



Fern Tree community meeting. Photo courtesy of the Mercury.

# 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 other places where people live; 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 areas that may be impacted by bushfires.

## 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 2012-13, TFS delivered home fire safety initiatives specifically for these groups, as well as whole-of-community social marketing and information strategies.

### For children

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 2012-13 the program was delivered to 19,047 primary school children in 103 schools.

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 2012-13 nine 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 2012-13, practitioners represented the TFS at four Community Conferences and Formal Cautions.

### For elderly people and people with disabilities

*Project Wake Up!* is a state-wide home fire safety program which utilises career and volunteer brigade members to conduct home fire safety checks and install 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 continued during 2012-13. 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.

### Council on the Ageing Home Fire Safety Peer Education Pilot

In 2012-13, TFS embarked on a pilot project with the purpose of partnering with the peak body for ageing in Tasmania, Council on the Ageing (COTA), to reduce home fire safety incidents, injuries and fatalities through an evidence-based approach.

The objectives of the pilot program were to:

- establish strategic, sustainable and proactive relationships with clients at risk of fire in the home;
- raise awareness of home fire safety across a greater number of at-risk clients; and

- pilot a cost effective and collaborative partnership between TFS and COTA.

Outcomes to date have included participants:

- increasing their knowledge about home fires;
- gaining a greater understanding of what they can do to prevent home fires; and
- gaining a greater understanding of what they can do to reduce or limit the severity of fire in their home.

During 2012-13 the program reached approximately 250 community members across the State.

### 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 the 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 2012-13, the subsidy scheme continued under the management of TasDeaf, in partnership with TFS and DHHS (Disability and Housing), resulting in the installation of a further 19 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.





*Getting to know our newly-arrived migrants.*

### **For cultural and linguistically diverse (CALD) community members**

In 2012 TFS played an integral part in the Migrant Resource Centre Inclusive Disaster Resilience Project funded under the Natural Disaster Resilience Program.

Aims achieved by the project include:

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

The project was broken into two main stages. Stage one included Migrant Resource Centre bicultural workers delivering cross cultural awareness training for key TFS response personnel. Stage two included two information days held at the TFS Cambridge facility. The information days included other key emergency service agencies and focused on interacting with the communities about disaster preparedness. TFS focused in these sessions on home fire safety prevention and preparedness.

TFS developed a new resource as part of this project entitled 'Visual Guide to Home Fire Safety'. The booklet is pictorial based and also caters for community members who may have literacy difficulties.

### **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 2012-13, the key message of the TFS home fire safety campaign was that 'as it gets colder more homes in Tasmania catch fire, but most fires can be avoided'. The third 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. 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 7 April 2013, marking the start of the winter home fire safety campaign.

### **Other home fire safety activities**

TFS 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 2012-13.

## IMPROVING FIRE SAFETY IN OUR WORKPLACES

### Education

The Building Safety Unit provides information to the business 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*.

Building Safety staff also provide advice to the building industry on fire safety systems and features in buildings, required by the *Building Act 2000*. Staff also report to the Director of Building Control on the completeness of

annual maintenance statements required by the Act in commercial buildings.

### 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, education, retail and service industries, as well as Local Government.

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 to safer communities generally, 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. These staff inspect, install and maintain a broad range of equipment including fire hoses and hose reels, fire blankets, fire hydrants, fire extinguishers, fire and smoke doors and smoke alarms, and sell many of these and related 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.



Photo courtesy of the Launceston Examiner.

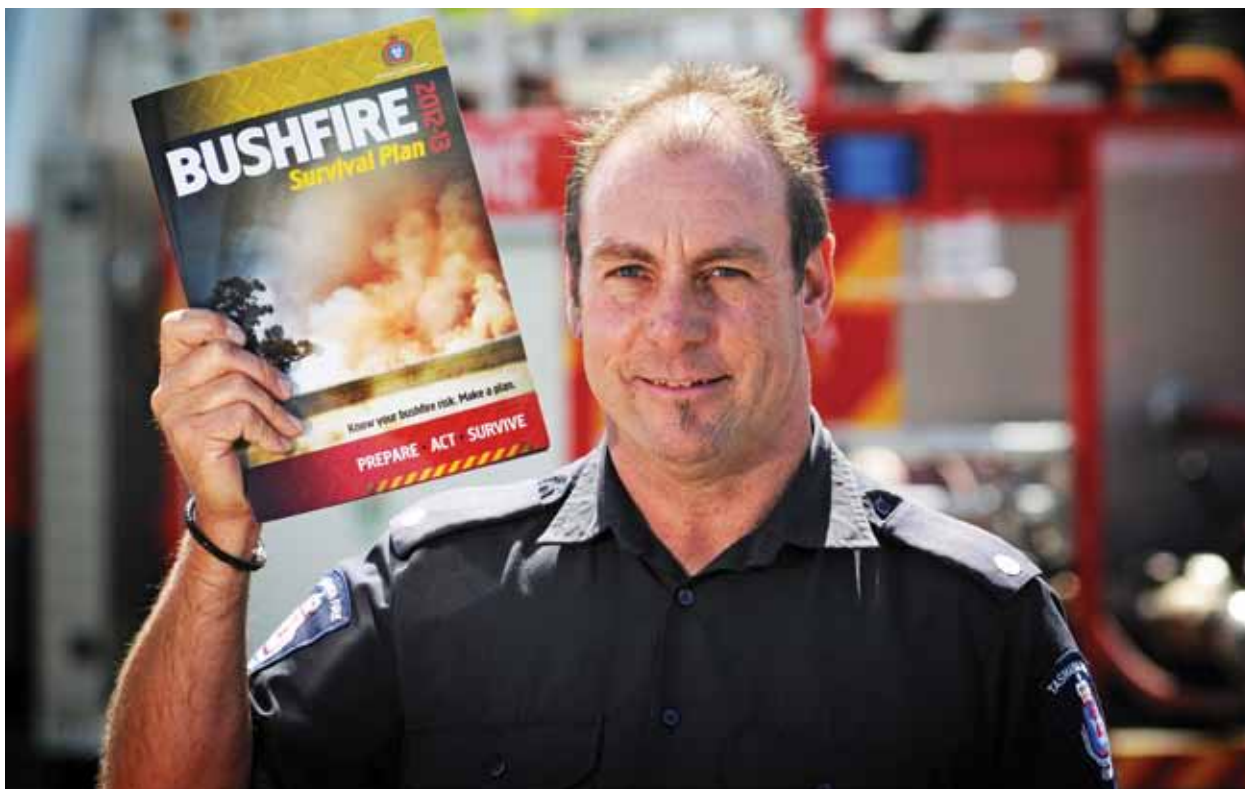


Photo courtesy of the Launceston Examiner.

During 2012-13 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 2012-13 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 2012-13 bushfire safety campaign, TFS continued to promote messages based on the outcomes of the VBRC, research by the BCRC and Tasmanian Government policy. The campaign included a media launch; four television commercials and community

service announcements, regional newspaper editorial, 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 2012-13, TFS continued to work in partnership with aged care service providers and funding bodies to improve bushfire safety for at risk clients in bushfire-prone areas.

#### Bushfire ready Neighbourhoods: One size does not fit all

Following a successful community development pilot program funded under the Natural Disaster Resilience Program since 2009, in the coming years TFS will roll out community development in Tasmania's most bushfire-prone communities.

Research conducted by the BCRC, the University of Tasmania and TFS has shown that simply providing bushfire-related information to residents in bushfire-prone communities is not sufficient for many of them to take action to prepare.

Through the TFS pilot program, evidence has indicated that a community development approach, rather than the more traditional social marketing approach, is more effective. This is supported by national and international research, including 2012 research by Dr Mai Frandsen of the University of Tasmania's School of Psychology.

Dr Fransden, under the supervision of Professor Douglas Paton, released a major piece of research: *Promoting Community Bushfire Preparedness: Bridging the Theory – Practice Divide*. This paper was developed by research Dr Fransden conducted on TFS' pilot program.

Community development has proven to be a successful and cost-effective approach for changing behaviour in bushfire prone communities, by accessing existing community networks and resources and supporting communities to develop specific local strategies.

Other criteria for the selection of communities includes social capital, as well as TFS and local fire brigade capacity.

Some of the communities that have engaged with the pilot include Snug, Bagdad, Fern Tree, Binalong Bay, Collinsvale, Molesworth, Lilydale, Lorinna and Claude Road.

Some of the bushfire preparedness activities undertaken in these communities include community forums, workshops, bushfire rehearsals, women's programs, development of engagement resources, field days and property assessments.

Consistent with the National Strategy for Disaster Resilience, this initiative seeks to increase the preparedness of bushfire-prone communities, and hence their resilience.

One of the primary drivers is climate change, which in time is expected to increase the length of bushfire seasons and the intensity of bushfires.

### Community Protection Planning

The development of community protection plans commenced in 2010 in response to lessons that emerged from the disastrous Victorian bushfires of 2009; in particular that vulnerable people need a range of shelter options to maximise their chances of survival, and that people and valuable community assets need to be the focus of protective action by firefighters when fires are burning out of control.

During 2012-13:

- Twenty community bushfire protection plans were completed in 2012-13, for 48 communities in bushfire-prone areas. These are simple plans to inform communities about their options when bushfires threaten, and in particular alternative shelter options if their plans to stay and defend their properties or safely leave fire-affected areas cannot be realised. These plans are designed to be used in conjunction with household bushfire survival plans.
- Community bushfire response plans were prepared for the same communities. These more comprehensive plans inform and guide emergency managers and

firefighters when bushfires threaten communities. They identify where vulnerable people are likely to shelter and where protective efforts should focus when bushfires are burning out of control.

This brings to 101 the total number of bushfire-prone communities in Tasmania that are now covered by community bushfire protection and response plans. A further 22 plans are in draft.

Consultation and engagement with local emergency management stakeholders and community representatives and the inclusion of accurate, consistent and representative data about bushfire-prone communities continue to be key features of the planning process. Media advertising, website design and postcard mail-outs are used to promote community protection plans in local communities.

Work commenced in 2013 on the preparation of community bushfire mitigation plans, with pilot plans being commenced in both the north and the south of the State.

## 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) attended by TFS over the five years to June 2013 varied from a high of six in 2008-09 to a low of zero in 2012-13.

The chart over the page shows fire fatalities for the last five years per 100,000 Tasmanians; a statistic comparable with other Australian jurisdictions. The Australian average for the latest reported period (source: Report on Government Services 2013, Productivity Commission), 2010, was 0.41 fatalities/100,000 people.

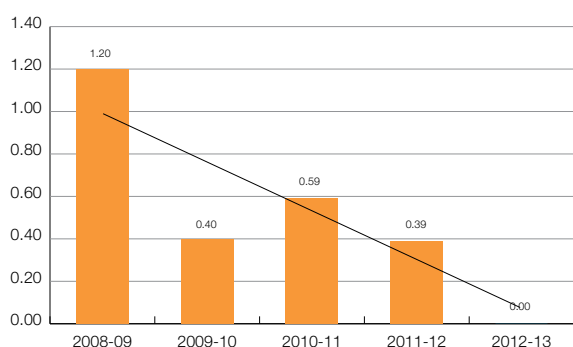
In comparison to the relatively stable Australian rate, there is significant variability in the Tasmanian rate due to our small population. However, the negative trend is encouraging.





Photo courtesy of the Advocate.

**Number of accidental fire fatalities per 100,000 residents  
2008-09 to 2012-13**



Notwithstanding the significant increase in 2012-13, the relatively high average rate experienced in Tasmania each year compared to other jurisdictions is due in part to our cooler climate, the high proportion of the population relying on relatively low household income, and the relatively high proportion of the population that is elderly. These three factors have a significant impact on the house fire rate.

Unlike the reported Australian rate, the Tasmanian rate reported here is inflated somewhat as it includes a proportion of house fires with undetermined causes.

### The house fire rate

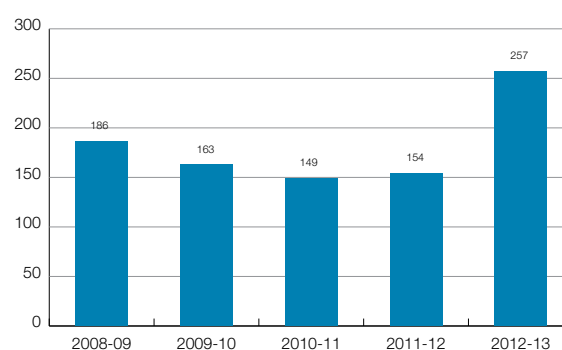
The accidental house fire rate (arson-related fires are excluded) in Tasmania declined steadily in the fifteen years to 2010-11, dropping by some 50 per cent in that period.

The chart to the right 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 2012-13 was 257 house fires per 100,000 households, compared to the Australian rate of 96 accidental fires per 100,000 households in 2011-12 (source: Report on Government Services 2013, Productivity Commission).

The 2012-13 rate is significantly higher than the rate experienced in previous years due to the number of dwellings (203 homes and shacks) lost to bushfires during the 2012-13 summer.

**Accidental house fires reported to TFS per 100,000  
households 2008-09 to 2012-13**



**OBJECTIVE 3**

Engage with and influence government and industry in order 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 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.

**Compliance in high life-risk buildings**

Audits continue to be carried out on buildings that house people with disabilities, child care facilities, health care facilities, schools and similar buildings to ensure an adequate level of fire safety is maintained. The priority is to ensure fire evacuation plans are in place and adequate access to fire exits is provided.

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 2013-14**

- Identify opportunities and implement initiatives to maximise efficiencies and effectiveness across the emergency management sector, and with key stakeholders
- Continue participation in, and financial and workload commitment to, AFAC as the peak industry body, the Bushfire and Natural Hazards Cooperative Research Centre and other research partners
- Profile static and dynamic risk and identify and implement a best practice resource distribution model for enhancing public safety
- Enhance capacity of brigades to effectively engage with communities
- Support the provision of strategic bushfire risk mitigation programs
- Develop strategic partnerships to identify and target specific sectors for relevant fire and emergency risk mitigation initiatives
- Support Fire Management Area Committees to develop and implement local risk mitigation plans
- Develop, promote and review community bushfire protection plans for at risk communities
- Develop and implement local community development initiatives for bushfire prevention and preparedness in at risk communities
- Further develop and continue to implement the State Fire Commission strategic work health and safety plan
- Develop and implement the TFS strategic learning and development plan including ensuring our learning framework encourages strategic thinking, adaptability and flexibility
- Develop a strategic project planning and workload management capability
- Effectively match our resources to our organisational priorities
- Engage our people in developing and implementing strategic plans
- Institutionalise TFS Values
- Continue implementation of our leadership framework
- Enhance our internal communication systems processes and skills
- Monitor the effectiveness of our internal communications
- Develop a commitment and capacity to collect and use evidence to support decision making
- Actively participate in the Bushfire and Natural Hazards CRC
- Develop processes to take advantage of research findings and respond to trends
- Implement applicable findings from inquiries and post incident reviews
- Define and communicate our brand
- Build brigade capacity to better understand the needs and expectations of their communities, and to engage with them
- Develop strategies to enable TFS activities to provide benefit to the community
- Develop strategies to build trust and credibility with the community based on TFS Values
- Develop and implement strategies to manage the net impact of our activities on the environment



Vehicle fire. Photo courtesy of Paul Terry.

# 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 that results in positive outcomes
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

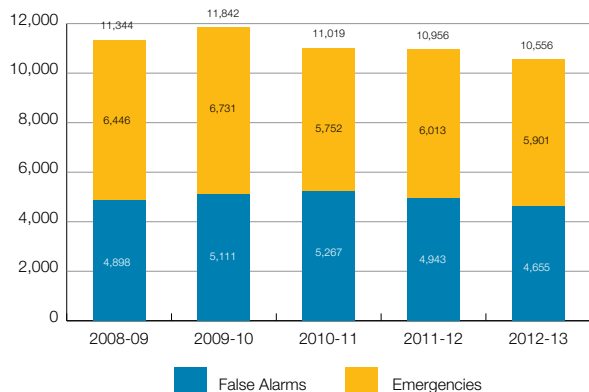
The review of brigade assignment areas was ongoing throughout the year. These reviews are ensuring our emergency response continue to provide the optimal service delivery needs for the Tasmanian community.

The Common Operating Platform (COP) was released on 28 June 2013 by DPIPWE. The COP is accessing 'near real time' data feeds from the Emergency Service Organisations (ESOs), including vehicle and incident feeds from TFS, and fusing it with other hazard, utility and services data over a range of contextual map bases. It is expected that this development will facilitate collaborative planning, situational awareness and better decision-making across the ESOs, especially during multi-agency response to emergencies. This web based contemporary emergency management application is available using both desktop and mobile browsers and can support the communication of situational awareness between emergency operation centres and to field staff where Internet is available.

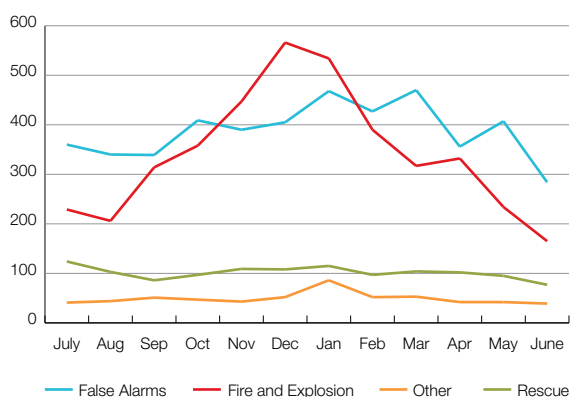
Based on the learnings from internal and external reviews, the TFS have integrated new firefighter safety features into the passenger cells of appliances, creating a safer environment for refuge in the event of burn over. TFS have integrated a three tiered approach to maintaining a tenable atmosphere for longer in the cabin of our appliances utilising, personal protective burn over blankets (one per occupant), radiant heat shields on all windows (silver roll down curtains) and wheel sprays (atomising nozzles) on the front tyres to reduce the chance of tyre ignition during flame impingement.



