

State Fire Commission Annual Report

2014 2015



Tasmania Fire Service





Statement of Compliance

Photographer: Geoff Rollins

Honourable M.T. (Rene) Hidding MP

Minister for Police and Emergency Management

Dear Minister

In accordance with Section 107(g) of the *Fire Service Act 1979*, we hereby submit for your information and presentation to Parliament the Report of the State Fire Commission for the year ending 30 June 2015.

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

Rodney Sweetnam AFSM

COMMISSION CHAIR

23 September 2015

Gavin Freeman AFSM

ACTING CHIEF OFFICER

Front Cover:
Kingston Brigade supporting Make-a-Wish
Photograph courtesy of The Mercury



Photo courtesy of The Advocate
Photographer: Katrina Docking

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Our organisation

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, Tasmania Fire Service (TFS).

Our Vision

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

Our Ethos

TFS' ethos is one of service to the people of Tasmania. We work together to minimise the social, economic and environmental impact of fire on our community. We serve as part of a team, and implement strategies that build community resilience in preventing and preparing for fire. We deliver high-quality response to fires and emergencies. We are inspired by a long tradition of commitment and service; and we are respected for our integrated and innovative approach in contributing to a safer Tasmania.

Our Values

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

Service

We value:

- serving the Tasmanian community
- being responsive to community needs
- being progressive and delivering quality services.

Professionalism

We value:

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

Integrity

We value:

- being trustworthy and ethical
- treating each other fairly and honestly
- having the courage to do the right thing.

Consideration

We value:

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

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

Our Profile

Tasmanian firefighters have served the Tasmanian community since the earliest days of European settlement. Maintaining a legislative responsibility since 1883, the present day TFS was established by the *Fire Service Act 1979*. TFS is as diverse and far-reaching as the Tasmanian communities that it protects.

Our people are a mix of career, retained and volunteer members and support staff. With a combined workforce of almost 5,500 people and more than 230 brigades, TFS is not just a major employer and service provider, but a community of its own, committed to achieving its strategic goals for a safe Tasmania.

TFS workforce provides a multifaceted service. Strategic risk reduction planning, all-hazard response, community education and organisational governance are key service delivery areas. TFS operational personnel are equipped and trained for structural firefighting, bush firefighting, vehicle and transportation incidents, urban search and rescue, hazardous materials and the effective deployment of resources



Photographer: Jordan Young

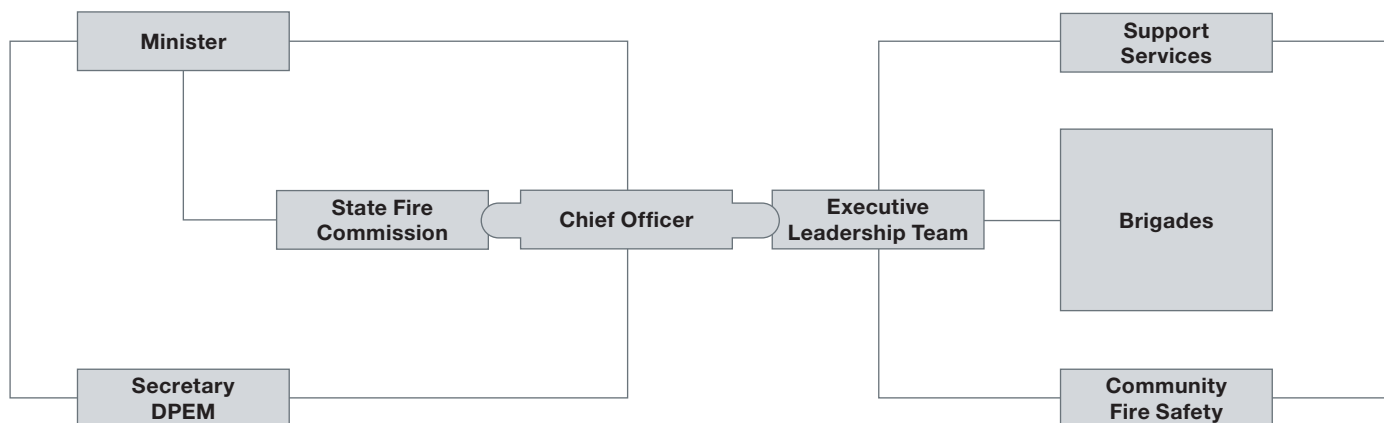
and information through our fire communication centre. In addition, our community fire safety personnel contribute directly to the resilience of the State through planning, education and communities. TFS support staff provide the foundation of good governance, resource management, finance and people management to the organisation and, in times of emergency may also facilitate operational roles within deployed units and operation centres.

Volunteers provide depth and capacity to TFS that cannot be achieved through our permanent workforce. Our volunteers are multi-skilled and undertake a range

of planning and prevention activities to ensure our communities are ready for fire emergencies. Importantly they respond, in conjunction with our career firefighters, to incidents and emergencies within their respective communities. Indeed, volunteers are part of the very fabric of the community and their commitment of time and effort in maintaining competence and training levels promotes a sense of teamwork, respect and community spirit.

Together, we provide emergency management skills on multiple levels.

TFS Structure



Chief Officer's report



Photographer: Warren Frey

It is with great pleasure that I present the 2014-15 Annual Report of the State Fire Commission.

It has been another busy year in general for our brigades. While our summer fire season was relatively quiet compared to the eventful and challenging seasons of recent summers, we were still able to exercise our readiness on a number of occasions, including the deployment of Large Air Tankers (LATs) for the first time in this State.

Of course, the cool and mild conditions of the 2014-15 summer greatly reduced exposure to the Severe-Extreme fire weather behaviour that we normally experience around the New Year. We declared only two Total Fire Bans (TFBs) over the season—significantly below the average. From this, we can draw two conclusions:

1. We have yet to fully test some of our refined procedures since the 2013 bushfires.
2. We can expect the 2015-16 season to offer significant challenges.