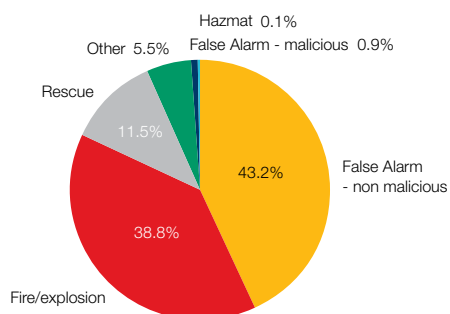
Number of incidents 2008-09 to 2012-13



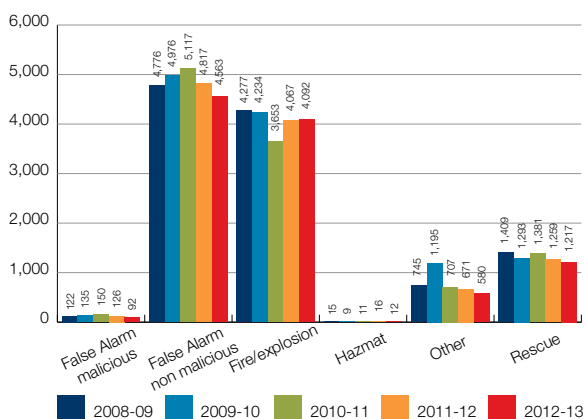
Total incidents by month 2008-09 to 2012-13



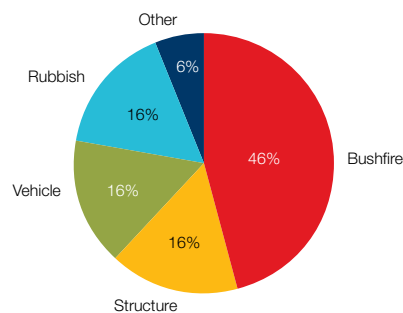
Type of incidents attended 2012-13



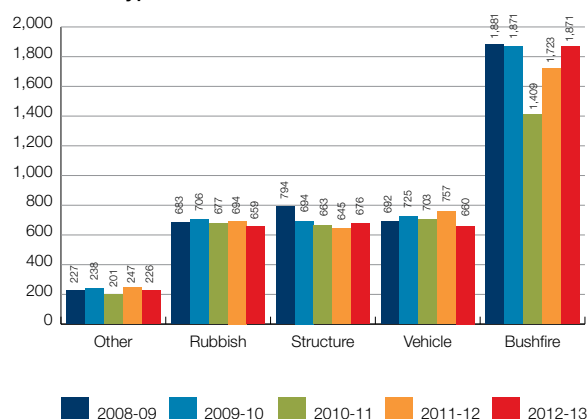
Type of incidents attended 2008-09 to 2012-13



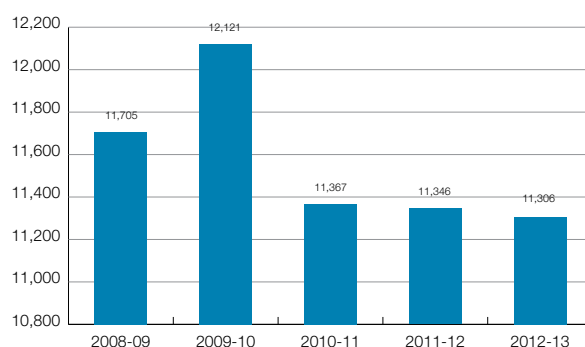
Type of fires attended 2012-13



Type of fires attended 2008-09 to 2012-13



Total incidents attended by TFS brigades 2008-09 to 2012-13





*Photo courtesy of Grant Wells.*

A Compressed Air Foam System (CAFS) capability has been developed and will be commissioned early in the 2013-14 financial year. This appliance has been developed with a defined capability in urban interface fire fighting, encompassing direct suppression, asset protection and fire line preparation roles. The CAFS concept has been embraced based on the prevalent urban interface risk faced by Tasmanian communities.

## OBJECTIVE 2

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

## RESPONSE

The impact of the 2012-13 bushfire season on Tasmanian firefighting resources saw, for the first time in Tasmania's history, assistance from interstate and international fire agencies. Incident management and firefighting support was received from Western Australia, South Australia, Victoria, New South Wales and New Zealand.

Command and control systems were tested in ways that had not been seen since the bushfire season of 2006-07. The new model of Incident Management Teams (IMT) supported by Regional Fire Operations Centres (RFOC) and the State Fire Operations Centre (SFOC) proved effective, however ongoing development of this support system will continue throughout 2013-14.

During one of the busiest periods of the bushfire season Hobart Fire Brigade attended the largest structure fire

seen in the CBD since the Myer Department store was destroyed in 2007. The property and stock losses were estimated to be in the vicinity of \$10 million; however the full economic impact on surrounding businesses and the community has not been fully assessed.

## BUSHFIRE SEASON 2012-13

During the 2012-13 bushfire season Tasmania experienced one of its busiest seasons since the tragic events of 'Black Tuesday' – 1967.

In August the National Outlook noted only average fire potential in Tasmania from Christmas onwards, however, two years of good rains were expected to produce abundant fuel.

Throughout September, October and November the TFS Chief and Deputy Chief Officer briefed TFS career, volunteer and support staff as well as Cabinet and Government agencies.

The Fire Permit Period was declared on 29 November 2012 for Southern and Northern Regions, 20 December 2012 for the North West Region.

An extensive media campaign was launched in November to encourage communities to prepare for summer.

Friday 4 January 2013 saw Catastrophic Fire Danger Ratings in the south east, similar to 7 February 1967... Black Tuesday.

A number of fires started in December, however the most significant fires started on Thursday 3 January 2013: Lake Repulse, Forcett, Middle Tea Tree Road plus 49 others. The township of Richmond was threatened and defended

Region	Number of fire permits				
	2008-09	2009-10	2010-11	2011-12	2012-13
North West	336	512	272	422	436
North	329	332	155	478	388
South	694	603	603	504	394
Total for State	1,359	1,447	1,030	1,404	1,218

with both Lake Repulse and Forcett developing into major incidents.

There were no deaths among the fire affected communities; however one interstate Firefighter died from natural causes in the course of his duties. Losses included 203 homes, more than 200 outbuildings and caravans, significant power infrastructure, several businesses, one school and one police station. Significant losses of livestock, wildlife, agricultural land, stock feed, kilometres of fencing with a number of vehicles and boats destroyed.

Significant fires also started on 4 February 2013 at Molesworth and on 6 March 2013 in the Meehan Range at Risdon Vale.

### STATISTICS 2012-13

- **Fire Permit Period:** commenced in the Southern and Northern regions on 28 November 2012 and then extended state-wide on the 19 December 2012. The period ended in the majority of the State on the 13 April 2013 with Flinders Island and Circular Head municipalities following on the 27 April 2013
- **Fire Permits Issued:** Total 1,218 (1,404 in 2011-12). Regions: South 394, North 388 and North West 436
- **Fires registered that did not require a permit:** Total, 5860. Regions: South 4,201, North 1,576 and North West 83  
TFS now encourages registration of fires that do not require a permit in order to prevent unnecessary dispatch of resources.
- **Total Fire Bans (TFB):** 11 TFBs were declared. Three were declared for the whole State, all 11 included the South, five included the North and three included the North West. The season was well above the 32 year average (South three, North two and North West one)
- **Bushfires:** The total number of 1,871 bushfires is less than 2% below the 10 year average
- **Area Burnt:** The total area burnt was 69,017 hectares. This is in excess of the 10 year average of 40,275 and the 2011-12 total of 9,300. Regional totals include South 54,803 hectares, North 7,028 hectares and the North West 7186 hectares.



Photo courtesy of the Mercury.





Significant Bushfires				
Incident Date	Street	Location	Region	Area burnt (ha)
03-Jan-13	Giblin River	Southwest	Southern	44,523
03-Jan-13	Inala Road	Forcett	Southern	25,223
03-Jan-13	Dawson Road	Lake Repulse	Southern	11,609
29-Nov-12	Poatina Road	Central Plateau	Southern	8,507
03-Jan-13	Tasman Highway	Bicheno	Southern*	4,943
05-Jan-13	Speedwell Road	Montumana	North West	3,167
15-Nov-12	Back Creek Road	Pipers River	Northern	2,937
06-Feb-13	Glen Dhu Road	Molesworth	Southern	2,678
06-Feb-13	Valley Road	Fingal	Northern	2,165
29-Nov-12	Granville Harbour Road	Zeehan	North West	1,639
04-Jan-13	Interlaken Road	Steppes	Southern	1,481
11-Nov-12	Zeehan Highway	Zeehan	North West	1,398
27-Apr-13	Tea Tree Road	Tea Tree	Southern	1,167
02-Mar-13	Ainslie Beach	Hunter Island	North West	1,119

\*Managed by the Northern Region.



Photo courtesy of Warren Frey.

## FIRECOMM

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

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

During the 2012-13 year, FireComm staff enrolled in or completed TFS endorsed formal training courses in a number of disciplines, this included Certificate III and IV in Public Safety (Emergency Communications Centre Operations).

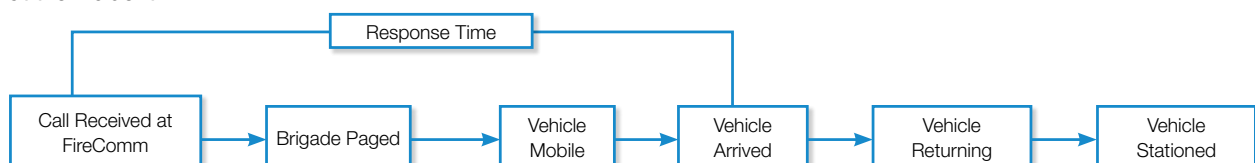
The ongoing review into FireComm instructions, guidelines and call taking scripts has improved service delivery and customer/client relations.

The capital works project providing a disaster recovery facility at the Cambridge Complex has been completed. This facility provides an important aspect of our communications continuity should there be a loss of amenity or major infrastructure at State Headquarters in Hobart. It is anticipated that during the 2013-14 financial year each FireComm shift team will be exposed to exercises in the use of this facility.

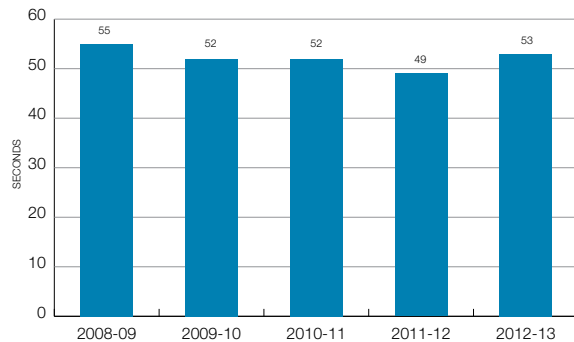
A total of 11,410 emergency incidents were handled by FireComm during the 2012-13 reporting period. These figures reflect 11,306 incidents where TFS resources were deployed, 100 bushfire incidents where the sole respondent was either FT or PWS, and four incidents where SES was the sole respondent.

2012-13 saw the median response time maintained at the ten year average. Median call handling continues to trend downwards.

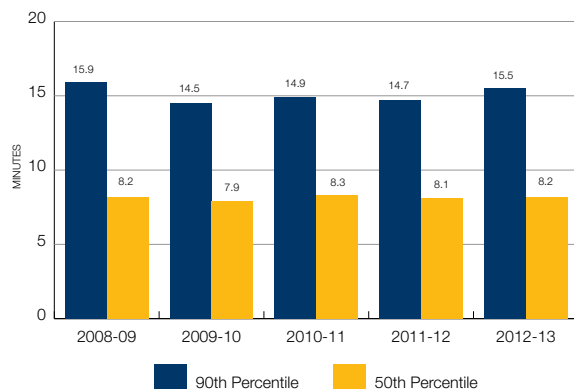
Response time is the difference between time of notification to TFS and when the first TFS vehicle arrives at the incident.



Median call handling times 2008-09 to 2012-13



Response times (structure fires) 2008-09 to 2012-13



## AERIAL FIREFIGHTING

The 2012-13 bushfire season was the busiest ever regarding the activation and use of aircraft for firefighting operations within Tasmania.

Tasmanian fire agencies continued to work closely with local aircraft operators through the firefighting aircraft 'call when needed register' with 25 'local' aircraft registered. Additionally, there were five NAFC contracted aircraft in the State: three local aircraft along with one mainland based aircraft and one sub leased aircraft from Canada.

This bushfire season, Tasmania also trialled the use of fixed wing water bombing aircraft, although used widely on mainland Australia they have not been used to any great extent previously in Tasmania.

During the peak of bushfire activity 24 helicopters as well as a fixed wing air tractor were deployed.

## PERSONAL PROTECTIVE EQUIPMENT

The ongoing trial of 'new generation' structural firefighting personal protective clothing (PPC) has been completed. Feedback from wearers has been assessed by the Personal Protective Equipment (PPE) Committee and incorporated in a new specification document. The





Photo courtesy of Warren Frey.

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. The 'Minimum Performance' document has undergone an extensive review process by the PPE Committee during the last twelve months and it is now in final draft form.

Work is in the final stages to produce procurement documentation in order to purchase the 'next generation' garments. Tender documents will be sent out to interested manufacturers of this type of clothing and it is anticipated that this process will commence in September 2013 following consultation with internal stakeholders.

A policy limiting all helmets used in TFS to a ten year maximum service life was published in 2012 and implementation of the policy is almost complete. This policy resulted from the failure during testing of some existing structural and bushfire helmets that were still in use by operational firefighters. Currently, and for the future, there should be no helmets in service older than ten years.

The introduction of new rescue helmets for all RCR trained personnel has been completed, this helmet is suitable for use in both rescue and bushfire fighting.

The PPE Committee continues to research new, innovative products for introduction to the TFS for the benefit of firefighters.

### OBJECTIVE 3

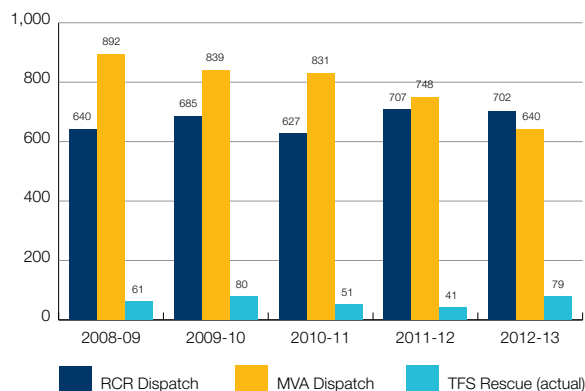
To continually seek to improve our emergency response performance

#### ROAD CRASH RESCUE

The number of MVA dispatches continue to decline and the number of dispatches to RCR incidents has not changed greatly from last year however the number of actual rescues have almost doubled from last year. Ongoing communication strategies between partner agencies are working towards reducing the gap between road rescue dispatches and actual patient extrications.

Last year the focus was on heavy rescue techniques, however the increasing number of hybrid vehicles on the road is influencing current training priorities and techniques. TFS continue to access the Australasian Road Rescue Organisation for research and development in RCR and again this year a team competed in the Australasian Rescue Challenge held in Canberra finishing third in the immediate rescue and first in the trauma challenge.

**TFS MVA and RCR dispatches and actual rescues  
2008-09 to 2012-13**



## FALSE ALARM PREVENTION

The false alarm activation books previously introduced to all volunteer brigades with responsibility for direct brigade alarms (DBA) in their area have proved successful in capturing and standardising the information required to interrogate false alarm activations and develop further false alarm reduction strategies with individual premises. This direct intervention strategy approach with high activation alarmed premises appear to be having some positive impact with recent false alarm data for the State indicating a continued downward trend in unwanted alarm occurrences.

TFS representatives attended the AFAC false alarm network meeting in November. Nationally a review of AIRS coding specifically related to false alarm reporting is being undertaken, aimed at providing jurisdictions with an increased range of AIRS reporting options for false alarm mitigation. Initiatives are also underway with the fire alarm industry body Fire Protection Association of Australia (FPAA) to strengthen relationships and collectively explore false alarm reduction strategies.

## INCIDENT MANAGEMENT

Following an extensive review process by AFAC member agencies the Australasian Inter-service Incident Management System (AIIMS) Fourth Edition manual was released. This new edition captures the experience and learning gained by emergency services since AIIMS was first introduced in the 1980's, as well as the more formal research outcomes from the BCRC, particularly relating to human factors and social behaviours incident management has on teams. The inclusion of two additional system principles and three functional positions is also a feature of this new edition.

The Inter-Agency Training Committee (IATC) completed a strategic review of the learning and development needs required of our Level III Incident Management Teams. This included development pathways and a comprehensive endorsement process.

TFS continued to support the State Emergency Management Committee's 'Interoperability Project' which will provide opportunities for State Government employees to participate in these interoperability arrangements. This project outcome should, once fully implemented, increase the State's emergency management capabilities.

## 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 Tasmania Police (TasPol), dealing with a range of tasks associated with the prosecution of fire related events.

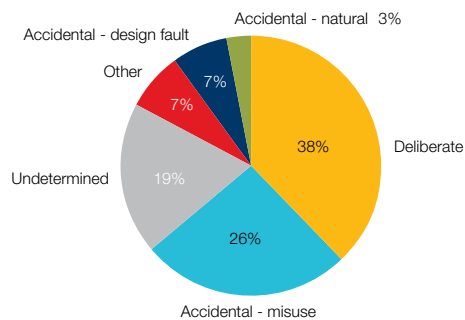
In addition, the Unit addressed the following goals during the past year:

- Completed competency maintenance for TFS, TasPol and other associated agencies in structural and mobile property investigations
- Training and competency maintenance for TFS, TasPol, PWS and FT wildfire and structural investigators
- Reviewed the AFAC Diploma and Advanced Diploma in Fire Investigation regarding its potential application in the development of fire investigators in TFS
- Conducted and co-ordinated cause investigation into all significant wildfires and formed a critical link in assisting with clearance rates of effected fire areas including the Tasman Peninsula as part of the Rapid Impact Assessment teams
- Completed pre fire season training sessions to TasPol throughout all three Regions
- Reviewed standard operating guidelines when working in known asbestos sites.

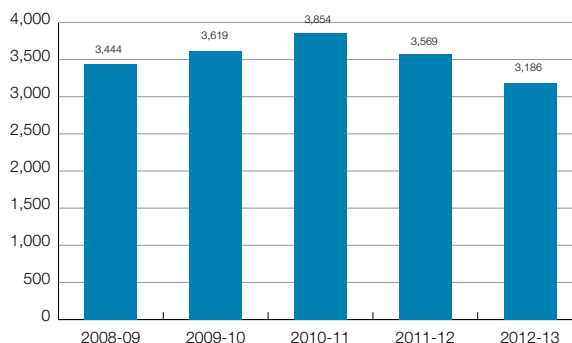


*Photo courtesy of the Advocate.*

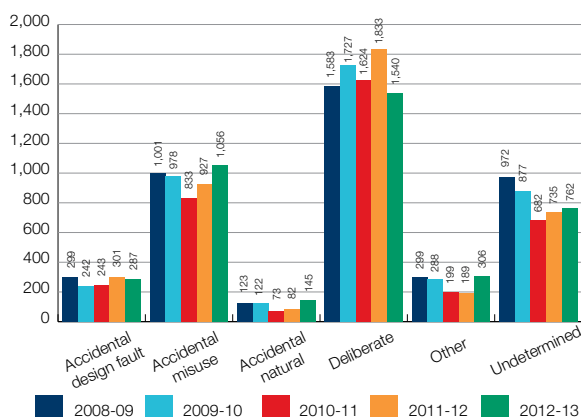
Cause of fires attended 2012-13



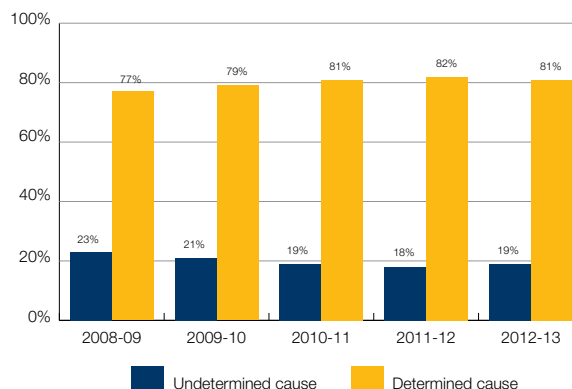
False alarms (Direct Brigade Alarms) 2008-09 to 2012-13



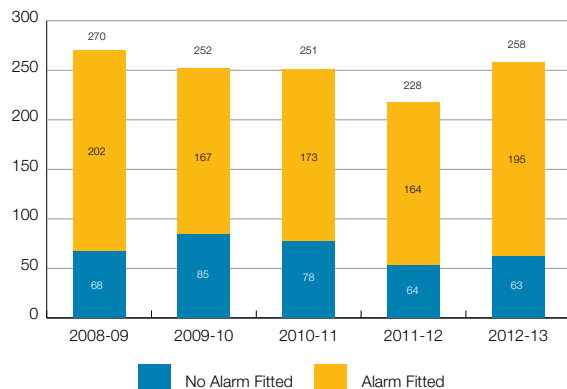
Cause of fires attended 2008-09 to 2012-13



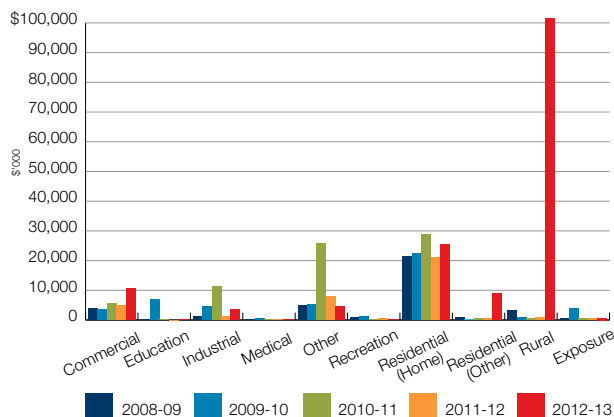
Cause of all fires 2008-09 to 2012-13



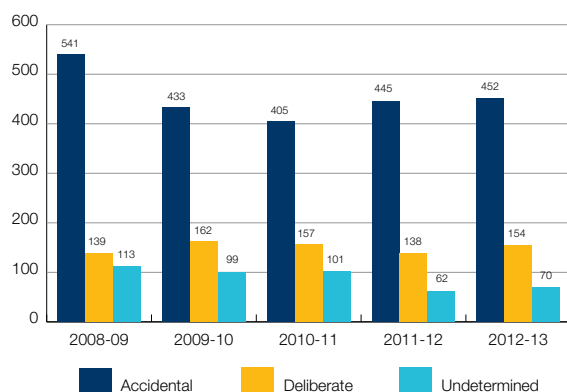
Domestic property fires - smoke alarm installed 2008-09 to 2012-13



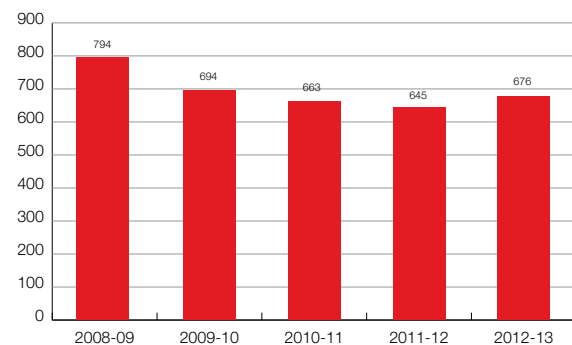
Dollar loss by property type 2008-09 to 2012-13



Cause of structure fires 2008-09 to 2012-13



Total structure fires 2008-09 to 2012-13

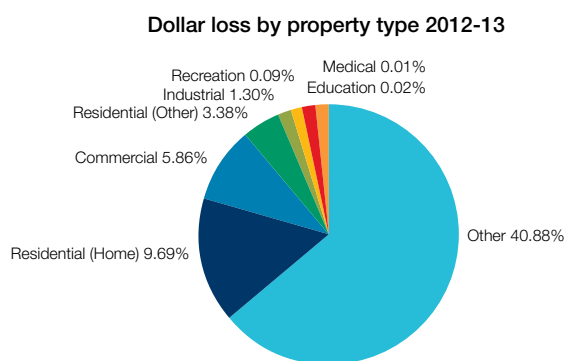
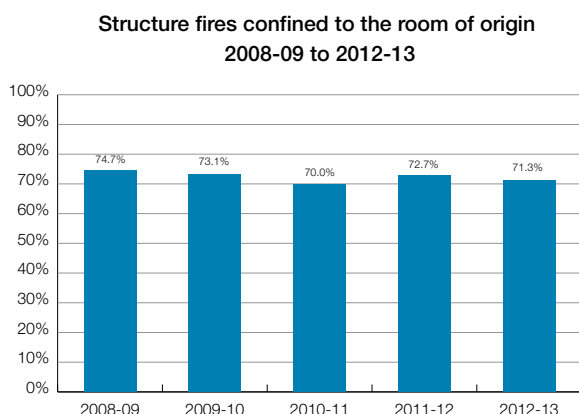


Note - the above graph does not include the structures lost as a result of bushfire.



## EXTENT OF DAMAGE

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



## URBAN SEARCH AND RESCUE (USAR)

A purpose-built USAR storage facility was completed in the Northern Region in late 2012. The Youngtown facility accommodates two USAR PODS ensuring they are available for immediate deployment to structural collapse incidents anywhere in the State. The location also allows immediate access to the USAR training ground, creating a modern facility for technicians to maintain skills.

The second annual National USAR Instructors Workshop was conducted in Melbourne in November 2012. The aim of this annual workshop is to continue to enhance Australia's USAR capability, with a focus on consistency in

training standards. Two TFS staff members attended this workshop with the next one scheduled for Brisbane in late 2013.

TFS attended a number of emergency incidents in 2012-13 where houses and other buildings had been impacted by out-of-control motor vehicles. Whilst not strictly USAR, there are many elements of USAR training that are employed to ensure these incidents are managed as safely and effectively as possible.

## VERTICAL RESCUE (VR)

TFS VR capability is being maintained at current levels however, a small amount of new equipment has been purchased to replace some older out-of-date hardware in the VR caches around the State.

Competency maintenance occurs at regular intervals and a significant level of planning has gone into conducting an intensive two-day multi-agency workshop at the Derwent Entertainment Centre in August 2013. This will involve not only TFS but also TasPol and the SES, continuing the TFS commitment to a coordinated and safe approach to this high-risk but low-frequency rescue discipline.

TFS continues to be represented on the State Search and Rescue Committee ensuring that there is consistency in the TFS capability and also intergration with TasPol and the SES in the delivery of Vertical Rescue services.

## MARINE RESPONSE

Last Annual Report highlighted that TFS was preparing a Marine Response Training Program in collaboration with the Australian Maritime College (AMC). The intent was to establish a team of Marine Instructors and for those trainers to ultimately deliver the program out to operational crews in career and volunteer brigades over time.

The Program was finalised and conducted at various AMC campuses in Northern Region over a full week in November 2012. This initiative now means that TFS has 10 qualified Marine Instructors who are to introduce the necessary skills and knowledge to our people across the State in 2013.

Prior to the operational training being ready for delivery, the course content needed both modifying and validating to meet the requirements for TFS as a Registered Training Organisation (RTO). Specific 'Marine Response' resources also needed to be prepared and/or purchased and training resources developed.

With the Training Package and most of the equipment issues now sorted the training delivery has commenced and will continue throughout 2013 as part of an ongoing program. Planning for Volunteer Brigades identified as having a marine response risk within their area of responsibility will be undertaken as part of this program.

## HAZARDOUS MATERIAL RESPONSE

The maintenance and refurbishment program for Hazmat PPC and detection equipment has continued for this financial year with the purchase of new fully encapsulated gas and splash suits being introduced as existing stocks reach their end of life date or are retired due to operational chemical exposure. This activity is coordinated through the TFS Breathing Apparatus (BA) coordinators providing a central point for purchase, repairs and standardisation of equipment across the State.

TFS continues to participate in National Counter Terrorism Committee funded exercises in conjunction with other emergency management agencies in a range of scenarios and contexts. The outcomes of these Hazmat/CBRN exercises result in an increased awareness of agency capability, sharing of resources and cooperative procedures for successful incident mitigation.

TFS has attended some significant Hazmat incidents in 2012-13, such as:

- **Train Derailment – Campania.** TFS Hazmat specialists and regional Hazmat appliance attended a recent train derailment near Campania on the main line between Hobart and Launceston. The goods train travelling south derailed tipping several wagons including three containers carrying Sulphuric Acid and Sodium Hydrosulphite onto their side. Fortunately no rupture of the containers was evident with only minimal leakage detected and controlled at valve group. TFS Hazmat operators maintained a presence on site for detection, mitigation and recovery staff safety throughout the recovery process over a period of 18 hours.
- **Unknown White Substance – Hobart Airport.** TFS was called to the Hobart Airport following the report of an unknown substance located in the cargo hold of a commercial transport aircraft. TFS Hazmat technicians assisted by local volunteer and career brigades, Aviation Rescue Fire Service, TasPol, Federal Police and Ambulance Tasmania (AT) decontaminated and treated several patients, identified the product and rendered the scene safe. \$150,000 worth of packaged live abalone product at risk of loss was retrieved, decontaminated and repatriated back to the supplier for export the following day. The unknown substance was later confirmed as a non-hazardous cooking additive.

## OBJECTIVE 4

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

In 2012-13 TFS participated in three multi-agency drill-style exercises funded through the Australia New Zealand Counter-Terrorism Committee in conjunction with TasPol, AT, Caltex Australia, Origin Energy, TT Line and Spirit of Tasmania.

The exercises involved the simulated release of a gaseous chemical agent at a mass gathering, a deliberate spill of fuel at a major fuel distribution facility and the importation of a chemical agent on board a passenger vessel.

The positive outcomes from these exercises serves to increase awareness of agency capability, to continue to foster the sharing of resources and further strengthen the unified command arrangements critical to the success of incidents involving multiple stakeholders.

TFS continued to collaborate in the development of the 'interoperability arrangements for the sharing of skilled resources in Tasmania' project.

The Inter-Agency Training Committee developed and had endorsed by the MAC group a pathways document to ensure the bushfire management learning and development needs of Tasmania's three fire management agencies (TFS, PWS and FT) are clearly identified.

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 capabilities is fostered through exposure to new ideas, information and trends occurring outside the agency.

TFS continued to review operational and administrative working arrangements with private forest companies as changes occurred through industry restructuring.

## OBJECTIVE 5

**To influence the community to respond safely during emergencies**

TFS continued to be involved with the BCRC as it moves into the final phases. TFS, in conjunction with partner emergency management agencies is committed to the emerging new project of the Bushfire and Natural Hazards CRC (BNHCRC) while this project will not have the sole focus on bushfire that the previous CRC offered, there will be considerable benefits in undertaking an 'all hazards' approach.



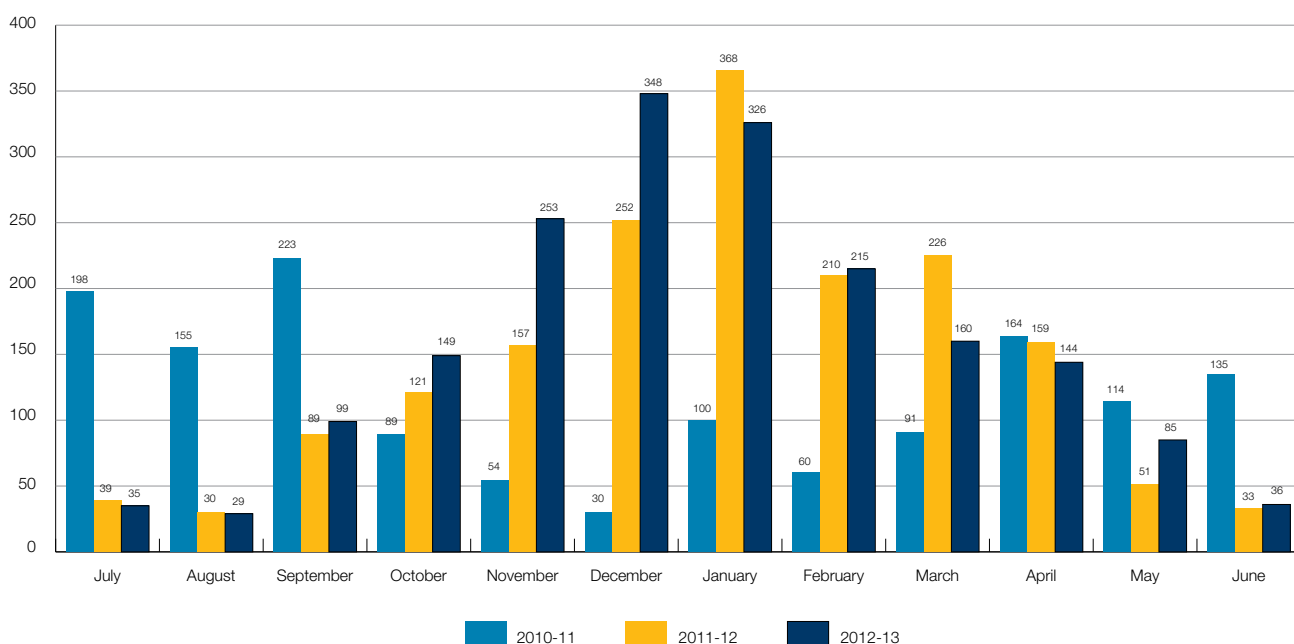
To develop Community Protection Plans to mitigate the impact of bushfire on Tasmanian communities. Community Protection Planning aims to enhance community resilience to bushfire through appropriate emergency planning. By engaging with the community, it clarifies protection priorities for both response and mitigation of bushfire hazards. Plans focus on life protection first, then if resources allow, the protection of important community assets. Community Protection Plans also provide individuals with tailored bushfire safety advice to enable better informed decisions in a bushfire emergency, and alternative shelter options.

The Tasmanian Government has recognised the importance of strategic broad-area prescribed burning to manage bushfire fuels to provide for public safety. Tasmania is ideally suited to the implementation of an integrated fuel management program, in which private landowners and the managers of public lands work together, with the support of key stakeholders including TFS volunteer brigades. The State Fire Management Council (SFMC) now has a core of dedicated personnel to develop and build on the objectives of SFMC, specifically the focus will be to undertake the necessary research and engagement to deliver a plan for an on-going integrated, cooperative and strategic fuel reduction program in suitable vegetation types on private and public lands.



Photo courtesy of Warren Frey.