Nevertheless, TFS continued to train and test capabilities as much as possible. Our Compressed Air Foam System (CAFS) continued to provide an increased response capability throughout the State and was featured at the 2014 State Conference.

Additionally, we worked hard to revise and confirm aircraft arrangements with the National Aerial Firefighting Centre (NAFC). Positive results from this were seen in the response to the Lefroy fire in the north of the State when LAT aircraft defended homes successfully and implemented suppression strategies.

Of course, there are many more examples of progressive initiatives within the operations sphere. The Fuel Reduction Unit was formed in 2014 as a new capability within TFS and, in conjunction with fire partners, has a considerable state-wide responsibility

to introduce and facilitate a tenure-blind fuel reduction program. This is the first of its kind in Australia and is a resounding success so far.

Automatic Vehicle Locating (AVL) devices have been rolled out to make our people safer, our fleet continues to be class-leading and our command and control systems are better than ever before.

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

Community Protection Planning and *Bushfire-Ready Neighbourhoods* programs both received State and national recognition through awards and invitations to deliver presentations. As a result, Tasmanians are now benefiting from personal bushfire survival plans and community protection plans, and resilience is improving considerably.

Our people initiatives have also progressed well in the past year. Our Values continue to be embedded within the organisation and our collective conduct and approach to service demonstrate this. The Senior Station Officer Development Program is an excellent example of the professional development programs that make us a class-leading organisation in the context of people and leadership development. Following some challenges, TFS has also met the majority of Working with Children legislative requirements. No mean feat!

Last year, Chief Officer Mike Brown invested significant effort in exploring the release of the Hyde "2013 Tasmanian



*Compressed Air Foam System appliance
Photographer: Tony Shultz*

Bushfires Inquiry". In doing so he noted the lasting emotional issues for some of our members. I also acknowledge the identified management strategies that we continue to work through.

To that end, much progress was made this past year in meeting the requirements of the Hyde Inquiry. The Government accepted the majority of the 103 recommendations made by Mr Hyde and it is immensely pleasing to note that many of these conditions have already been met by TFS. Although there is still a way to go to realise all facets of the inquiry, we are clearly demonstrating an innovative and progressive culture.

In much the same vein, this past year has seen the first major review into Tasmanian emergency management arrangements by the Department of Justice. This report has yet to be considered by Cabinet and released to the general public; however, outcomes may further streamline the alignment and actions of TFS and our emergency management partners.

This brings me to acknowledge the new arrangements with our emergency management partner, the State Emergency Service (SES). With the release of budget papers, the Director SES now reports to the Chief Officer of TFS, and the Commission now has increased funding responsibilities for SES operations. As our collective core business sees us both as emergency management practitioners, this makes perfect sense and I congratulate all members on the excellent initiatives to date to facilitate a closer, aligned relationship. Of course, there is still

much work to do, including identification of a tailored and sustainable funding model for the future. We must continue to strive for success in this area.

The past year also saw commencement of the DPEM Corporate Services Integration Project. I acknowledge the issue of singular support services, changing locations and merging functions to be a very emotional one. In this respect, I anticipate challenges will continue, however, I have been hugely impressed by the majority of attitudes in striving for a collegial (and efficient) relationship with our departmental colleagues.

I wish to acknowledge the magnificent contribution of our retiring Chief Officer, Mike Brown who has shown extraordinary leadership during unparalleled change over the course of 39 years of service. The achievements included in this report are in no small way attributable to Mike, and on behalf of the Service I thank him and wish him well in retirement.

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

Gavin Freeman AFSM
ACTING CHIEF OFFICER

State Fire Commission



L to R: Lyndsay Suhr, Rod Sweetnam, Michael Brown, Bruce Corbett, Dale Rayner, Hannah Rubenach, Derek Inglis. Absent: Paul Kingston.

Michael Brown AFSM, BSocSc, MIFireE, EFO

Chairperson of the Commission and TFS Chief Officer (CEO). Former Deputy Chief Officer and Regional Chief of TFS with 39 years' experience. Chairman (Director) for the Board of the NAFC, Director (Board Member) of AFAC, AFAC Council member and member of the State Fire Management Council (SFMC).

Rodney Sweetnam AFSM ESM

Local Government Association of Tasmania (LGAT) representative on the Commission since November 2009. Director Facilities Management and Municipal Emergency Management Coordinator with the Launceston City Council. LGAT representative on the SFMC 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 Brigade Chief since 1991. Life Member of both TRVFA and the Wynyard Brigade. TRVFA representative and Company Secretary of the Council of Australian Volunteer Fire Associations Inc. 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 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.

Paul Kingston BEc(Hons), GAICD

Department of Treasury and Finance representative on the Commission since December 2009. During his time as a Commission member, Mr Kingston held the position of Director, Procurement and Property within Treasury. Mr Kingston resigned his position with the Commission on 13 January 2015 to take up his new position as CEO of the Motor Accidents Insurance Board.

Dale Rayner

Southern Region Senior Station Officer with 26 years' experience within 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, Councillor of Break O'Day Council, Volunteer Firefighter with St Marys Brigade since 1995 and Third Officer of St Marys Brigade.

Derek Inglis BEc (Hons) GAICD GDACG

Department of Treasury and Finance representative on the Commission since March 2015. Currently Assistant Director, Shareholder Policy and Markets Branch.

Executive Leadership Team



*Robyn Pearce, Damien Killalea, Scott Wilson-Haffenden, Andrew Lea, Todd Crawford, Jeff Harper, Mike Brown, Gavin Freeman and Jeremy Smith.
Absent: Ian Bounds*

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

Chief Officer

Director (Chair), National Aerial Firefighting Centre (NAFC)
Director (Board Member), Australasian Fire and Emergency Services Authorities Council (AFAC) Board
Chairperson, State Fire Commission
Chair, TFS Executive Leadership Team
Chair, TFS Learning and Development Policy Group
Chair, TFS Leadership Strategy Group
Co-Chair, Emergency Services Review Committee
Member, State Fire Management Council
Member, State Emergency Management Committee

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

Deputy Chief Officer

Chair, AFAC Hazardous Materials Technical Group
Chair, TFS Operational Leadership Group
Chair, TFS Volunteer State Consultative Committee
Chair, TFS Central OH&S Committee
Chair, Tasmanian Emergency Services Capability and Capacity sub committee
Chair, TFS Enterprise Bargaining Committee
Member, AFAC Urban Operations Group
Member, Tasmanian Security Emergency Management Advisory Group
Member, State Fire Management Council
Member, TFS State Consultative Committee

Damien John Killalea *AFSM, BBus, GIFireE*

Director, Community Fire Safety

Chair, AFAC Community Safety Group
Member, Bushfire & Natural Hazards CRC Research & Utilisation Committee
Member, National Fire Danger Ratings Project Board
Member, National Warnings and Communications Project Steering Committee
Member, AFAC AIMS Review Steering Committee
Member, State Emergency Management Committee Recovery & Resilience Sub-committee
Member, Tas Natural Disaster Resilience Program Assessment Panel
Member, TFS State Consultative Committee

Robyn Elizabeth Pearce *Grad Cert App Mgt*

Director, Human Services

Chair, AFAC Work Health and Safety Technical Group
Chair, TFS State Consultative Committee
Member, AFAC Workforce Management Network
Member, TFS Volunteer State Consultative Committee
Member, TFS Central OH&S Committee

Jeremy Jeffery Smith *Grad Cert App Mgt, Grad Cert PSM*

Regional Chief, South

Member, AFAC Rural and Land Management Committee
Member, AFAC Pacific Islands Fire Services Association

Member, TFS Operational Leadership Group

Member, TFS State Consultative Committee

Member, TFS Volunteer State Consultative Committee

Member, Southern Region Emergency Management Committee

Member, TFS Representative Multi-Agency Coordination Group (MAC)

Scott Wilson-Haffenden *B.Com*

Director, Corporate Services

Chair, Divisional Employee Safety Representatives Committee
Member – Inter-agency ICT Committee
Member, Emergency Services Review Committee
Member, DPEM Internal Audit Committee
Member, AFAC Chief Information Officer's Committee
Member, Crimtrac Chief Information Officer's Committee

Todd Crawford *BA (Hons.) MEBus*

DPEM Director, Finance and Physical Resource

Chair, TFS Passenger Vehicle Committee
Chair, TFS Building Committee
Member, AFAC Business Management Group
Member, AFAC Collaborative Purchasing Group
Member, Agency Business Advisory Committee
Member, Emergency Services Review Committee
Member, DPEM Internal Audit Committee

Jeffrey Andrew Harper *Grad Cert PSM*

Regional Chief, North West

Member, North West Emergency Management Committee
Member, National Bushfire Arson Reduction
Member, SEMAG Collaborative Leadership Committee
Member, Northern Region Emergency Management Committee

Ian Stuart Bounds *Grad Cert App Mgt, (Policing and Emergency Services AIPM)*

A/Regional Chief, North West

Member, AFAC Operational Equipment Technical Group
Member, North West Emergency Management Committee
Project Manager, TFS AVL project

Andrew Lea *ESM, Grad Cert EM, Grad Cert Mgt, Adv Dip Small Ship Operations, Dip Ap Sci (CD), Dip Maritime Studies*

Director, State Emergency Service

Chair, Australian Tsunami Advisory Group
Chair, National Flood Risk Advisory Group
Member, Australasian Fire & Emergency Service Authorities Council (AFAC)
Member, Australian Council of State/territory Emergency Services (ACSES)
Member, ANZEMC Risk Assessment, Mitigation and Measurement Sub-Committee (RAMMS)
Member, BoM Hazards Services Forum
Member, Australian Emergency Management Volunteers Forum (AEMVF)

State Fire Management Council



L-R Back: Katy Edwards, Mark Bryce, Sandra Whight. L-R Front: Peter Mooney, Ian Sauer, Gavin Freeman, John Atkinson, Nigel Foss.
Absent: Mike Brown and Steve Whiteley

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

Current Members

Ian Sauer (SFMC Chairperson)

Ian was appointed as Chair of the SFMC and the Fuel Reduction Burning Committee in October 2014. Ian is a dry-land sheep and cattle producer from Pipers Brook in northern Tasmania. He brings 35 years' experience to the role, including experience in agriculture, natural resource management, policy formulation, project development, management, and community development as well as being a Volunteer Firefighter with the Pipers Brook Brigade and holding a range of positions including Brigade Chief. Ian has represented community groups at the local, State and national policy level, and been on national and State committees and boards.

Michael Brown AFSM, BSocSc, MIFireE Chief Officer

Michael is Chairperson of the Commission and TFS Chief Officer (CEO). He is the former Deputy Chief Officer and Regional Chief of TFS with 39 years' experience. Chair (Director) for the Board of the NAFC, Director (Board Member) of AFAC, and an AFAC Council member.

Gavin Stuart Freeman AFSM, MEmergMgt, Grad Dip Exec Lship, FIFireE Deputy Chief Officer

Gavin has 30 years' experience in the emergency management field as an operational fire officer, and spent the past 14 years as a manager, executive, leader and innovator. He was promoted to District Officer in 1998, Deputy Regional Chief-North in 2009 and Deputy Chief Officer in 2010. As Deputy Chief Officer, Gavin is primarily responsible for TFS' operational arm and chairs or participates in a range of forums within TFS and across Government. At a national level, Gavin is Chair of the AFAC Hazardous Materials Technical Group and a member of the AFAC Urban Operations Group.