**Bushfires per month 2010-11 to 2012-13**



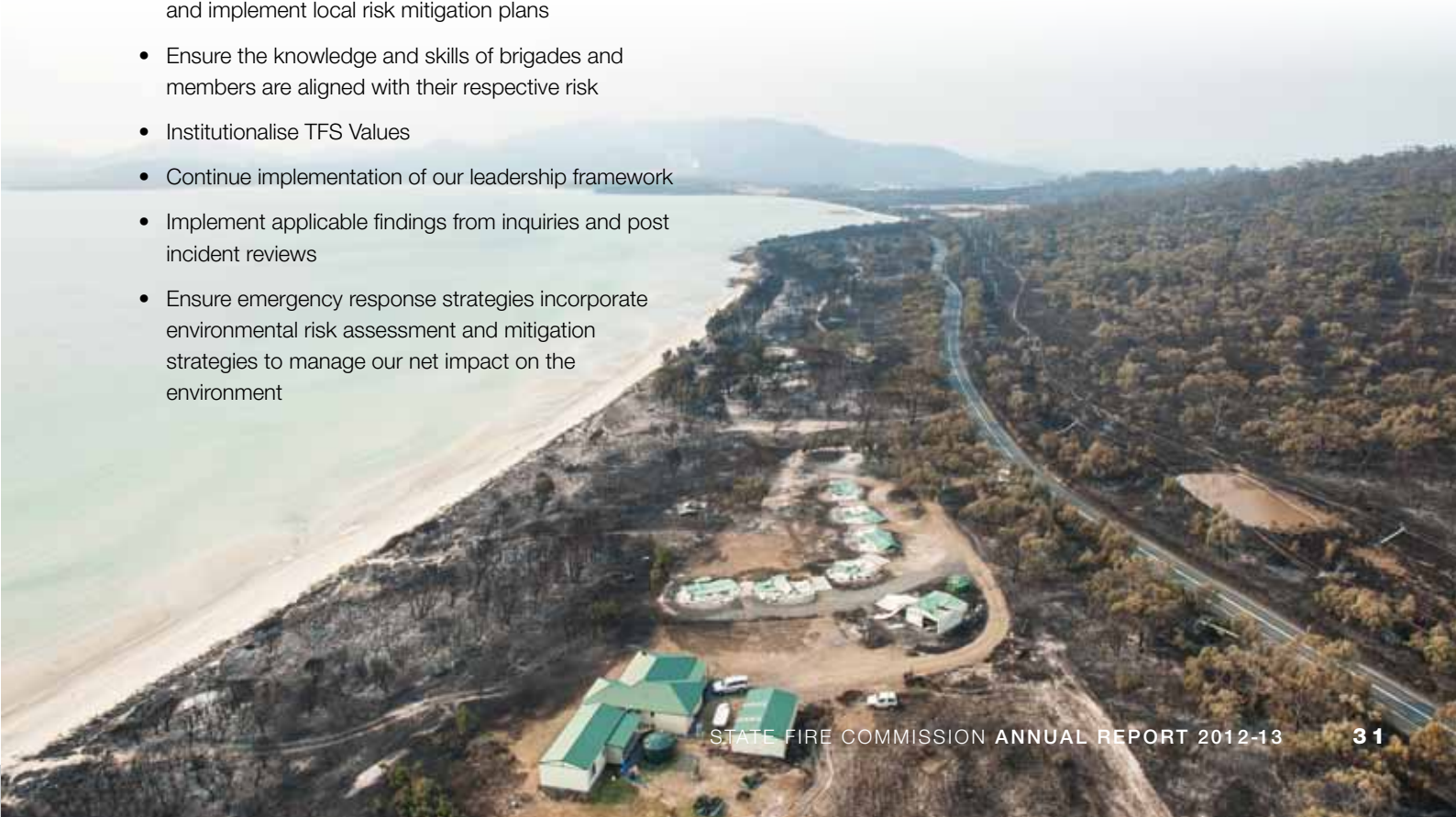


## PRIORITIES FOR 2013-14

- Foster and formalise cooperative arrangements with emergency management partners to facilitate interoperability
- Identify opportunities and implement initiatives to maximise efficiencies and effectiveness across the emergency management sector, and with key stakeholders
- Actively participate in the Emergency Services Review Committee
- Continue participation in, and financial and workload commitment to, AFAC as the peak industry body, the Bushfire and Natural Hazards Cooperative Research Centre and other research partners
- Ensure brigade assignment areas, and mobilisation and response times result in acceptable incident outcomes
- Profile static and dynamic risk and identify and implement a best practice resource distribution model for enhancing public safety
- Identify and apply desirable levels of incident management personnel for extended and complex incidents
- Further reduce unwanted false alarms from DBAs and unnecessary false calls
- Enhance capacity of brigades to effectively engage with communities
- Support the provision of strategic bushfire risk mitigation programs
- Support Fire Management Area Committees to develop and implement local risk mitigation plans
- Ensure the knowledge and skills of brigades and members are aligned with their respective risk
- Institutionalise TFS Values
- Continue implementation of our leadership framework
- Implement applicable findings from inquiries and post incident reviews
- Ensure emergency response strategies incorporate environmental risk assessment and mitigation strategies to manage our net impact on the environment



Photo courtesy of Warren Frey.







The FireComm Team 2013. Photo courtesy of Warren Frey.

## 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 2012-13.

The Commission's Corporate Plan including financial plan was submitted to the Minister for Police and Emergency Management in March 2013 in accordance with the *Fire Service Act 1979*. The Corporate Plan was approved by the Minister following review by the Budget Committee chaired by the Treasurer. The budget for 2013-14 and estimates of actual likely expenditure and revenue were presented to Parliament in June 2013 as part of the Treasurer's papers, and officers of the TFS attended Parliamentary Estimates Committee meetings that month.

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).

**OBJECTIVE 2**

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

Work on refining and formalising Divisional, Regional and Unit Plans continued in 2012-13 with Directors and Regional Chiefs overseeing in-house planning to ensure collaboration between divisions and regions.

A formal planning tool was developed to provide business units with a planning and reporting template. The tool also ensures that units address all objectives and is proving valuable in the development of plans and the reporting of achievements.

**OBJECTIVE 3**

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

Business continuity arrangements for information and communications technology continued to be improved in 2012-13 with TFS reputedly the only emergency service in Tasmania that has site redundancy for its computer aided dispatch system.

The majority of the key TFS information systems can now be run from geographically diverse locations, which include State Headquarters in Hobart, Cambridge and the Telstra Davey Street exchange.

Internal systems predominately will run from State Headquarters or Cambridge and will failover to the other site should one site become uninhabitable. Some other

key systems are also available at the Northern and North Western Regional Headquarters to enable systems work locally if communication links fail.

Other external systems that are accessed by external users, such as the TFS website, are run from State Headquarters and the Telstra Davey Street exchange to enable access externally if wide area network links fail.

The server farms that run these systems have been built for fault tolerance and have several levels of redundancy. Many of the key TFS systems run on a virtualisation platform that enables the servers to work independent of the hardware. This allows TFS to maintain high availability of these servers even in the event of hardware failure, as the servers are automatically migrated to other hardware. A side benefit of this is that it allows TFS to schedule hardware maintenance with no interruption of services. Internal load balancers were also installed this year to speed the failover to redundant systems during failures or planned outage.

The speed of the internal network link between State Headquarters and Cambridge was increased tenfold to allow the storage area network at both sites to be kept synchronised. This will allow the Cambridge site to be brought on-line quickly should there be a failure at State Headquarters. The external network link out of Cambridge has also been increased 30 fold and external traffic out of State Headquarters and Cambridge will automatically failover to this link should the external network link out of State Headquarters fail. Previously this external network link did not have the capacity to support the operation of the TFS in a disaster recovery situation.



Campbell Town volunteer firefighters. Photo courtesy of the Launceston Examiner.





Corporate Services Director and Corporate Services Managers.

## OBJECTIVE 4

To manage our business in an environmentally responsible and sustainable manner

An Environmental Performance Improvement Strategy was completed and approved by the Commission in 2012-13.

The strategies were aligned to address our identified key challenges and some of the key achievements against each challenge include:

### Energy:

- To reduce energy consumption across all TFS owned, shared or leased properties
- Solar powered hot water systems have started to be implemented in all career fire stations
- All new volunteer fire stations have both wall and roof insulation included in the build
- All TFS buildings having heating/cooling options with variable thermostatic controls and in the case of volunteer fire stations three hour automatic switch-off controls

### Travel:

- To reduce emissions through more efficient and effective transportation means including the use of the TFS vehicle fleet
- An increase in the number of passenger vehicles which are diesel powered producing greater fuel efficiency
- An increase in the provision of fuel efficient four cylinder vehicles with a corresponding decrease in six cylinder vehicles
- Recent cab chassis acquisitions for some TFS appliances have included the next generation engines to be available in the interest of reduced carbon footprint and emissions

### Waste:

- To decrease the use of total waste produced by TFS
- Electronic pay slips are now in place across the State replacing the paper based system
- Recycling bins are in place at the majority of major TFS building sites

### Material Usage:

- To reduce material consumption across TFS (including water usage)
- A working party has been established to identify high material usage activities

### Awareness:

- To foster an organisational culture within TFS that recognises and encourages the actions of individuals and workgroups in achieving emissions reductions
- An Environmental Performance Committee (EPC) has been established which includes state-wide representatives to identify and promote environmental initiatives from all of TFS members

## PRIORITIES FOR 2013-14

- 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 Warren Frey.





2012 State Conference delegates. Photo courtesy of the Launceston Examiner.

# 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 is now into its second year of implementation of its streamlined volunteer application process. It has contributed to reducing the time it takes for a volunteer to begin induction and basic training. This has been particularly relevant for the more than 200 new volunteers who have joined since the recent fires.

One way of promoting retention is to support brigades to maximise the engagement of their members. TFS has continued to update the Volunteer Handbook to give brigades better tools to structure their brigades and to provide a wider variety of roles. It now also provides more guidance about the role of brigade leaders and brigade-based leadership development. A well-managed and harmonious brigade, in which all members are valued and have meaningful roles, is more likely to motivate and retain the members it needs to serve their community.

#### Career Firefighter Recruitment

TFS commenced a recruitment campaign for Trainee Firefighters in April 2013 to address staffing needs arising from career firefighter resignations and retirements. Over 440 applications were received. Candidates have completed the rigorous physical and aptitude assessment process. It is expected that the selection process will be completed in August 2013 with 18 Trainee Firefighters commencing a 15 week Trainee Firefighter Development Program in September 2013.



## OBJECTIVE 2

To shape our workforce and performance

### OCCUPATIONAL HEALTH AND SAFETY

Following the introduction of the *Work Health and Safety Act 2012* TFS has re-prioritised work health and safety (WHS) projects to manage key risk and prevent injury to our members.

A review was undertaken of WHS governance structures as a result of an internal process audit. In response to the recommendations of the report, a subcommittee for WHS has been established of the Commission and Executive Leadership Team.

In response to the experiences of the 2013 bushfire season, it was recognised that members and their families were exposed to a range of WHS issues which could result in ongoing health issues. Projects to reduce key risks including fatigue and working alone have commenced, as well as developing safe work methods and modifying workplaces to minimise the risk of falls associated with working at height.

A major project that commenced within our Wellness Program while the fires were still burning was the Post-Fires Member Welfare Project which was established to find additional ways to support our members to better adapt to their changing circumstances. TFS recognised that after an unusually intense fire season, we have many reasons to be thankful for the generosity of our members, their families, and their employers. Our members had to face daunting challenges, including working long hours and confronting situations. Yet our members met those challenges. Many members were directly impacted by the fires themselves. Some lost houses. Many lost income as well as other property. Some lost their employment or business. It's important we acknowledge the challenges our people still face. Many are still adjusting to the new 'normal' of their lives.

The main tasks undertaken by the project included:

- Advising TFS on how to provide appropriate additional information and support for members
- Maintaining a liaison with Bushfire Recovery Taskforce
- Surveying all members and analysing the survey
- Collating information from other emergency service agencies
- Conducting an initial literature search to identify relevant options supported by research evidence
- Identifying current strengths and challenges and developing a longer term approach to post-fires member wellbeing.

One principle underlying TFS' approach to post-fires member welfare has been to not duplicate services that already exist in the community. The intention is to promote members' independence and their effective use of community resources. This approach is consistent with good practice in this context.

The survey was an important tool for finding out how our members and their families were affected. The survey told us that about 80% of members and their families had had little, or no, lasting or immediate impact at the time. The remaining 20% told us that they had been initially affected.

Despite the initial impacts, about 5% of members reported that their wellbeing was now better than before the fires. A further 90% felt much the same as before, and about 5-10% were still adjusting, with 1% overall still feeling 'a lot worse'.

These results told us that half of members immediately impacted had already begun to adjust and that the remaining half, about 5-10% overall, were still needing to adjust to their 'new normal'. This 'lag' is to be expected as everyone's circumstances are different. Further, as some members begin to adapt, others will begin to realise that they still face challenges.

To ensure that support was available TFS continued to promote its confidential Critical Incident Stress Management (CISM) and Employee (Member) Assistance Program (EAP) services. In particular, access to EAP was extended to the families of all TFS members.

The working group is continuing to consult with members to develop and implement a longer-term post-fires member welfare program.

Other activities within the Wellness Program in 2012-13 were:

- Significant upgrades to TFS gym facilities and equipment across the state being achieved. This equipment will assist operational members to maintain the required level of fitness, as well as providing facilities for support staff to manage their health and fitness;
- Mental health training being made available for all career members with assistance from a Healthy@Work grant from the State Service Management Office, Department of Premier and Cabinet. Over 180 career members participated in the training.
- Free flu vaccinations were made available to all career members to reduce the effects of influenza on individuals as well as the impact of sick leave on TFS operations.

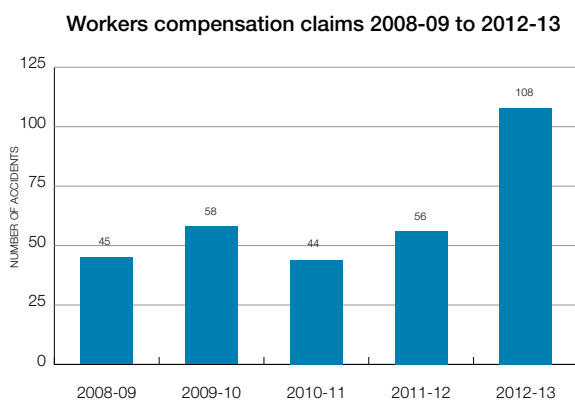
As planned, further low-risk driver training was made available to career members to minimise the risk of accidents arising from driving during Safety Month in October 2012.



2012 Recruit Course. Photo courtesy of the Mercury.

### Workers Compensation

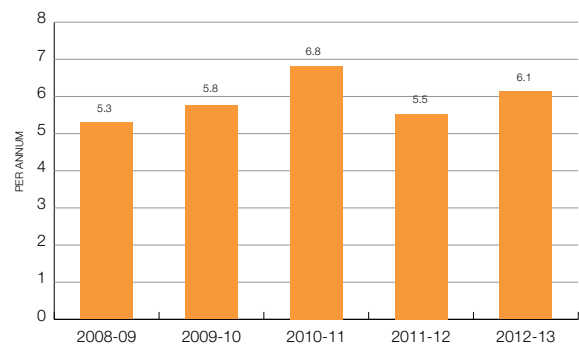
A significant rise in accidents resulting in workers compensation claims was recorded for the 2012-13 financial year. This can be largely attributed to the extreme fire season with most of the incidents resulting in minor injuries. In fact, the number of lost time injuries recorded was lower than the preceding financial year.



### Absence Rate

The absence rate indicates the average number of days of absence on personal leave (personal illness or care for others) per employee per annum. The absence rate for the last financial year is slightly higher than last year indicating more days of absence yet the results are still within overall norms.

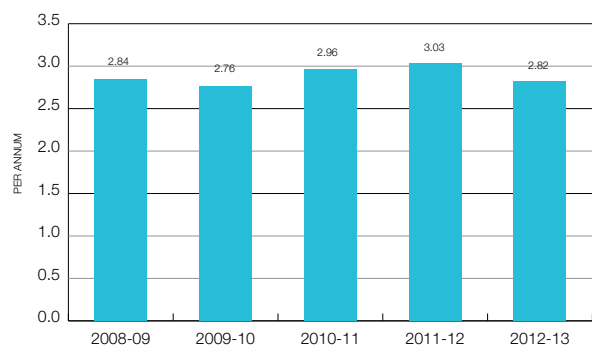
### Average number of personal leave days per employee 2008-09 to 2012-13



### 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. It is pleasing to see that our absence frequency has dropped back down to less than three occasions per employee per annum this financial year indicating that fewer single day absences have been occurring.

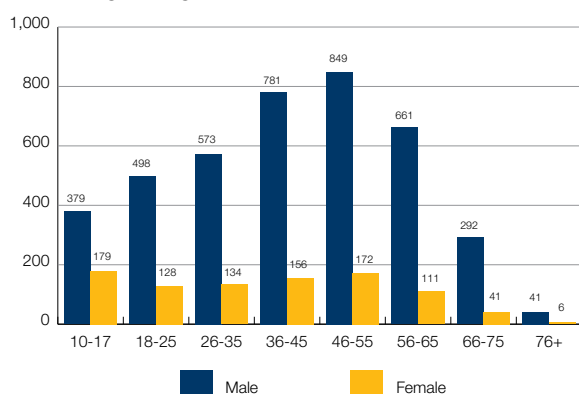
### Average number of absences per employee 2008-09 to 2012-13



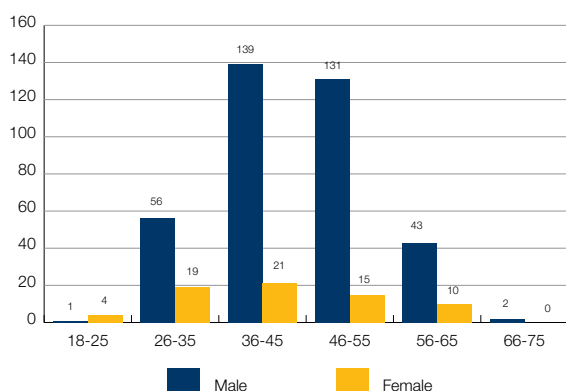
### TFS Gender and Age Diversity

TFS has a healthy age profile. The aging 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. Volunteer numbers have increased by over 200 since the fires in the early part of 2013.

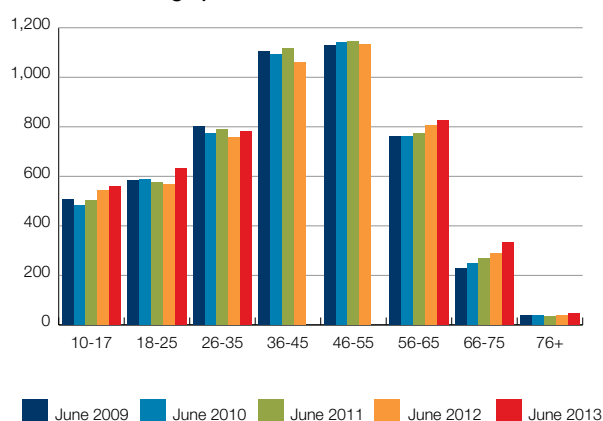
Age and gender of all TFS volunteer members



Age and gender of TFS career, operational and support members



TFS age profile 2009 to 2013 all members



### MANAGING DIVERSITY

During 2012-13, 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 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 increased over three years and then decreased in the last year. Analysis of the reasons for this reflect that the increased workloads arising from the 2013 bushfire season had a significant impact on performance in this area. TFS recognises, however, that continued accountability is needed to embed performance management as a standard management practice.

TFS has also developed role descriptions for a range of volunteer positions. These statements, and other tools like TFS Values and TFS Volunteer Code of Conduct, give TFS a wider range of options to support and encourage constructive behaviours. To further encourage our members to have useful discussions TFS is currently piloting a volunteer performance management tool. This will particularly support our officers to have respectful and clear conversations which will help our members to meet TFS' expectations in relation to how they carry out their roles.