Peter Mooney

Peter has 36 years' experience in parks management, and has been General Manager Tasmania Parks and Wildlife Service (PWS) since 2004. He has a strong commitment to building the capabilities of conservation agencies to manage reserves in partnership with local communities. The PWS places high priority on improved management of bushfire and fuel reduction burning.

Mark Bryce

Mark joined the PWS 32 years ago and has worked as a ranger, planner, regional manager and operations manager. As Director Operations for the past 10 years, Mark has responsibility for PWS Fire Operations Section, asset management and regional operations across the State. Mark's experience in fire management ranges from that of firefighter to Level 3 Incident Controller.

Steve Whiteley

Steve has been a Forestry Tasmania (FT) representative on the Commission since May 2013. He is currently Chief Executive Officer of FT.

Nigel Foss

Nigel has been a FT representative since 2013. He is General Manager, Operations at FT.

Katy Edwards

Katy is the Forest Industry Association of Tasmania (FIAT) nominee on the Council where she represents the interests of the forest industry companies. She is Forest Resources Team Leader with Norske Skog and has more than 19 years' experience in the Tasmanian forest industry. Katy is the Chair of the Forest Industry Fire Management Committee.

John Atkinson

John represents the Tasmanian Farmers and Graziers Association (TFGA) on the Council. He is a mixed-enterprise farmer in the northern midlands and a commercial diver. John is a long-serving Volunteer Firefighter and Officer with the Barton Fire Brigade.

Sandra Whight

Sandra has 21 years' experience in bushfire and land management in response, research and policy development. As Manager of the Fuel Reduction Unit within TFS, Sandra provides executive officer support to the Council.

Appointments

Ian Sauer—*appointed as Chairperson by the Minister on 13 October 2014*

John Atkinson—*appointed on 13 October 2014*

Mark Bryce—*appointed on 1 July 2015*



Resignations

Dr Stephen Bresnehan—*Effective from 22 June 2015*

Stephen has been the LGAT representative on the Council since 2009. He is a Bushland Fire Officer at Hobart City Council, a Member of the Hobart Fire Management Area Committee, Hobart City Council Emergency Management Committee and the Wellington Park Maintenance Coordinating Committee.

Dr Adrian Pyrke—*Effective from 17 November 2014*

Adrian has worked in fire management with PWS for 20 years and been Manager Fire Operations since 2005. Prior to working specifically in fire, Adrian was a park ranger and ecologist, completing a PhD in vegetation ecology in 1994. He is committed to using fire as a tool in the landscape to manage bushfire risk and maintain biodiversity.

Antony Gee AFSM—*Effective from 3 October 2014*

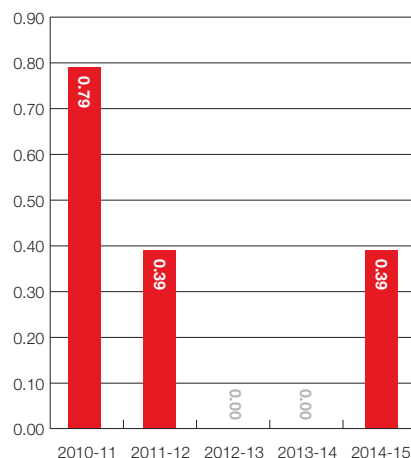
Tony is a mixed-farmer, growing beef cattle, superfine wool and cropping on two family properties—one in the Fingal Valley, the other in the St Pauls Valley. He is also involved in contract harvesting. Tony has been a Volunteer Firefighter since formation of the volunteer service following the 1967 southern bushfires. He was Group Officer of Fingal (1983-2005) and then of the Golden Gate Group.

Key performance indicators

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

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

Figure 1: Number of accidental fire fatalities (Tas) per 100,000 residents



Fire Fatality Rate

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

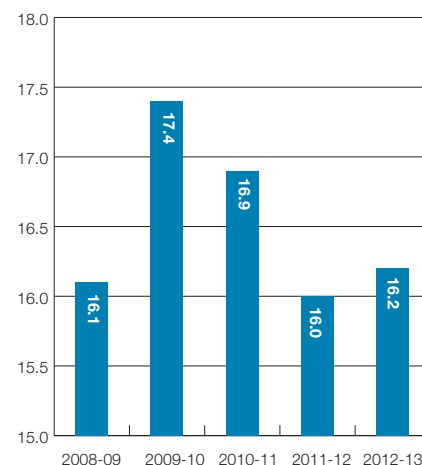
Fire fatalities from accidental causes attended by TFS during the five years to June 2015 varied from a high of four in 2010-11 to a low of zero in 2012-13 and 2013-14. Declining fire-fatality rates in Tasmania are encouraging.

Fire-related suicides and homicides are excluded, as are fatalities involving fire where the primary cause of death was a motor vehicle accident (MVA). Figure 1 shows the fire fatality rate: The number of fire-related fatalities per 100,000 people.

The Australian fire fatality rate (inclusive of murders and suicides) for the latest reported period available, 2012 (Report on Government Services 2015, Productivity Commission), was 0.43 fatalities/100,000 people.

The rate for Tasmania for the same period was 0.78 fatalities/100,000 people. There is significant variability in the Tasmanian rate in comparison to the relatively stable Australian rate as a result of our State's relatively small population.

Figure 2: Number of accidental fire injuries (Tas hospital admissions) per 100,000 residents



Fire Injury Rate

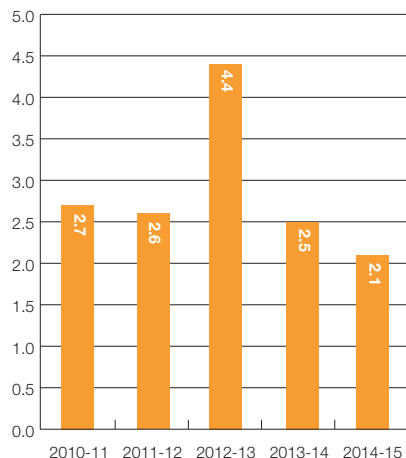
Source: Fire injuries: Report on Government Services 2015 (Tas population: Australian Bureau of Statistics (ABS))

Accidental fire injuries in Tasmania requiring hospital admission during the five years to 2012-13 (the latest data available) varied from a high of 88 in 2009-10 to a low of 81 in 2008-09. There were 83 accidental fire injuries requiring admission reported in 2012-13.

Figure 2 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 2012-13 was 16.2, compared to the Australian rate of 18.0 for the same period (Report on Government Services 2015, 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.

Figure 3: Number of structure fires per 1,000 structures



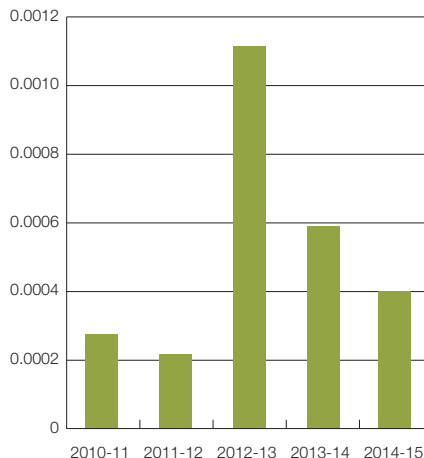
Structure Fire Rate

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

Structure fires attended by TFS over the past five years varied from a high of 1,105 in 2012-13 to a low of 553 in 2014-15. Figures for 2012-13 include the 431 structures damaged or destroyed during the January 2013 bushfires, most of which were not attended at the time they burned.

Figure 3 shows the structure fire rate (structure fires per 1,000 structures) for the past five years. These rates are marginally lower than rates reported in 2013-14 as a result of increasingly accurate structure counts in Tasmania.

Figure 4: House fire insurance claims as a percentage of housing stock insured



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

Source: Insurance Statistics Australia Ltd

The value of fire insurance claims by Tasmanian householders as a proportion of housing stock insured is compared to provide an indicator of the value of building stock lost to fire as a proportion of all building stock in Tasmania. 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 \$43.15 million in 2012-13 to a low of \$7.94 million in 2011-12.

The significant increase in the loss rate depicted in Figure 4 is attributable to insurance claims resulting from insured dwellings damaged or destroyed during the 2012-13 bushfire season.

Performance Targets	2013-14 Actual	2014-15 Target	2014-15 Actual	2015-16 Target	2016-17 Target
Operational					
Number of preventable structure fires per 1,000 structures	2.7	2.6	2.5	2.3	2.1
Number of false alarms (DBA)	3,367	2,900	3,219	3,100	3,000
Percentage of fires of undetermined cause	18.0%	17.5%	18.0%	17.5%	17.0%
Percentage of fires in structures confined to room of origin	71.6%	71.2%	72.2%	71.8%	71.2%
Financial					
Operational surplus	(\$4.2m)	(\$3.8m)	(\$6.0m)	(\$3.9m)	(\$2.5m)
Return on assets	(3.3%)	(3.1%)	(5.0%)	(3.2%)	(2.0%)
Return on equity	(4.3%)	(4.0%)	(6.4%)	(4.4%)	(3.0%)
Debt to equity	3.5%	5.6%	5.1%	5.6%	5.8%
Current ratio	64.4%	47.4%	40.4%	34.1%	28.8%
Human Resources					
Average sick days per employee	6.0	<6	5.3	<6	<6
Workers compensation claims	70	<50	69	<50	<50

Be a leader in emergency management and inter-agency relations



Commissioner of Police Darren Hine and Chief Officer Mike Brown.

- Improve public safety outcomes through effective inter-agency and stakeholder collaboration and interoperability.
- Maximise benefits and opportunities from involvement in national forums and initiatives.

TasFire Training (TFT)

TFT continues to consult with major industries about effective emergency response in high-risk workplaces such as the mining and manufacturing sector. These major industries include Grange Resources, Unity Mining (North West), Cornwall Coal and Temco (North), and Nyrstar and Norske Skog in the South. The majority of these industries are also jointly serviced by TasFire Equipment (TFE).

In 2014-15, TFT worked closely with these industries to tailor Emergency Response Team training programs that target specific site risks at these typically isolated worksites. This training prepares site teams to respond effectively while

the nearest TFS brigade is alerted via 000. Well-trained Emergency Response Teams can mitigate on-site fire risks, often preventing small fires from developing into much larger incidents. Their key motivation is saving lives, with a secondary focus on asset protection and working effectively with the responding TFS brigade. An increasing number of workplace Emergency Response Team members are also active TFS volunteers.

State Operations

Introduction of WebEOC™

To allow better information sharing across Tasmanian emergency services the WebEOC™ (Web Emergency Operations Centre) system was adapted for use during multi-agency incidents of all types. State Operations facilitated its introduction across TFS.

WebEOC™ was created with crisis management and public safety personnel in mind and has evolved to include information-sharing during all phases of a crisis or emergency. WebEOC™ promotes situational awareness through all levels of incident management and government agencies, and includes:

- an Internet based incident management system and information sharing tool
- support for multiple incidents and emergency operation centres (RFOCs and SFOC)
- information sharing between agencies (government, non-government and private sector), when required
- an ability to manage information, tasks and resource allocation effectively and efficiently
- a common operating picture across a diverse range of emergency service organisations; and
- real-time information sharing.

WebEOC™ was trialled during 2014-15 in the State Fire Operations Centre (SFOC) and Regional Fire Operations Centres (RFOC) only, with implementation into Incident Management Teams (IMTs) planned for the 2015-16 bushfire season.