Workplace feedback sessions and personal development plans completed

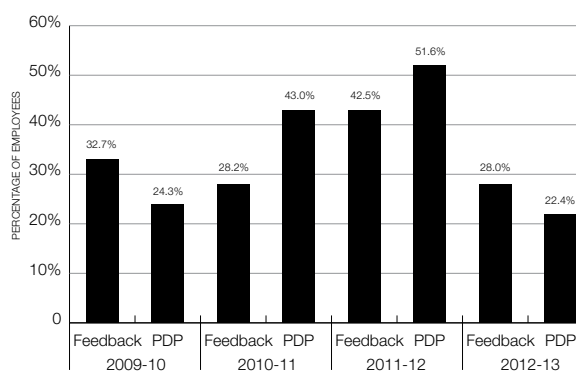






Photo courtesy of the Launceston Examiner.

## COMPETITIONS

### TFBCA State Firefighter Championships

The 2012 Tasmanian Fire Brigades Competitions Association (TFBCA) State Firefighter Championships were held at Launceston's Invermay Park over the weekend of 27-28 October. A total of 16 senior teams and 14 junior teams contested ten different events (six for the juniors) over the two days.

Claremont 1 were impressive in claiming the title of State Champions in both the Senior and Junior sections and also took out the combined aggregate. The 'Best Presented Brigade' awards went to Lenah Valley/Old Beach in the Seniors and Old Beach in the Juniors. Final placings were as follows:

#### Seniors

1st - Claremont 1 .....	182 points
2nd - Devonport 2 .....	173
3rd - Kingston .....	155
4th - New Norfolk .....	140
5th - Prospect .....	95

#### Juniors

1st - Claremont 1 .....	117 points
2nd - Kingston 1 .....	94
3rd - Longford .....	85
4th - Sassafras .....	84
5th - Claremont 2 .....	80

### Combined

1st - Claremont 1 .....	299 points
2nd - Kingston .....	225
3rd - Devonport .....	173
4th - Claremont 2 .....	154
5th - Sassafras .....	150

The TFBCA Executive acknowledges the hard work and dedication of those involved in staging the 2012 Championships, particularly the competitors who make the event a success. The event was generously supported by our corporate partners Bupa, FRM Toyota, Draeger Safety, Aurora Energy, Andrew Walter Constructions, Office Max and Country Club Tasmania.

## OBJECTIVE 3

To lead and manage for the future

### TFS VALUES

Implementation of the new TFS Values continues. The TFS Values have been publicised through posters and articles. TFS Values are now regularly being used to aid in decision-making and in resolving workplace issues. New procedures and policy are based on the TFS Values and include clear reference to the way in which the Values apply to the policy/procedure. TFS is firmly of the view

that the TFS Values will be more than a poster on the wall. They will guide and shape our decisions, our systems, our relationships, our leadership and our organisation into the future.

### TFS LEADERSHIP FRAMEWORK

The design and implementation of the *TFS Leadership Framework* is almost complete. The Framework defines leadership expectations, outlines development programs and ensures that all TFS systems support the desired leadership characteristics. The development and implementation of the Framework is informed by a steering group and a reference group. An ongoing review of TFS systems and processes and their impact on the *TFS Values* and *Leadership Framework* has commenced.

### LEADERSHIP DEVELOPMENT PROGRAMS

The *Fireline Leadership* program continues at TFS. It is aimed at career and volunteer officers and supervisors. So far 221 members have attended. Many members have found the program extremely valuable both within their workplace or brigade, and pleasingly in assisting them to provide leadership during the intense bushfires this summer.

The Executive Leadership Team (ELT) continued their *Leadership Development* program based on the Life Styles Inventory (LSI) self-assessment and 360 degree assessment tools. This program has identified development opportunities for executives and provides a basis for ongoing coaching. The ELT is also actively working on how they operate more effectively as a team. The LSI program was extended to the managers and District Officers this financial year. It has produced tangible results in decision making and quality conversations that would not have been possible previously. It will be extended to career supervisors in the next financial year.

TFS career and volunteer members have continued to participate in a range of other internal and external leadership courses and programs, including Australian Emergency Management Institute and AFAC/Australian Institute of Police Management.

## OBJECTIVE 4

To develop and recognise our people's capability

### LEARNING AND DEVELOPMENT

The highlights in Learning and Development for the 2012-2013 financial year were:

- Articulation of the key TFS learning and development priorities which contributed to the State Fire Commission corporate plan.
- Divisional employee completion of a number of targeted short courses provided by The Training Consortium and other external providers, which included technical skills such as advanced Excel

and Word courses; participation in development programs such as Springboard and attendance at workshops in self-management and interpersonal capability development such as conflict management, working in teams, diversity, ethics and courses and workshops relating to focus areas such as coaching and mentoring, healthy at work initiatives, occupational health and safety and human resource management.

- 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.
- A continuing increase in the skills attainment of volunteer and career operational members.

### Incident Management Training

- TFS participated as part of the IATC which was established in 2011 to coordinate the learning needs of Tasmania's three fire management agencies TFS, PWS and FT to operate within the 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. The IATC reports directly to the Inter-Agency Steering Committee (IASC) which is made up of representatives of those agencies.
- In 2012-13, TFS through the IATC, continued the implementation of the incident management workforce plan which involved the review, recognition and endorsement of staff from the three agencies with current capability in AIIMS roles and the development of training programs for logistics and information management roles.

### Registered Training Organisation activity

TFS as a RTO invested a high proportion of resources over 2012-13 to meet challenges due to compliance related changes in the VET sector. These included a change to a national regulator the Australian Skills Quality Authority (ASQA); the review, development and implementation a new version of the Public Safety Training Package (PUA12); work associated with changes under the Australian Quality Training Framework (AQTF) and ongoing review of policies, procedures and documentation associated with the legislative instruments established under the *National VET Regulator (NVR) Act 2011*; amendments to the *Determination for Training and Assessment Competencies* to be held by Trainers and Assessors and review of systems associated with the changes from Employability Skills to Foundation Skills and the focus on Language, Literacy, Numeracy learning and assessment requirements. It is anticipated that the fast pace of change in the VET sector will continue in 2013-14.

TFS through the AFAC Learning and Development group has contributed to national consultation on the *Standards for Training Packages*; the *NSSC Standards Policy Framework document Improving Vocational Education and Training: the Australian Vocational Qualification System*; the implementation of the *Total VET Activity data collection (TVA)*; the *Unique Student Identifier (USI)* scheme; and the move to full cost recovery for the national regulator the Australian Skills Quality Authority (ASQA).

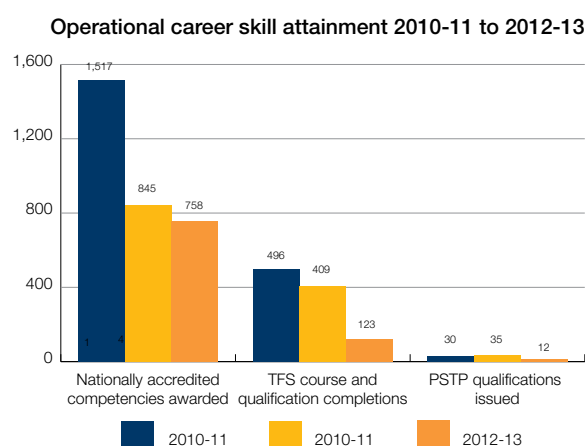


Figure 1: Qualifications achieved by career operational members in 2011-12 compared to last two years

Public Safety Training Package (PSTP) units of competency and qualifications awarded to career operational reflected the current stage of firefighter progression through the professional career pathway. The twelve 2011-2012 Trainee Firefighters all attained their Certificate II in Public Safety (Firefighting and Emergency Management).

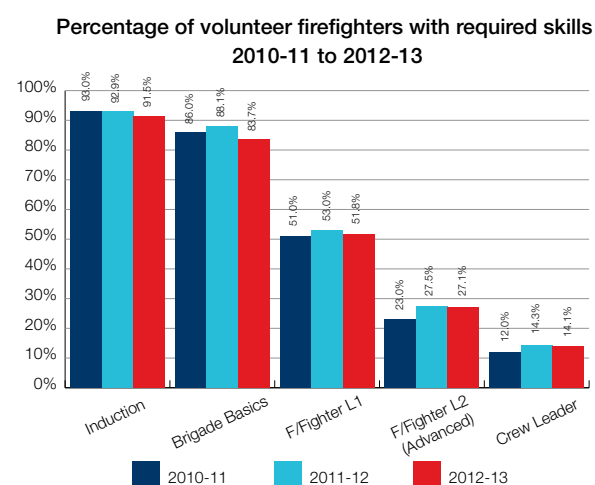
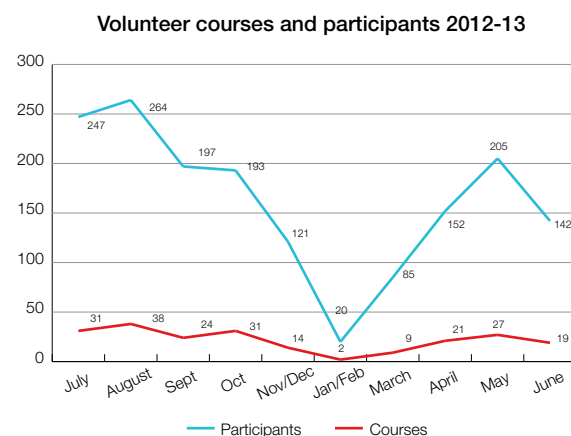


Figure 2: Number of qualifications achieved by volunteer operational members (n = 4,003) in 2012-13 in comparison to previous 2 years

Figure 2 shows a similar level of skills to previous years being retained through a focus on essential firefighting skills, despite the number of courses delivered being around half of those delivered in 2011-12 due to suspension of training during the 2012-13 fire season, which is shown in Figure 3 below.

Figure 3: Number of courses and course participant for all courses in 2012-13.



## OBJECTIVE 5

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

## TFS STATE CONFERENCE

The bi-annual TFS State Conference was held on Saturday 21 July 2012 in Launceston. Following words of welcome from Chief Officer Mike Brown, the conference was formally opened by the Minister for Police and Emergency Management, David O'Byrne who stayed on for the morning session to meet and chat over morning tea with some of the conference delegates from across the State.

2012 saw the introduction of a one day conference format as opposed to the previous TFS State Conference format held over two days. The change to a one day format enabled TFS to extend conference invitations to more than one delegate per brigade which resulted in the largest gathering of TFS personnel attending a state conference and saw more than 350 career and volunteer members present for the day.

Conference invitations were extended to our emergency service and land management agency partners who were represented on the day by Tasmania Police Commissioner Darren Hine, Ambulance Tasmania CEO Dominic Morgan, Parks and Wildlife General Manager Peter Mooney and Forestry Tasmania Fire Management Manager Tony Blanks.



Mr Lloyd Bailey, Chief Operations Officer – FESA, who spoke about the lessons learnt from recent fire events in Western Australian, and Dr Brad Aisbett, presenting on Tanker Based Firefighter research currently being undertaken by the BCRC. Both presented very interesting and informative sessions with Brad also seeking volunteers from within the TFS to participate in further research sessions to be undertaken later this year.

The program included presentations on interoperability from Police Inspector Mark Wright, TFS leadership framework and values, TFS community development trial, TFS incident management arrangements, and case studies from two of the larger fire events of the year the Longford tyre fire and the Meadowbank bushfire to name a few. The quality and professionalism of our local and internal TFS presenters was excellent and would stand up in any conference venue Australia wide.

Static displays outside drew large interest and provided an opportunity for delegates to discuss the advantages of establishing a fill point with volume pump versus appliance drafting, and the advantages of hose lay technique as opposed to utilising hose reels at vegetation fires. The latest TFS Heavy Tanker and Medium Tanker builds, PWS Toyota, and recently commissioned Scania pumper for Launceston Fire Brigade were also on display.

The Chief Officers Award was presented to the organising committee that planned and managed the 2012 Australasian Road Crash Rescue Challenge held in

Hobart (accepted by Paul Salter), and Linda Lacy for her passion, commitment and dedication over many years to the publication of 'FireGround' magazine. Prior to the conclusion of the conference Chief Officer Mike Brown presented awards from the Queensland Government to personnel who were involved in the Queensland flood and Cyclone Yasi deployment.

## AWARDS AND MEDALS

### Australian Fire Service Medal

The Australian Fire Service Medal (AFSM) was awarded to Deputy Regional Chief Ken Burns, Brigade Chief Garry Cooper and State Fire Commission member Rodney Sweetnam

### KEN BURNS

Ken joined TFS as a Cadet Fire Control Officer in February 1977. He served his cadetship working in many locations but worked in the North West Region for most of the period, gaining significant operational experience. He qualified as a Country Fire Officer in that area in 1981. In 1988 he was promoted to District Officer and over several years worked in Field Operations on the West Coast, Midlands District, Training Division and State Operations. During his period at State Operations Ken was instrumental in establishing fire service media management arrangements, including memorandums of understanding, staff training and media release protocols. He has since worked tirelessly to develop formalised arrangements on the use of aircraft both for water



Chief Officer Mike Brown (second from right) with AFSM recipients Ken Burns, Garry Cooper and Rod Sweetnam.

bombing and crew transportation, as well as for aerial intelligence gathering, and also represents Tasmania's position on NAFC. In 2006 Ken was promoted to Deputy Regional Chief in the Northern Region where he played a leading role in the response and recovery effort at the North East fires in the same year. Ken transferred to the Southern Region in 2009 and has acted with distinction as Regional Chief for extended periods. Ken has also been a member of Australian deployments to the USA and Greece.

#### GARRY COOPER

Garry began his distinguished fire service career as a volunteer firefighter with the Nubeena Brigade in 1979 and, in 1983, was elected by his colleagues to the senior position of Brigade Chief; a position he still holds today. In 2005 Garry's outstanding leadership and drive were acknowledged by all brigade officers in the Tasman Peninsula area when he was elected as Group Officer, coordinating the development and activities of all Tasman Group Brigades; also a position he maintains to this day. Garry also holds responsibilities in local members' safety requirements, property inspections and the issuing of fire permits. TFS field officers regularly refer to his leadership and integrity as being positive and very reliable influences over the brigades and the communities of the Tasman Peninsula. Brigade members themselves often comment on Garry's strong and effective leadership.

#### ROD SWEETNAM

Rod began his distinguished fire service career in 1973 in Victoria as a volunteer firefighter with the Country Fire Authority. He was an enthusiastic and active firefighter and spent many summer weekends competing throughout Victoria in fire service competitions. In 1989 Rod moved to Tasmania and joined the brigade near his new home

in Hadsden. His experience and leadership qualities were quickly recognised by his fellow members at the Hadsden Brigade and he was progressively promoted through to the key leadership position of Brigade Chief in 2001. Rod's interest in fire operations and emergency management in general lead to him to seek and obtain a position representing LGAT on the State Fire Management Council from 2002 to 2006. In 2006 the Minister approved a recommendation from LGAT for Rod to represent Local Government on the State Fire Commission; the service's peak governing body. Rod maintains this position today. The Brigades of the Quamby Group also supported his outstanding leadership qualities and elected him as their Group Officer, a position he has held with distinction since 2004.

#### National Medals

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

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

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

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

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

### PLANNED OUTCOMES AND ACHIEVEMENTS 2013-14

- Further develop and continue to implement the State Fire Commission strategic work health and safety plan
- Develop and implement the TFS strategic learning and development plan including ensuring our learning framework encourages strategic thinking, adaptability and flexibility
- Develop strategies to further improve recruitment and selection systems
- Institutionalise TFS Values
- Continue implementation of our leadership framework
- Enhance our internal communication systems, processes and skills
- Monitor the effectiveness of our internal communications



Photo courtesy of Warren Frey.









*Compressed Air Foam System (CAFS) Truck.*

## 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

Peak usage of the TFS website has grown considerably from the previous maximum which occurred last year. On Saturday 5 January 2013 the website had 1,630,610 page views which was approximately 3.6 times as many as the previous maximum on 26 February 2012 (~455,614 page views) and approximately 13.2 times as many as in 11 February 2010 (~123,139 page views).

Community Protection and Response Plans were added to the website this year. The Community Protections Plans are available to the public and they have also been added to the TFS Webmap to allow easier access for the public and to clearly show their area of effect.

The conversion of the TFS website to Google Maps application programming interface to version three from version two was completed this year. This interface allows TFS to use Google Maps on the website with TFS information included.

Two significant website projects were started this year and will be completed in 2013-14. The first is the redevelopment of the community alerts publishing system. This system enables community alerts (Emergency Warnings, Watch and Acts and Advices) to be generated and quickly distributed. The new system will allow multiple warnings to be published for the one incident, a significant change from the existing system which only allows one warning per incident. It will also allow a warning to be generated without an incident existing. The second is the replacement of the current web servers which have reached their 'end of life' and the conversion of the web servers to a commodity hardware platform.

New backup equipment has been deployed in North and North West Regional Headquarters. These will allow tape backups to be removed from both sites. The

capacity of the existing backup equipment at State Headquarters and Cambridge has also been upgraded.

A new storage area network and blade server infrastructure has been implemented this year at State Headquarters, Cambridge and Telstra Davey Street exchange. It replaced the older infrastructure that had reached its 'end of life'. This new infrastructure provides superior failover and business continuity capabilities in the event of hardware failures and disaster scenarios.

The communications networks comprises over 6,000 items of serviceable equipment and this year Communications Services staff completed over 325 site maintenance and inspection visits to brigades, radio sites and regional offices. The Communications workshop in Hobart processed 540 items sent in for servicing repairs down 23 from last year. Planned upgrades were completed at several radio sites including battery systems and transmitter replacements. Twelve brigade stations benefited from communications systems upgrades including the installation of new brigade radios and the provisioning of new security systems.

A new access control system continued to be rolled out and this year systems were installed at Burnie and Launceston. These replaces the aging mil key access system installed in 1995.

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**

The Financial Plan for the Commission for 2012-13 was constructed on a five year basis and provides a long term view of the finances and the financial position of the Commission. This approach is consistent with the Government's budget process and reporting of finances to Parliament.

For 2012-13 additional revenue was generated by increasing the Fire Service Contribution from three to four per cent and this raised additional revenue of \$0.3m. In addition, additional revenue from Insurance Fire Levy contributions of \$1.4m and Motor Vehicle Fire Levy

registrations of \$0.3m were budgeted. The increases allowed the Commission to cover pay increases awarded to firefighters and non-operational staff as well as maintaining an extensive capital program.

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 2012-13 to 2016-17*. 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 5,443 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.

My Incident Map, designed to be used on smart phone and tablets, was released for TFS members and some SES employees. It provides access to current incident information for brigade members to view as they are en route to an incident. Access is via the Internet using a web browser on a mobile device and it has been tailored for touch use. Authorised users can see pages showing incident information, a map showing the route from the current location to the incident, the FIRM incident log, current permits and a link to download a PDF of the pre-incident plan (if available). These pages are not for the public and the existing mobile website, for the public, will remain.

The Fire Notification System, which notifies organisations when a fire is on or near assets they manage, was deployed this year. FT, PWS, Gunns and Norske Skog are currently participating and receiving notifications. The participating organisation supplies a GIS boundary of their assets, the contact details and the notification distance. The system can notify by email, SMS and pager.

Guest WiFi was installed in State Headquarters, Cambridge, Youngtown and 3 Mile Line to allow visiting agencies staff and members of the public to access the internet with their own computers. This is particularly important during level three incidents when PWS, FT, TasPol and Emergency Services Geographic Information System staff are assisting in managing incidents.

## 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 2012-13 the Commonwealth provided a general contribution of \$216,000 and through NAFC provided just over \$1.1 million that enabled the utilisation of five rotary wing aircraft. Three medium water bombing aircraft and two light aircraft were contracted. The mediums were contracted for 84 days and the lights for 56 days in the bushfire season. Funding was also received from the National Disaster Resilience Program of approximately \$90,000 and Volunteer Grants of \$2,000 was received from the Commonwealth Department of Families, Housing, Community Services and Indigenous Affairs.

The State Government provided total funding in 2012-13 of \$16.5 million and this comprised a general contribution of \$1.8 million, wildfire fighting reimbursement of \$13.7 million and \$1.1 million for the Bushfire Readiness Program. As part of the Bushfire Readiness Program \$263,000 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.

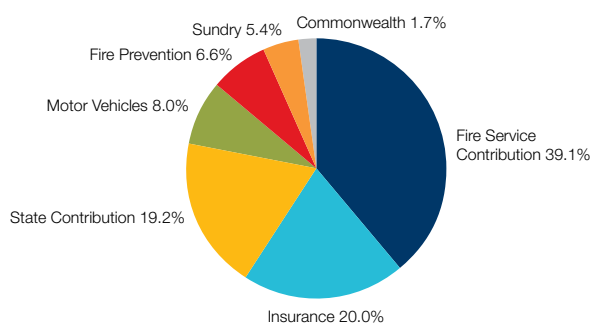
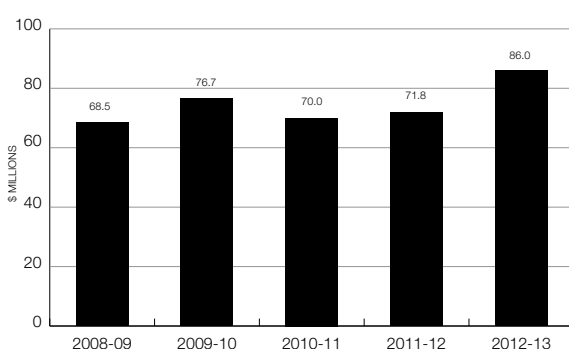
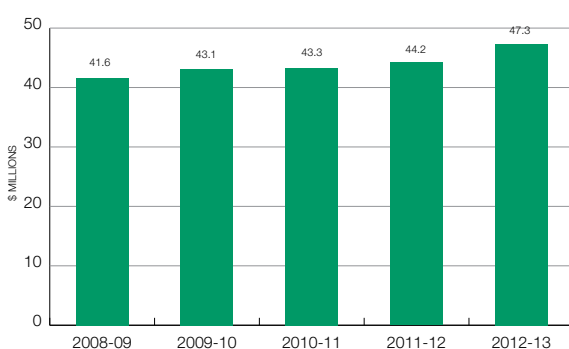
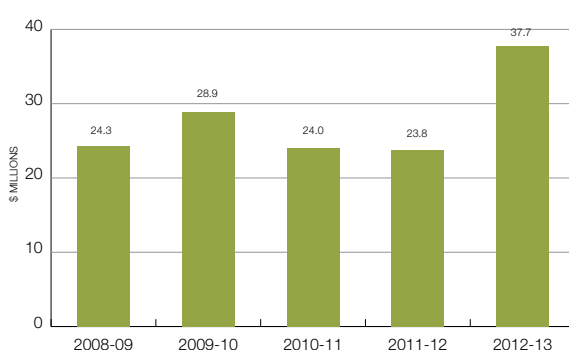
## FINANCIAL OVERVIEW

The Net Surplus for the Commission for 2012-13 was \$1.0 million, compared to a surplus of \$3.7 million for 2011-12, a decrease of \$2.7 million. Income for the twelve months to June 2013 was \$86.0 million compared to \$70.9 for the same period last financial year. The major increases related to the Fire Service Contribution, the State Government Contribution and Sundry Income while Fire Prevention Charges decreased slightly. The significant increases in the State Government Contribution and Sundry Income were due to revenue related to reimbursement of expenses incurred in fighting bushfires. Expenses from Ordinary Activities for the twelve months to June 2013 were \$85.0 million compared to \$67.2 million last financial year. The major variations were in Employee Related Expenses, Operations Expenses and Insurance. The \$11.7 million increase in Operations Expenses was due to unusually large bushfire expenses. Net Assets at 30 June 2013 totalled \$99.3 million, as compared to \$89.1 million last year, an increase of \$10.2 million. \$6.8 million of this was due to a reduction in the liability associated with the underfunding of the State Fire Commission Superannuation Scheme.

An overview of the major revenue sources is detailed as follows.



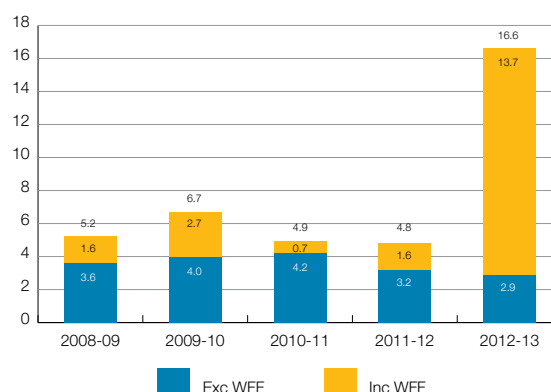
Revenue 2012-13 (\$86.0 Million)

Total Revenue 2008-09 to 2012-13  
In 2012-13 DollarsSalaries 2008-09 to 2012-13  
In 2012-13 DollarsOther Operating Expenses 2008-09 to 2012-13  
In 2012-13 Dollars

### State Government Contribution

The Treasurer must pay to the Commission, out of money appropriated by the Parliament for the purpose, such amount as the Treasurer determines is appropriate towards defraying the operating costs of the Commission. The contribution in 2012-13 was \$16.5 million and represented 19 per cent of the total revenue of the Commission for 2012-13.

The cost of fighting bushfires is mostly reimbursed by 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 2012-13, the State Government reimbursed the Commission \$13.7 million for bushfire fighting costs. In addition capital funding of \$790,000 for the Bushfire Readiness Program was also provided. The additional operational funding of \$263,000 is part of a three-year allocation of \$1.6 million and provides for three community planning officers and education and awareness materials.

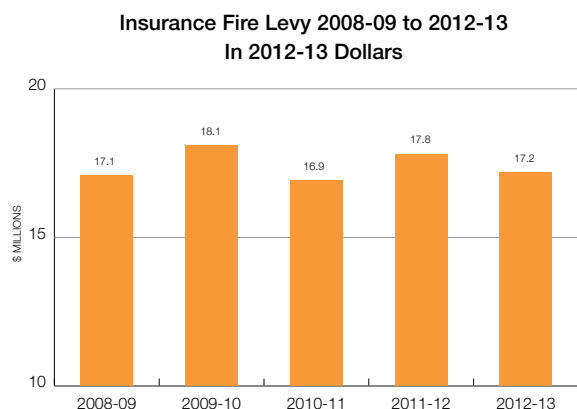
State Government Contribution 2008-09 to 2012-13  
In 2012-13 Dollars

### Commonwealth Government Contribution

The total Commonwealth Government Contribution of \$1.4 million comprised two per cent of the total revenue received by the Commission. A general contribution of \$216,000 was provided. The major purpose of the general contribution is to meet TFS costs associated with providing fire prevention and protection to Commonwealth Government properties in Tasmania. As part of the NAFC strategy Tasmania also received \$1.1 million from the Commonwealth Department of Transport and Regional Services (DOTARS) through NAFC towards the standing charges of five rotary wing aircraft. Funds totalling \$92,000 were provided by the Commonwealth and included \$90,000 for the National Disaster Resilience Program and \$2,000 for volunteer brigades equipment grants.

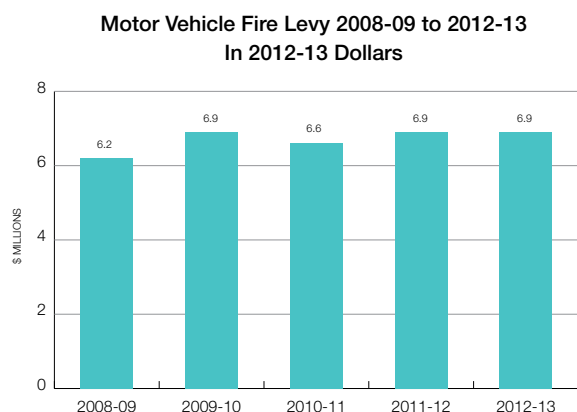
## Insurance Fire Levy

Insurance companies are responsible for the collection of the Insurance Fire Levy. Collections for 2012-13 were \$17.2 million which equated to 20 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

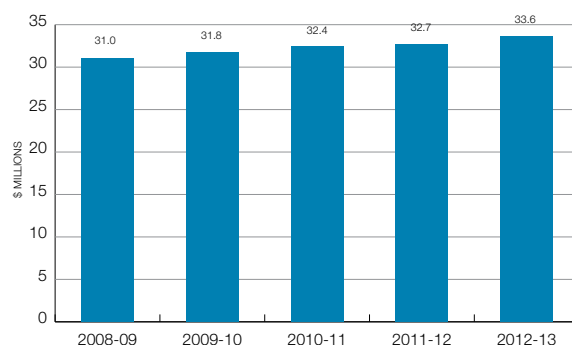
The Motor Vehicle Fire Levy contribution of \$6.9 million collected by the Department of Infrastructure, Energy and Resources represents eight per cent of total revenue. The general levy for motor vehicles (other than motor cycles) was \$16, effective from 1 July 2011 and for pensioners \$11 per vehicle, 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 2012-13 amounted to \$33.6 million and represented 39 per cent of total revenue. The levels of contribution payable by ratepayers vary throughout the State according to assessed annual values of land 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 2012-13.

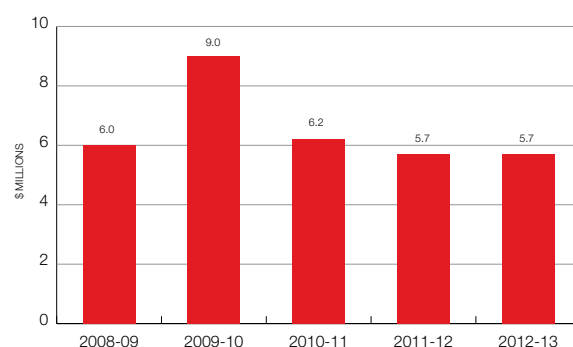
**Fire Service Contribution 2008-09 to 2012-13  
In 2012-13 Dollars**



## 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 2012-13 was \$5.7 million or seven per cent of total revenue.

**Fire Prevention Charges 2008-09 to 2012-13  
In 2012-13 Dollars**



## Sundry Income

Sundry income is derived from a number of sources including reimbursement from other Government agencies for fighting fires on their land, 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 2012-13 was \$4.6 million or five per cent of total revenue.

## PHYSICAL RESOURCE MANAGEMENT

The Commission allocated \$3.1m for its capital program for the 2012-13 financial year. Carried forward funding of \$2.6m for the fire truck replacement was a result of slippage in the build program and funding allocated for 2011-12 not being required until 2012-13.

The allocation for 2012-13 of \$3.1m included \$0.7m for land and buildings, \$0.2m for pumper refurbishments plus carried forward funding of \$2.6m for the heavy tanker build program, \$0.7m for passenger vehicle replacements, and \$1.4m for plant and equipment.



CAFS Training.

### Building Program

A major objective of the Commission is the funding of its Fire Station Replacement Program. For 2012-13 an allocation of \$0.74m was provided for the construction of fire stations at Collinsvale, Oatlands, Grassy and Tomahawk and upgrades for Franklin, Rocherlea, Launceston, Prospect, Lackrana, Memana, Branxholm and St Helens.

Stations at Oatlands and Grassy comprised dual engine bays with a single engine bay for Collinsvale and Tomahawk. All stations will include a separate meeting room, toilets, kitchenette, 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 \$0.2m to refurbish two pumpers was provided in 2012-13. In addition 14 heavy four wheel drive heavy crew cab vehicles will be fabricated from carry forward funds of \$2.6m.

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 fire fighting appliance, due to increased stowage volume and deliver significant benefits from a safety and WH&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 appliance. The appliances have also been specified 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 \$1.4 million included communications equipment, computer hardware and software and workshop and office equipment. The total cost for computer and communications equipment allocated for 2012-13 was \$1.2m.

Major communications network upgrades in 2012-13 included the replacement of aging paging system infrastructure (paging transmitters and associated links) across the State, ensuring that critical systems maintain high availability and serviceability in 2012-13. The base radio replacement project will continue, the second year of a five year program, this project replaces radio network infrastructure and equipment across the State ensuring that critical systems maintain high availability and serviceability.

There were two major Information and Communication Technology infrastructure projects undertaken in 2012-13. The first was the upgrade of the Storage Area Network (SAN) and blade server infrastructure at our Hobart and disaster recovery sites to replace aging equipment and to improve business continuity. The second was the replacement of the 'end of life' servers used for TFS's operational systems and the conversion of these systems to a different operating environment to reduce the server purchase costs. The desktop and laptop replacement program continued in 2012-13.

A budget of \$0.18m was provided for firefighting equipment and \$0.1m for workshop and office equipment.

### SYSTEM UPGRADES

#### Computer System Developments

##### Desktop Computers

The replacement of approximately two thirds of the desktop personal computers (PC's) started this year and will be completed early 2013-14. The replaced PC's will be offered to volunteer brigades.



### **Operational and Website Servers Replacement**

The replacement of the operational and website servers started this year and will be completed in 2013-14. The servers are being replaced as they have reached 'end of life'. They are being replaced with new commodity hardware which is cheaper than the proprietary servers currently used; however this change will require significant software development to convert software to the new platform.

### **Window Server Monitoring System**

Microsoft System Centre Operation Manager was implemented to monitor Microsoft servers and application. It will notify Information Systems Branch staff 24 hours a day 7 days a week when systems deviate from normal operational limits.

### **System Centre Configuration Manager**

Microsoft System Centre Configuration Manager was implemented to build and install software packages on the desktop and laptop fleet. It was installed to replace a system that was discontinued and to reduce licencing costs.

### **System Centre Service Manager**

Microsoft System Centre Service Manager was implemented to manage helpdesk tasks to consolidate two disparate systems and to better manage change and release management.

### **Uninterruptable Power Supply State Headquarters**

The computer room uninterruptable power supply at State Headquarters was replaced to provide increased uptime capacity and reliability.

## **COMMUNICATIONS UPGRADES**

### **Business Continuity Upgrade**

Further system upgrades to operational systems were completed this year, these included: installation of a larger capacity uninterrupted power supply to improve changeover run time in the Hobart server room; the emergency power generator was replaced at Hobart State Headquarters; further upgrades were undertaken on communications voice switchers that now enable diversity switching between TFS centres at Hobart, Cambridge and AT in Hobart.

### **Communications Network Upgrade Project**

TFS continued to upgrade both its radio and paging networks and this year with the installation of new data links from State Headquarters in Hobart to District Offices at Bothwell and Huonville. The extra capacity has enabled TFS to provide enhanced services for operations which include monitoring of remote field cameras that enabled incident management teams in the Hobart State Operations centre to view the progress of fires around much of the southern region over the summer period.

On King Island a local radio tower at Currie was replaced and the two paging system transmitters on the island were upgraded. Upgrades to other paging system transmitters and links were funded and completed at seven sites across the state to enhance response of local emergency services.

Upgrades to communications systems at local volunteer stations across the state continued with new brigade radios being installed in seven stations and a further twelve brigades received upgraded station radio. TFS also installed twelve new radios in ambulances for AT as well as providing ongoing systems provisioning and services to AT and SES for radio communications and dispatch paging services.

### **Access and Security System Upgrades**

Seven fire stations had security system upgrades with some stations being rewired to provide better phone and computer infrastructure for local incident management. Upgrading continued of the TFS building access control system with installations completed at Burnie Station and partial completion at the Northern Region Youngtown complex and North West Region complex. These installations improve the controlled access and security of TFS buildings and staff.

### **Finance System**

The Commission is in the process of updating to the next version of its finance system software and testing of the new version is currently in progress. This new version will enable the implementation of efficiencies such as bar coding of stock and the implementation of mobile data entry for servicing and billing by TFE service staff at customer sites.

## **PLANNED OUTCOMES AND ACHIEVEMENTS 2013-14**

- 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 enhance 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



## STATE FIRE COMMISSION FINANCIAL STATEMENTS 2012-13

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*.

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#### FINANCIAL STATEMENTS

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## STATE FIRE COMMISSION CERTIFICATION OF FINANCIAL STATEMENTS

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

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

- a) the financial statements are drawn up so as to give a true and fair view of the results and cash flows for the period 1 July 2012 to 30 June 2013 and the financial position at 30 June 2013 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**

13 September 2013

Lyndsay Suhr AFSM

**COMMISSION MEMBER**



## Independent Auditor's Report

To Members of the Parliament of Tasmania

State Fire Commission

Financial Report for the Year Ended 30 June 2013

## Report on the Financial Report

I have audited the accompanying financial report of State Fire Commission (the Commission), which comprises the statement of financial position as at 30 June 2013 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 Commissioners.