Personnel working at an incident can be confident that the information they provide in situational reports (Sitreps) will

be used to develop the 'big picture' that is then posted on WebEOC™, ensuring other Emergency Service Organisations (ESOs) have excellent situational awareness.

State Operations works to ensure appropriate levels of training and support are provided to our WebEOC™ operators. Implementation of WebEOC™ presented a great opportunity to forge stronger partnerships with Tasmania's other ESOs.

Common Operating Platform

TFS continues to work closely with DPIPWE—Emergency Services GIS, particularly in relation to the Common Operating Platform (COP). Several additional data layers were developed during 2014-15 to assist firefighting operations, including fire history, environmentally sensitive areas, vineyards, organic farms and inland waterways.

Public Information

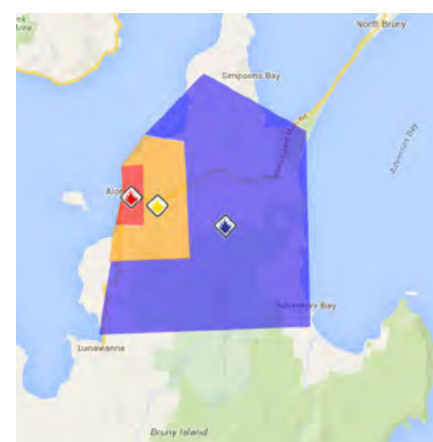
TFS' Publishing System continues to be used to distribute information to the community, TFS members, and media personnel during incidents. This information can be sent via SMS, email, and can be uploaded to the TFS web, Facebook and Twitter sites.



During 2014-15 TFS successfully distributed information using:

- media releases
- Fire Permit/TFB declarations
- social media messages; and
- community alerts such as Advice, Watch and Act, and Emergency Warning messages.

Since the last bushfire season, an upgrade to the publishing system now shows a community alert area using a shaded area, rather than a point on a map.



Aerial Firefighting

TFS, PWS and FT progressed the use of water-enhancing products used by firefighting aircraft during bushfires, including “A” Class foam, gels and fire retardants. In consultation with the Environmental Protection Authority (DPIPWE) an analysis was undertaken to determine if the use of these fire chemicals on bushfires would have any adverse effects on the environment. Emergency Services GIS developed map layers identifying environmentally sensitive areas that were able to be included within the COP. The information provided enables Incident Controllers to assess an incident before using firefighting chemicals.

During the 2014-15 bushfire season, Tasmania had six contracted aircraft available to undertake firefighting operations. The aircraft included two medium and three light helicopters. In addition to rotary-winged aircraft a partially contracted, fixed-wing firebomber was also available. These firefighting aircraft were made available through NAFC arrangements.

This was the first time Tasmania had a partially contracted, fixed-wing firebombing aircraft available during the bushfire season. While the aircraft was not stationed in Tasmania, contractual arrangements allowed it to be deployed to the State from Victoria at a predetermined trigger point. The aircraft was deployed once during the 2014-15 bushfire season.

TFS introduced a web-based “Electronic Air Desk” designed to provide our Call When Needed (CWN) aircraft companies and firefighting air operations greater flexibility and detail when booking and using firefighting aircraft outside of NAFC contractual arrangements.

In 2014 Emergency Management Victoria contracted two Large Air Tankers (LATs) with capacity to drop large amounts of foam, retardant and/or water onto bushfires. Total capacity of each aircraft was approximately 11,350 and 13,250 litres respectively. Both aircraft were utilised in Western Australia, South Australia, and Victoria, as well as in Tasmania during the Lefroy fire of 2015. The LATs will be available from Victoria for the 2015-16 bushfire seasons.



Large Air Tanker (LAT) being used at the Lefroy fire. Photo courtesy of Ian Cawthorn.

Operations

Marine Response

Development of the TFS Marine Response capability slowed during the past 12 months to allow for progress on higher-level organisational priorities; however, operational staff continue to be trained in preparation for planned coordinated exercises at Hobart dockyards with TasPorts.

Purchase of four new transportable pumps during 2014-15 enhanced TFS ability to respond to incidents occurring within Tasmania's small marinas. The pumps have undergone some minor modifications by TFS Engineering Services to allow greater flexibility when transporting and accessing these smaller marinas.

A full review of the marine training package is scheduled for early 2016 including plans to develop closer relationships with the Australian Maritime College and provide refresher training for marine response instructors to deliver training across TFS. These activities will enable marine capability to be extended to volunteer areas that have a marine response risk within their assignment areas.

Aviation Response

Competency maintenance and further development of operational staff in aviation response continued during 2014-15 through joint exercise activities undertaken with Aviation Rescue Fire Fighting Services (ARFFS). The established relationship between TFS and ARFFS continues to strengthen and has seen an increase in joint training exercises and sharing of training facilities across the State. For the first time in several years, a Memorandum of Understanding (MoU) was signed between TFS and ARFFS.

Tactical Command—Urban

TFS undertook a review of the Public Safety Training Package (PSTP) Units of Competence associated with Respond to and Suppress Urban Fire with the intention of aligning these packages to meet changes in the urban environment.

CAFS were introduced onto major city urban pumps and training has begun in Hobart and Launceston to upskill firefighters in this area. The planned rollout of new 3-1 class appliances to volunteer brigades means these brigades will also have CAFS capability. Training of volunteer firefighters in this new technology will occur in the near future.

TFS and Fire Rescue New South Wales (FRNSW) firefighters attended a four-day workshop held in Launceston as part of CAFS/Compartment Fire Behaviour Training (CFBT) programs. The workshop aimed to review and validate current packages and share skills and knowledge in the area of CAFS and CFBT. It proved beneficial in developing professional networks now and for the future.

Additionally, a review began of the Incident Operations Procedures (IOP) in the major response centres. As a result, the high-rise, multi-complex, structural fire and rescue response procedures in Hobart have been modified and the review will now move to Launceston, Devonport and Burnie.

Remote Area Team (RAT)

The RATs continued to be used on an as-needs basis during the summer period, depending on the circumstances of each incident. Deployments occurred to remote bushfires as a stand-alone agency response and as part of a multi-agency response team.

First Aid

TFS continues to deliver nationally accredited first aid training and all career staff, many volunteers and support staff hold this qualification. TFS also recognises qualifications gained from other Registered Training Organisations (RTOs).

In 2015, TFS joined Ambulance Tasmania's (AT) Early Access to Defibrillation Program Emergency Services Partnership. This program is unique in Australia and has generated a good deal of interest nationally.

Nearly 50 volunteer brigades have purchased Automated External Defibrillators (AEDs) and registered to be part of the Early Access to Defibrillator program. More brigades are in the process of fundraising to purchase AEDs and all members of registered brigades will be offered first aid training in future.

Importantly, TFS provided a mapped brigade response area for registered brigades to alert AT dispatch operators in a timely fashion. To-date call numbers have been low but the potential lifesaving capability of this program is recognised. Although AT response will not be altered if a TFS brigade responds, this additional service to the community is clearly beneficial.



HAZMAT

Training and up-skilling of career firefighting staff continued this year with the successful delivery of a Statewide Hazmat Technicians Course based in Launceston. The 10-day intensive course provided 16 officers and firefighters with a range of enhanced skills and knowledge to build on existing capabilities.

Tasmania Police (TasPol) and TFS continue to collaborate on training initiatives designed to complement interoperability between the two agencies, in particular in the areas of bomb response, post-blast scene examination and clandestine laboratories.

TFS and TasPol completed a review and rewrite of the Tasmanian Government Chemical, Biological, Radiological & Nuclear (CBRN) Response Plan together with a MoU to facilitate joint operational response and CBRN resource sharing.

TFS continues to participate as a member of the AFAC Hazardous Materials Technical Group and the Operational Capability Group (CBRNOCG) to maintain links with national and international agencies. This provides a direct return in learning, knowledge and capability growth. Following the raising of the national threat level during 2014-15, a national review of doctrine, plans, equipment and training will occur in 2016.

In the 2014-15 financial year TFS attended 126 HAZMAT incidents with the majority of these being:

- LPG and natural gas leaks
- petrol or other flammable liquid spills; and
- minor chemical spills or leaks.



Left: First aid training exercise with Ambulance Tasmania, State Emergency Services and both volunteer and career TFS crews. Photo courtesy of New Norfolk Brigade.

Right: Brigades attending structure fire at Cygnet. Photo courtesy of The Mercury. Photographer: Luke Bowden

Fire Investigation

TFS continues to have a representative on the National Fire Investigation Group and has had direct involvement in development of the Advanced Diploma qualification in Fire Investigation. Throughout 2014-15, TFS fire investigation actively sought to establish a policy regarding self-extinguishing cigarettes and methylated spirit-type heating appliances. Additionally, TFS is working towards implementation of a reporting system attached to the Australian Incident Reporting System (AIRS) to capture improved data for use in operations and community information.

New doctrine inclusive of guidelines, instructions and safety alerts was developed for fire investigation. Additionally fire investigation courses for Leading Firefighters and a one-week inter-agency course were conducted in 2014-15.

DPEM, Techsafe and TFS continued to collaborate on joint training initiatives designed to complement interoperability between agencies in the areas of forensic and fire scene examination. The three entities participated jointly in national counter-terrorism exercises during 2014-15.



Left: Donated urban fire appliance to build on PIFSA's current limited capability.

Right: Trainee Firefighters undertaking training activities at Cambridge Training Complex.

TFS and our partnership with the Nauru Fire Service through the Pacific Islands Fire Services Association (PIFSA)

TFS has participated in a sustainable development program with the Nauruan Fire Service for more than a decade. This program aims to improve fire and emergency service provision in Nauru as part of AFAC's commitment to support South Pacific island nations and Timor Leste.

The Nauruan Fire Service's sustainable development program is provided in cooperation with the Pacific Islands Fire Service Association (PIFSA). PIFSA is a non-profit network comprised of fire and emergency services within the Pacific region.

PIFSA members work to actively support the building of safer and more resilient Pacific Island nations and communities. They do this by improving the technical and institutional capacity of fire and emergency services to enhance levels of fire protection, community safety and fire and emergency management through an integrated approach using national and regional partnerships.

Activities in 2014-15 included:

- a donation (at no direct cost to TFS) of an urban fire appliance to build on PIFSA's current limited capability
- a personal protective clothing (PPC) upgrade through a coordinated assistance program managed by New South Wales Fire and Rescue
- administrative assistance with human resource management systems for contemporary staff statements of duties and reporting; and
- AFAC planning meetings and workshops to further develop consistent activities and opportunities across the emergency management sector.

Learning and Development (L&D)

2014-15 saw a number of significant developments in operational training. In late 2014, TFS participated in a Registered Training Organisation (RTO) audit by the Australian Skills Quality Authority (ASQA), the national VET training regulator. As a result in 2015, TFS completed a significant body of work to ensure compliance with the Standards for Registered Training Organisations.

For the first time, TFS delivered a structured training program for Station Officers moving to Senior Station Officer positions. Candidates were selected based on operational needs and attended the first of three two-week development blocks. Considerable work was also completed on a transition group that moved between the recognition process to the new development program.

Development of Incident Management Team (IMT) training materials continued with funding from the Commonwealth Attorney-General's department. Considerable progress was made towards its completion by the December 2015 deadline. Training materials were developed and pilot programs rolled out across four jurisdictions, including Tasmania, ACT, South Australia and the Northern Territory.

National funding was provided for development of a new Volunteer Brigade Basics DVD that will support brigades in conducting basics training. A focus group was established to develop the materials, which are now under review and due for completion at the end of 2015.