## 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 2013 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

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Professionalism | Respect | Camaraderie | Continuous Improvement | Customer Focus

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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**



J K Dean  
General Manager Financial Audit Services  
Delegate of the Auditor General

HOBART  
18 September 2013

...2 of 2

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## STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2013

	Note	2013 \$'000	2012 \$'000
<b>INCOME</b>			
Fire Service Contribution		33,581	32,289
Insurance Fire Levy		17,200	17,556
State Government Contribution	2	16,544	4,770
Motor Vehicle Fire Levy		6,911	6,826
Fire Prevention Charges	3	5,668	5,607
Sundry Income	4	4,631	2,528
Commonwealth Government Contribution	2	1,430	1,338
<b>Total Income</b>		<b>85,965</b>	<b>70,914</b>
<b>EXPENSES</b>			
Employee Related Expenses	5	47,347	43,687
Community Awareness, Subscriptions and Professional Fees	6	1,433	1,129
Learning and Development		740	589
Operations Expenses	7	20,135	8,431
Protective Clothing and Uniforms	8	919	704
Depreciation	19	5,501	5,114
Financial and Other Expenses	9	3,944	3,694
Insurance		1,688	829
Borrowing Costs	10	251	283
Repairs and Maintenance	11	1,612	1,634
Minor Equipment Under \$2,000	12	1,441	1,114
<b>Total Expenses</b>		<b>85,011</b>	<b>67,208</b>
<b>Net Surplus/(Deficit)</b>	22	<b>954</b>	<b>3,706</b>
<b>Other Comprehensive Income</b>			
<i>Items That Will Not be Reclassified Subsequently to Profit or Loss</i>			
Gain/(Loss) on movement in SFC Super Scheme obligation	13, 22	6,839	(4,352)
Increase/(Decrease) in Asset Revaluation Reserve	23	2,465	(170)
<b>Total Comprehensive Income for the Year</b>		<b>9,304</b>	<b>(4,522)</b>
<b>Comprehensive Result</b>	24	<b>10,258</b>	<b>(816)</b>

## STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2013

		Reserves \$'000	Retained Surpluses \$'000	TOTAL \$'000
<b>Balance as at 30 June 2011</b>		<b>15,204</b>	<b>74,672</b>	<b>89,876</b>
<b>Net Surplus/(Deficit)</b>	22	-	<b>3,706</b>	<b>3,706</b>
<b>Other Comprehensive Income</b>				
Gain/(Loss) attributable to the SFC Superannuation Scheme	22	-	(4,352)	(4,352)
Increase/(Decrease) in Asset Revaluation Reserve	23	(170)		(170)
<b>Balance as at 30 June 2012</b>		<b>15,034</b>	<b>74,026</b>	<b>89,060</b>
<b>Net Surplus/(Deficit)</b>	22	-	<b>954</b>	<b>954</b>
<b>Other Comprehensive Income</b>				
Gain/(Loss) attributable to the SFC Superannuation Scheme	22	-	6,839	6,839
Increase/(Decrease) in Asset Revaluation Reserve	23	2,465		2,465
<b>Balance as at 30 June 2013</b>		<b>17,499</b>	<b>81,819</b>	<b>99,318</b>

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

## STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2013

	Note	2013 \$'000	2012 \$'000
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	14, 26	11,132	15,186
Receivables	15	2,959	2,093
Inventories		1,471	1,401
Other Current Assets	16	2,932	3,223
<b>Total Current Assets</b>		<b>18,494</b>	<b>21,903</b>
<b>NON-CURRENT ASSETS</b>			
Capital Work in Progress	19	5,493	4,026
Property, Plant and Equipment	19	98,108	93,163
<b>Total Non-Current Assets</b>		<b>103,601</b>	<b>97,189</b>
<b>TOTAL ASSETS</b>		<b>122,095</b>	<b>119,092</b>
<b>CURRENT LIABILITIES</b>			
Payables and Income in Advance	20	3,726	4,824
Provision for Employee Related Expenses	13	12,105	11,464
Borrowings	21	1,368	-
<b>Total Current Liabilities</b>		<b>17,199</b>	<b>16,288</b>
<b>NON-CURRENT LIABILITIES</b>			
Provision for Employee Related Expenses	13	927	886
SFC Superannuation Fund Net Liability	13	1,321	8,160
Borrowings	21	3,330	4,698
<b>Total Non-Current Liabilities</b>		<b>5,578</b>	<b>13,744</b>
<b>TOTAL LIABILITIES</b>		<b>22,777</b>	<b>30,032</b>
<b>NET ASSETS</b>		<b>99,318</b>	<b>89,060</b>
<b>EQUITY</b>			
Retained Surpluses	22	81,819	74,026
Reserves	23	17,499	15,034
<b>TOTAL EQUITY</b>	24	<b>99,318</b>	<b>89,060</b>

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



## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2013

	Note	2013 \$'000	2012 \$'000
<b>Cash Flows from Operating Activities</b>			
Receipts from Operating Activities		86,723	70,541
Payments to Suppliers and Employees		(81,743)	(60,670)
Interest Paid		(250)	(283)
Interest Received		516	493
<b>Net Cash provided by Operating Activities</b>	26(b)	<b>5,246</b>	<b>10,081</b>
<b>Cash Flows from Investing Activities</b>			
Proceeds from Sale of Equipment		128	562
Payments for Property, Plant and Equipment		(9,428)	(7,921)
<b>Net Cash used in Investing Activities</b>		<b>(9,300)</b>	<b>(7,359)</b>
<b>Cash Flows from Financing Activities</b>			
Repayment of loan		-	(3,330)
Proceeds from loan		-	3,330
<b>Net Cash used in Financing Activities</b>		<b>-</b>	<b>-</b>
<b>Net Increase/(Decrease) in Cash and Cash Equivalents</b>		<b>(4,054)</b>	<b>2,722</b>
<b>Cash and Cash Equivalents at the Beginning of the Financial Period</b>		<b>15,186</b>	<b>12,464</b>
<b>Cash and Cash Equivalents at the End of the Financial Period</b>	26(a)	<b>11,132</b>	<b>15,186</b>

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

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

### 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 2010*. Fire safety requirements in buildings are reported on and inspected for their operational suitability in accordance with the *Building Regulations 2004*.

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

#### (b) Basis of Financial Statements

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

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

#### (c) System of Accounting

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

#### (d) Inventories

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

#### (e) Receivables

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

#### (f) Capital Work in Progress

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

#### (g) Plant, Property and Equipment

##### Asset Revaluation

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

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

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

##### Land and Buildings

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

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 30 JUNE 2013

During the year ended 30 June 2013, the asset classes of Land and Buildings were each revalued upwards by \$1.361m (2012 \$0.009m decrement) and \$1.104m (2012 \$0.161m 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.

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

#### Depreciation

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

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

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

#### (h) Impaired Assets

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

#### (i) Assets Held for Sale

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

#### (j) Provision for Employee Related Expenses

No cash reserve has been set aside to meet commitments from the Provision for Employee Related Expenses and commitments will be met as they fall due. The Provision comprises 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.



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

**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 as such it is considered inappropriate to make provision for future sick leave.

### (k) Superannuation

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

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

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

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

### (l) Investments and Borrowings

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

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

### (m) Financial Liabilities

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

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

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

### (n) Cash and Cash Equivalents

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

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

### (o) Insurance Fire Levy

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

**(p) Fire Service Contribution**

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

**(q) Motor Vehicle Fire Levy**

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

**(r) Goods and Services Tax**

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

**(s) Borrowing Costs**

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

**(t) Changes in Accounting Policies**

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

Standard	Comment
Amendments to AASB 101 'Presentation of Financial Statements'	The amendments (part of AASB 2011-9 'Amendments to Australian Accounting Standards – Presentation of Items of Other Comprehensive Income') retain the option to present profit or loss and other comprehensive income in either a single statement or in two separate but consecutive statements. However, the amendments to AASB 101 require items of other comprehensive income to be grouped into two categories in the other comprehensive income section: (a) items that will not be reclassified subsequently to profit or loss and (b) items that may be reclassified subsequently to profit or loss when specific conditions are met. The amendments have been applied retrospectively, and hence the presentation of items of other comprehensive income has been modified to reflect the changes. Other than the above mentioned presentation changes, the application of the amendments to AASB 101 does not result in any impact on profit or loss, other comprehensive income and total comprehensive income.
Amendments to AASB 101 'Presentation of Financial Statements'	The amendments 'part of AASB 2012-5 'Further Amendments to Australian Accounting Standards arising from Annual Improvements 2009-2011 Cycle') requires an entity that changes accounting policies retrospectively, or makes a retrospective restatement or reclassification to present a statement of financial position as at the beginning of the preceding period (third statement of financial position), when the retrospective application, restatement or reclassification has a material effect on the information in the third statement of financial position. The related notes to the third statement of financial position are not required to be disclosed.

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

Management has not yet assessed the impact of the standards listed below.

Standards	Effective Date (Beginning)	Application Date (Ending)
AASB 9 'Financial Instruments' (December 2009), AASB 2009-11 'Amendments to Australian Accounting Standards arising from AASB 9' and AASB 2012-6 'Amendments to Australian Accounting Standards – Mandatory Effective Date of AASB 8 and Transition Disclosure'	1 January 2015	30 June 2016
AASB 9 'Financial Instruments' (December 2010), AASB 2010-7 'Amendments to Australian Accounting Standards arising from AASB 9 (December 2010)' and AASB 2012-6 'Amendments to Australian Accounting Standards – Mandatory Effective Date of AASB 8 and Transition Disclosure'.	1 January 2015	30 June 2016
AASB 13 'Fair Value Measurement' and related AASB 2011-8 'Amendments to Australian Accounting Standards arising from AASB 13'	1 January 2013	30 June 2014
AASB 119 'Employee Benefits (2011)' and AASB 2011-10 'Amendments to Australian Accounting Standards arising from AASB 119 (2011)'	1 January 2013	30 June 2014
AASB 127 'Separate Financial Statements (2011)' and AASB 2011-7 'Amendments to Australian Accounting Standards arising from the consolidation and Joint Arrangements standards'	1 January 2013	30 June 2014

**(u) Judgements and Assumptions**

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

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

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

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

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

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



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

### 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:-

	2013 \$'000	2012 \$'000
<b>State Government Contributions</b>		
General Contribution	1,806	1,806
Bushfire Readiness Programme - Operational	263	525
Bushfire Readiness Programme - Capital	790	790
Wildfire Fighting Reimbursements	13,685	1,649
<b>Total</b>	<b>16,544</b>	<b>4,770</b>
<b>Commonwealth Government Contributions</b>		
General Contribution	216	215
Helicopter Hire	1,122	1,040
Volunteer Grants	2	16
Natural Disaster Resilience Program	90	67
<b>Total</b>	<b>1,430</b>	<b>1,338</b>

### 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	1,574	1,716
Sale of Alarm Equipment	74	111
Alarm Rental	973	903
Alarm Network Fee	966	911
Avoidable False Alarms	123	128
Commercial Training	851	796
Inspection Fees - TasFire Equipment	964	876
Inspection Fees - Building Safety	143	166
<b>Total</b>	<b>5,668</b>	<b>5,607</b>

### 4. Sundry Income

Reimbursement by Ambulance Tasmania <sup>1</sup>	205	778
Road Accident Rescue	253	147
Interest Received	516	493
Wildfire Fighting Reimbursements <sup>2</sup>	2,687	131
Worker's Compensation Refunds	133	80
Reimbursement of Interstate & Overseas deployments	-	40
Communications	38	43
Insurance Recoveries	102	47
Reimbursements from Tasmanian Government Agencies for staff services	148	167
Reimbursements for construction of shared facilities <sup>3</sup>	220	210
Proceeds from 'Building in Bushfire Prone Area' course	-	64
Other	329	328
<b>Total</b>	<b>4,631</b>	<b>2,528</b>

1. Contribution for shared facilities and reimbursement for costs incurred in upgrading and maintaining Ambulance Tasmania radio network and communication centre. (Note 12)

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

3. Contribution by other State Agencies towards shared facilities

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

### 5. Employee Related Expenses

Salaries, Wages and Allowances	34,840	31,172
Payroll Tax	2,530	2,440
Annual Leave	4,037	4,051
Long Service Leave	1,074	1,107
Superannuation <sup>1</sup>	4,866	4,917
<b>Total</b>	<b>47,347</b>	<b>43,687</b>

#### 1. Superannuation Contributions:

State Fire Commission Superannuation Scheme	1,216	1,626
Retirement Benefits Fund	2,312	2,115
Other Funds	1,267	1,076
Superannuation related to provisions for Long Service Leave and Annual Leave	71	100
<b>Total Superannuation Expense</b>	<b>4,866</b>	<b>4,917</b>

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

Advertising	572	502
Functions	29	26
Grants and Donations	61	61
Professional Fees	456	322
Subscriptions	288	186
Other	27	32
<b>Total</b>	<b>1,433</b>	<b>1,129</b>

### 7. Operations Expenses

Communication Expenses	1,530	1,636
Computer Expenses	1,191	868
Consumables	366	304
Electricity	683	634
Wildfire Fighting Catering	511	53
Wildfire Fighting Support from Other Agencies	2,404	-
Fire Suppression & Control	34	38
Hire of Equipment	56	68
Motor Vehicle Expenses	1,295	1,098
Municipal Rates	460	418
Office Cleaning	177	177
Printing and Stationery	277	193
Travel Expenses	781	416
Wildfire Fighting Helicopter Expenses	3,139	1,996
Wildfire Fighting Equipment Hire	6,941	274
Other	290	258
<b>Total</b>	<b>20,135</b>	<b>8,431</b>

### 8. Protective Clothing and Uniforms

Protective Clothing	693	494
Uniforms	226	210
<b>Total</b>	<b>919</b>	<b>704</b>

### 9. Financial and Other Expenses

Audit Fees	47	46
Cost of Goods Sold		
Sale of Fire Safety Services and Equipment	708	659
Sale of Alarm Equipment	68	102
Fringe Benefits Tax	141	151
Local Government Collection Fees	1,343	1,292
(Gain)/Loss on Sale of Assets	31	(96)
Pensioner Rebates (Municipal)	1,033	990
Pensioner Rebates (Transport)	513	456
Stock Losses and Write Offs	3	21
Other	57	73
<b>Total</b>	<b>3,944</b>	<b>3,694</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$'000	2012 \$'000
<b>10. Borrowing Costs</b>		
Interest on Bank Overdraft	15	1
Interest on Interest Bearing Liabilities	236	282
<b>Total</b>	<b>251</b>	<b>283</b>
<b>11. Repairs and Maintenance</b>		
Communication Expenses	165	178
Computer Equipment	13	9
Fire Fighting Equipment	86	79
Land and Buildings	438	450
Motor Vehicles	871	883
Office Furniture	10	6
Workshop Equipment	29	29
<b>Total</b>	<b>1,612</b>	<b>1,634</b>
<b>12. Minor Equipment Under \$2,000</b>		
Communication Equipment	20	26
Computer Equipment	95	120
Fire Fighting Equipment	310	631
Office Furniture and Related Equipment	221	147
Tasmanian Ambulance Service Communications Equipment (Note 4)	373	74
Workshop Equipment	80	78
Wildfire Fighting Equipment	336	9
Other	6	29
<b>Total</b>	<b>1,441</b>	<b>1,114</b>
<b>13. Provision for Employee Related Expenses</b>		
<b>Current Provisions</b>		
Provision for Long Service Leave	6,873	6,531
Provision for Annual Leave	3,210	3,015
Provision for Superannuation <sup>1</sup>	1,331	1,264
Provision for Payroll Tax <sup>1</sup>	691	654
<b>Total</b>	<b>12,105</b>	<b>11,464</b>
<b>Non-Current Provisions</b>		
Provision for Long Service Leave	776	741
Provision for Superannuation <sup>1</sup>	98	94
Provision for Payroll Tax <sup>1</sup>	53	51
<b>Total</b>	<b>927</b>	<b>886</b>

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

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

	2013	2012
Number of defined benefit members at 30 June	102	105
	<b>\$'000</b>	<b>\$'000</b>
Total Annual Salaries	7,727	7,962
Total Liability Offset Accounts	(439)	(384)

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

### Assumptions

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



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

<b>13. Provision for Employee Related Expenses (continued)</b>	<b>2013</b>	<b>2012</b>
<i>Discount rate p.a.</i>		
Gross of Tax	4.20%	3.40%
Net of Tax	3.60%	2.90%
<i>Salary increases p.a.</i>		
2012/13	2.5%	3.5%
2013/14	2.5%	3.0%
Thereafter	2.5%	2.5%
<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 investigation at 1 May 2012	As per actuarial investigation at 1 May 2010
<i>Member movements</i>		
<b>Assets and Liabilities Recognised</b>	<b>2013 \$'000</b>	<b>2012 \$'000</b>
Present value of defined benefit obligation at end of year	(22,817)	(25,703)
Fair value of plan assets at end of year	21,496	17,543
<b>Net Asset/(Liability) Recognised</b>	<b>(1,321)</b>	<b>(8,160)</b>
<b>Income/Expense Recognised</b>		
Current service cost	1,148	935
Interest cost	693	1,075
Expected return on plan assets <sup>1</sup>	(1,224)	(1,362)
Net Actuarial (gains)/losses	-	-
<b>Net (Income)/Expense Recognised</b>	<b>617</b>	<b>648</b>
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.		
<b>Reconciliation of Income/Expense Recognised</b>		
<b>Gain/(Loss) on movement in SFC Super Scheme obligation</b>	<b>6,839</b>	<b>(4,352)</b>
<i>(Disclosed in Statement of Changes in Equity)</i>		
Employer Contributions (Defined Benefit)	(978)	(1,380)
Employer Contributions (Productivity Account)	(238)	(246)
Total Employer Contributions (Defined Benefit)	(1,216)	(1,626)
<i>(Disclosed in Employee Related Expenses)</i>		
<b>Net Income/(Expense) Recognised</b>	<b>5,623</b>	<b>(5,978)</b>
<b>Movement in Recognised Liability/(Asset)</b>		
Superannuation Liability/(Asset) at Beginning of Year	<b>8,160</b>	<b>3,808</b>
Loss/(Gain) recognised in Statement of Changes in Equity	(6,839)	4,352
<b>Superannuation Liability/(Asset) at Year-end</b>	<b>1,321</b>	<b>8,160</b>
<b>Cumulative Gain/(Loss) Recognised in Statement of Changes in Equity</b>		
Actuarial Gains/(Losses)	5,866	(974)
	<b>Projected 2014 \$'000</b>	<b>Projected 2013 \$'000</b>
<b>Projections for 2013-14</b>		
<b>Current Service Cost</b>	<b>925</b>	<b>1,169</b>
Component of net interest relating to defined benefit obligation	796	696
Component of net interest relating to assets	(779)	(1,236)
<b>Net Interest on Net Superannuation Liability/Asset</b>	<b>17</b>	
<b>Projected expense recognised in income statement</b>	<b>942</b>	<b>629</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

### 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 2013.

	Actual Allocation 30 June 2013	Scheme Benchmark 30 June 2013	Scheme Benchmark 30 June 2012
	%	%	%
<b>Strategic Asset Allocation</b>			
Australian shares	25%	25%	25%
International shares	17%	17%	17%
Low Beta Strategies	3%	3%	4%
Unlisted Property	16%	16%	16%
Diversified Fixed Interest	12%	12%	12%
Infrastructure/"Absolute Return"	21%	21%	20%
Term Deposits/Cash	6%	6%	6%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

	2013 \$'000	2012 \$'000
<b>Reconciliation of the Present Value of the Defined Benefit Obligation</b>		
<b>Present value of defined benefit obligation at start of year</b>	<b>25,703</b>	<b>24,668</b>
Current service cost	1,148	935
Interest cost	693	1,075
Member contributions and transfers from other funds	397	475
Actuarial (gains)/losses	(3,626)	3,213
Benefits and tax paid	(1,497)	(4,663)
<b>Present value of defined benefit obligation at end of year</b>	<b>22,817</b>	<b>25,703</b>

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

	2013 \$'000	2012 \$'000
<b>Fair value of plan assets at start of year</b>	<b>17,542</b>	<b>20,860</b>
Expected return on plan assets	1,224	1,362
Actuarial gains/(losses)	2,852	(1,871)
Employer contributions	978	1,380
Member contributions and transfers from other funds	398	475
Benefits and tax paid	(1,497)	(4,663)
<b>Fair value of plan assets at end of year</b>	<b>21,496</b>	<b>17,542</b>

#### General plan information

The Scheme was closed to new members on 30 June 2005.

Members of the Scheme are entitled to receive lump sum benefits on leaving service due to retirement, death, total and permanent disablement and resignation. An actuarial investigation into the Scheme was performed as at 30 April 2013 by Dr David Knox FIAA of Mercer Consulting (Australia) Pty 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 2012	19,314

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

- 11% of salaries, plus
- 10% of of any benefit paid to exiting members
- any deemed member contributions

The funding method used to make the contribution recommendation was the *attained age normal method*.

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

The economic assumptions used in the investigation were:

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

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

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

	2013	2012	2011	2010	2009
Historical information	\$'000	\$'000	\$'000	\$'000	\$'000
Present value of defined benefit obligation at end of year	22,817	25,703	24,668	23,971	62,050
Fair value of plan assets at end of year	(21,496)	(17,543)	(20,860)	(18,442)	(51,309)
<b>(Surplus)/Deficit in plan</b>	<b>1,321</b>	<b>8,160</b>	<b>3,808</b>	<b>5,529</b>	<b>10,741</b>
Experience adjustments - plan liabilities	1,912	(246)	(496)	(91)	(873)
Experience adjustments - plan assets	2,852	(1,871)	120	171	(11,848)
<b>Actual return on Scheme Assets</b>	<b>4,076</b>	<b>(509)</b>	<b>1,445</b>	<b>2,686</b>	<b>(7,313)</b>

#### Expected Contributions

Based on the data provided, the assumptions used in this report and the recommendations from the 2012 actuarial investigation, the expected contributions to the Scheme for the year ending 30 June 2014 are detailed below. It is intended to make employer contributions of an additional 10% of benefits paid until the next actuarial investigation of the scheme.

	\$'000
Expected employer contributions to Defined Benefits	851
Expected employer contributions to employee Productivity accounts	232
Expected employer contributions on benefit payments	85
<b>Total Expected Employer contributions</b>	<b>1,168</b>

Expected member contributions <sup>1</sup> 387

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

#### In-house Assets

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

#### Effect of Curtailments and Settlements

No material curtailments or settlements occurred during the year.

A *curtailment* is an event that significantly reduces the expected years of future service of present 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.

	2013	2012
	\$'000	\$'000
<b>14. Cash and Cash Equivalents</b>		
Cash on Hand	8	8
Cash at Bank	11,124	15,178
<b>Total</b>	<b>11,132</b>	<b>15,186</b>



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$'000	2012 \$'000
<b>15. Receivables</b>		
Trade Debtors	2,313	1,859
GST Receivable	656	244
Less Provision for Doubtful Debts	(10)	(10)
<b>Total</b>	<b>2,959</b>	<b>2,093</b>
<b>Ageing of Trade Debtors</b>		
Current	2,136	1,515
30 - 60 days	78	232
60 - 90 days	17	34
90 + days	82	88
Impaired Debtors (all 90+ days)	-	(10)
<b>Total</b>	<b>2,313</b>	<b>1,859</b>
<b>16. Other Current Assets</b>		
Accrued Revenue	1,786	1,962
Prepayments	1,146	1,261
<b>Total</b>	<b>2,932</b>	<b>3,223</b>
<b>17. Assets Held for Sale</b>		
Assets held for sale at year end were not material.		
<b>18. Capital Commitments</b>		
Capital expenditure contracted but not provided in the accounts, and payable within one year:	<b>1,341</b>	<b>98</b>
<b>19. Property, Plant and Equipment</b>		
<b>Land</b>		
At Fair Value at 30 June	16,763	15,288
	<b>16,763</b>	<b>15,288</b>
<b>Buildings</b>		
At Fair Value at 30 June	44,497	42,892
Accumulated Depreciation	(4,383)	(4,801)
<b>Written Down Value</b>	<b>40,114</b>	<b>38,091</b>
<b>Motor Vehicles</b>		
At Cost	7,105	6,852
Accumulated Depreciation	(4,395)	(4,047)
<b>Written Down Value</b>	<b>2,710</b>	<b>2,805</b>
<b>Fire Appliances</b>		
At Cost	59,547	56,533
Accumulated Depreciation	(29,783)	(27,233)
<b>Written Down Value</b>	<b>29,764</b>	<b>29,300</b>
<b>Plant and Equipment</b>		
At Cost	28,104	25,742
Accumulated Depreciation	(19,347)	(18,063)
<b>Written Down Value</b>	<b>8,757</b>	<b>7,679</b>
<b>Total Property, Plant and Equipment</b>		
Total Gross Value	156,016	147,307
Accumulated Depreciation	(57,908)	(54,144)
<b>Written Down Value</b>	<b>98,108</b>	<b>93,163</b>
<b>Capital Work in Progress</b>		
<b>Balance at the beginning of the year</b>	<b>4,026</b>	<b>1,828</b>
Additions	7,553	6,033
Transfers to Assets	(6,086)	(3,835)
<b>Balance at year end</b>	<b>5,493</b>	<b>4,026</b>

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

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

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

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

#### 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
<b>Carrying Amount 30 June 2011</b>	<b>15,297</b>	<b>38,569</b>	<b>2,934</b>	<b>30,799</b>	<b>5,655</b>	<b>93,253</b>
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)
<b>Carrying Amount 30 June 2012</b>	<b>15,288</b>	<b>38,091</b>	<b>2,805</b>	<b>29,300</b>	<b>7,679</b>	<b>93,163</b>

	2013	2012
	\$'000	\$'000
<b>20. Payables and Income in Advance</b>		
Accrued Expenses	1,364	1,346
Trade Creditors	1,931	3,354
Capital Works Payables	178	2
Income Received in Advance	253	122
<b>Total</b>	<b>3,726</b>	<b>4,824</b>

### 21. Financial Instruments Disclosures

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

#### 2012 - 2013

	Weighted Average Interest Rate	Less than 1 month	1 - 3 months	3 months to 1 year	1 - 5 years	5+ years	Total	Market Value
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Financial Assets</b>								
Non-interest bearing		8	2,959	-	-	-	2,967	2,967
Variable interest rate instruments	2.75%	11,124	-	-	-	-	11,124	11,124
		<b>11,132</b>	<b>2,959</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14,091</b>	<b>14,091</b>
<b>Financial Liabilities</b>								
Bank overdrafts		-	-	-	-	-	-	-
Non-interest bearing		3,473	-	-	-	-	3,473	3,473
Fixed Rate Interest Bearing Liabilities	5.03%	-	-	1,368	3,330	-	4,698	4,772
		<b>3,473</b>	<b>-</b>	<b>1,368</b>	<b>3,330</b>	<b>-</b>	<b>8,171</b>	<b>8,255</b>

#### Comparative figures for 2011 - 2012

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

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

### 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 2012 - 2013

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount	Impact on Operating Result	Impact on Equity	Impact on Operating Result	Impact on Equity
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>30 June 2013</b>					
<b>Financial Assets</b>					
Cash	11,124	(111)	(111)	111	111
<b>Total Financial Assets</b>	<b>11,124</b>	<b>(111)</b>	<b>(111)</b>	<b>111</b>	<b>111</b>
<b>Financial Liabilities</b>					
Interest Bearing Liabilities	4,698	47	47	(47)	(47)
<b>Total Financial Liabilities</b>	<b>4,698</b>	<b>47</b>	<b>47</b>	<b>(47)</b>	<b>(47)</b>

#### Comparative figures 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
<b>30 June 2012</b>					
<b>Financial Assets</b>					
Cash	15,178	(152)	(152)	152	152
<b>Total Financial Assets</b>	<b>15,178</b>	<b>(152)</b>	<b>(152)</b>	<b>152</b>	<b>152</b>
<b>Financial Liabilities</b>					
Interest Bearing Liabilities	4,698	47	47	(47)	(47)
<b>Total Financial Liabilities</b>	<b>4,698</b>	<b>47</b>	<b>47</b>	<b>(47)</b>	<b>(47)</b>



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

### 21. Financial Instruments Disclosures (Continued)

	2013 \$'000	2012 \$'000
<b>Borrowing Facility</b>		
Total Facility (unsecured and subject to an annual review) (Includes a sub-limit of \$5M for working capital borrowings)	10,000	10,000
Allocated Facility	4,698	4,698
Unused Facility	5,302	5,302
<b>Bank Overdraft Facility</b>		
Total Facility (unsecured and subject to an annual review)	3,000	3,000
Less Overdraft	-	-
Unused Facility	3,000	3,000
<b>Credit Card Facility</b>		
Total Facility	400	400
Less Allocated Facility	(353)	(280)
Facility Available	47	120

#### 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.

	2013 \$'000	2012 \$'000
<b>22. Retained Surpluses</b>		
Accumulated Surplus/(Deficit) at the beginning of the year	74,026	74,672
Net Surplus/(Deficit) for year	954	3,706
Other Comprehensive Income	6,839	(4,352)
<b>Retained Surpluses at year end</b>	<b>81,819</b>	<b>74,026</b>
<b>23. Reserves</b>		
<b>Asset Revaluation Reserve</b>		
Balance at beginning of year	15,034	15,204
<b>Add/(Less) Net Revaluation Increment/(Decrement)</b>	<b>2,465</b>	<b>(170)</b>
<b>Balance at year end</b>	<b>17,499</b>	<b>15,034</b>
<b>24. Reconciliation of Total Equity</b>		
Total Equity at the beginning of the year	89,060	89,876
Comprehensive Result	10,258	(816)
<b>Total Equity at year end</b>	<b>99,318</b>	<b>89,060</b>
<b>25. Remuneration of Auditors</b>		
The Tasmanian Audit Office audits the accounts for the State Fire Commission. The total remuneration to the Tasmanian Audit Office exclusive of GST was \$46,846 and \$45,730 in 2012.		

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2013

### 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.

	2013 \$'000	2012 \$'000
Bank Account	1,116	178
Overnight and Short-Term Deposits	10,008	15,000
On hand	8	8
<b>Cash and Cash Equivalents in the Statement of Financial Position and Statement of Cash Flows</b>	<b>11,132</b>	<b>15,186</b>

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

<b>Net Surplus</b>	<b>954</b>	<b>3,706</b>
<b>Add (Less) Non-Cash Items:</b>		
Depreciation	5,501	5,114
(Profit)/Loss on disposal of assets	28	(96)
<b>Net cash used in operating activities before change in assets and liabilities</b>	<b>6,483</b>	<b>8,724</b>
Changes in Assets and Liabilities during the financial period		
(Increase)/Decrease in receivables	(866)	(144)
(Increase)/Decrease in accrued revenue	176	(418)
(Increase)/Decrease in inventory	(70)	222
(Increase)/Decrease in prepayments	115	(372)
Increase/(Decrease) in payables/accruals	(1,274)	1,188
Increase/(Decrease) in provisions	682	881
<b>Net Cash from Operating activities</b>	<b>5,246</b>	<b>10,081</b>

### 27. Contingent Liabilities

There are no material contingent liabilities known to the Commission.

### 28. Events After Reporting Date

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

## STATE FIRE MANAGEMENT COUNCIL

The State Fire Management Council (SFMC) is an independently chaired body established under Section 14 of the *Fire Service Act 1979*. Membership is prescribed in the Act as follows:

### 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 (Steve Whitely)
- General Manager of National Parks and Wildlife (Peter Mooney)
- Tasmanian Farmers and Graziers Association (Tony Gee)
- Forest Industries Association of Tasmania (Katy Edwards)
- 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 (Nigel Foss)
- Nominee of the Director of National Parks and Wildlife (Adrian Pyrke)

### SFMC has the following functions:

- to develop a state vegetation fire management policy to be used as the basis for all fire management planning;
- to advise and report regularly to the Minister on such matters relating to the administration of the *Fire Service Act 1979*, as it applies to vegetation fire management, either responding to Ministerial requests or bringing matters to the Minister's attention;
- to provide advice to the Commission regarding the prevention and mitigation of vegetation fires;
- to perform such other functions relating to the prevention or mitigation of vegetation fires as the Minister may direct;
- to provide an annual report to the Minister and the Commission on its activities (and that of its sub-committees) for inclusion in the annual report of the Commission.

## 2012-13 CHAIRPERSON'S ANNUAL REPORT

There have been substantial changes to the functioning of the SFMC in the last 12 months. Significantly, the passing of the *Fire Service Amendment Bill 2012* has made changes to the *Fire Service Act 1979*, aligning the administrative responsibility for bushfire fuel management to the SFMC, recognising the whole of community responsibility that needs to be taken in bushfire management.

Fire Management Area Committees (FMAC) that previously reported to the Commission now report to the SFMC. FMAC membership has also been changed, to reflect broader strategic goals, and the committee boundaries changed to reflect that bushfire is a landscape scale problem, and boundaries reflect both topography and risk.

One of the identified risks with the amendments to the Act, was the capacity of SFMC to implement the change without additional staff and funding support. In the 2012-13 financial year the State Government approved an allocation on \$398,000 to support the resourcing of the SFMC to undertake legislative changes, undertake research into the cost/benefits of a strategic fuel management program and, to support the new structure. The cost was met through the TFS budget. The funding was also provided to strengthen the existing program of inter-agency fuel reduction burning, and prepare strategic fuel management plan for Tasmania, that would be based on a risk assessment of different fuel management options and costs across all tenures in Tasmania. It will identify treatable fuel types in which fuel reduction could reasonably be undertaken and determine targets based on science and research for management each year.





In addition to the funding provided through the Tasmania Fire Service, a National Disaster Resilience Program Grant was awarded to support the development of the plan, and support the FMACs to identify their risks. The funding has been used to recruit a small team to undertake both the strategic fuel management program, and the restructure and support to FMACs.

Sandra Whight was recruited as Manager for SFMC at the end of 2012 and commenced in March 2013. Rochelle Richards commenced in late June as the Planner. Both Sandra and Rochelle each have over 15 years' experience in bushfire planning and operations. They are both Level 3 Planners and fire behaviour analysts. A spatial information officer will also join the team to support the modelling and spatial information requirements of council.

With the additional administrative support for SFMC, a number of actions have been undertaken by the SFMC in the last 12 months. In summary, these actions include:

- The *Fire Service Amendment Bill 2012* has been enacted
- The State Fire Management Council administrative team has been recruited
- An updated version of the State Vegetation Fire Management Policy has been prepared and approved
- A submission was prepared for Bushfire Inquiry
- The new Fire Management Area Committee boundaries have been finalised and gazetted
- Terms of reference for the new Fire Management Area Committees have been completed
- Participated in a number of forums and field days to support more burning of private land; and,
- Undertaken a considerable number of briefings of former Fire Management Area Committees as changes are implemented, and engaged with stakeholders as the new Committees are rolled out.

S D Geard

**CHAIRPERSON**

11 August 2013

## COMPLIANCE AND CERTIFICATION – SUPERANNUATION

### Superannuation Declaration

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

M W Brown AFSM, BSocSc, MFireE, EFO

**CHIEF OFFICER**

13 September 2013

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
AT	Ambulance Tasmania
BA	Breathing Apparatus
BNHCRC	Bushfires and Natural Hazards Cooperative Research Centre
BCRC	Bushfire Cooperative Research Centre
CAFS	Compressed Air Foam System
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
EAP	Employee Assistance Program
ELT	Executive Leadership Team
FMAC	Fire Management Area Committee
FireComm	State Operations Call Receipt, Dispatch and Communications Centre
FT	Forestry Tasmania
IATC	Inter-Agency Training Committee
IMT	Incident Management Team
IT	Information Technology
JFLIP	Juvenile Fire Lighter Intervention Program
LGAT	Local Government Association of Tasmania
MAC	Multi Agency Coordination Group
MVA	Motor Vehicle Accident
NAFC	National Aerial Firefighting Centre
PPC	Personal Protective Clothing
PPE	Personal Protective Equipment
PSTP	Public Safety Training Package
PWS	Parks and Wildlife Service
RCR	Road Crash Rescue
RFOC	Regional Fire Operations
RTO	Registered Training Organisation
SES	State Emergency Service
SFMC	State Fire Management Council
SFOC	State Fire Operations Centre
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
USAR	Urban Search and Rescue
VBRC	Victorian Bushfires Royal Commission
VR	Verticle Rescue
WHS	Work Health and Safety



Tasmania Fire Service

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