Operational training staff reviewed and validated a significant amount of both career and volunteer accredited and non-accredited courses. Significant effort was also invested to enhance the Volunteer Training Pathway and incorporate new units of competency and improved training outcomes. Effort was also made on development of new curriculum for the Trainee Firefighter Development Program scheduled to start in August 2015.

Staff are now able to access Organisational Learning and operational training policies and documents on TFS' intranet site and training related doctrine was completed in line with the broader organisational doctrine project. Included in this body of work was a full review of training ground risk assessments and safe work method statements to enhance the safety of staff using TFS training facilities.



Deliver safe, effective and efficient strategies for preventing and responding to fires and other emergencies



Trainee Firefighters undertaking Road Crash Rescue training.

- **Allocate and deploy resources based on assessed risk.**

FireComm

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

FireComm receives and records all incident information in relation to bushfires on land managed by FT and PWS and manages dispatch of SES units to motor vehicle accidents.

During 2014-15, FireComm staff completed formal training in a number of disciplines, including Certificate III

and IV in Public Safety (Emergency Communications Centre Operations).

FireComm staff actively developed and practiced using the Cambridge facility. This ensures FireComm's resilience and system redundancy in the event it is required.

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

FireComm handled a total of 10,776 emergency incidents during 2014-15. These figures reflect incidents where TFS resources were deployed, 85 bushfire incidents where the sole respondent was either FT or PWS, and four incidents where SES was the sole respondent.

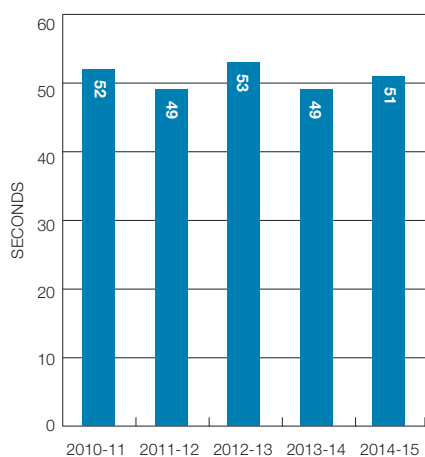


The 2015 Lefroy fire. Photo Courtesy of The Mercury.
Photographer: Ross Marsden

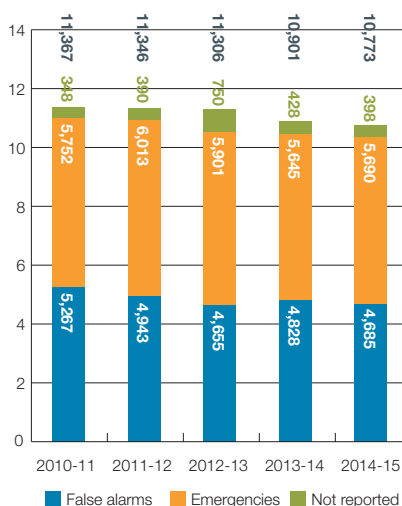


Vertical Rescue training exercise.
Photographer: Warren Frey

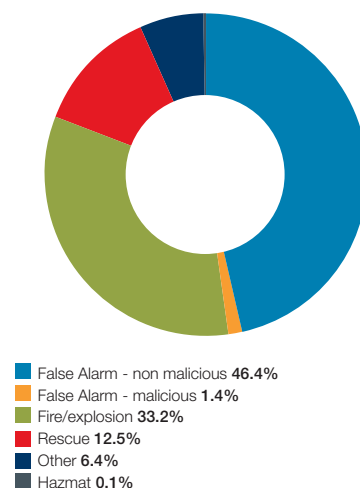
Median call handling times
2010-11 to 2014-15



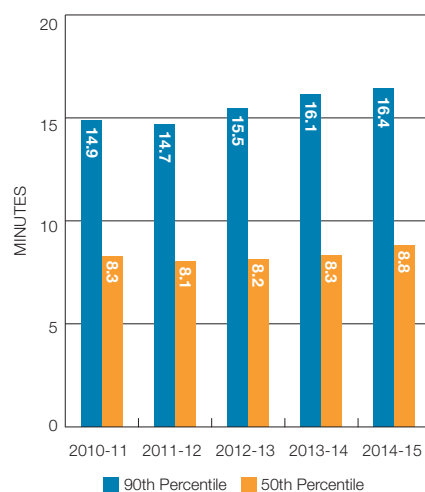
Number of incidents
2010-11 to 2014-15



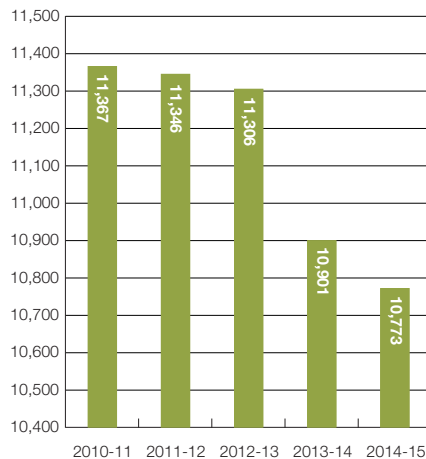
Type of incidents attended 2014-15



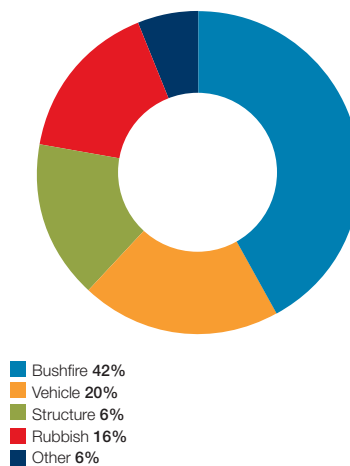
Response times (structural fires)
2009-10 to 2013-14



Total incidents attended by TFS brigades
2010-11 to 2014-15



Type of fires attended 2014-15



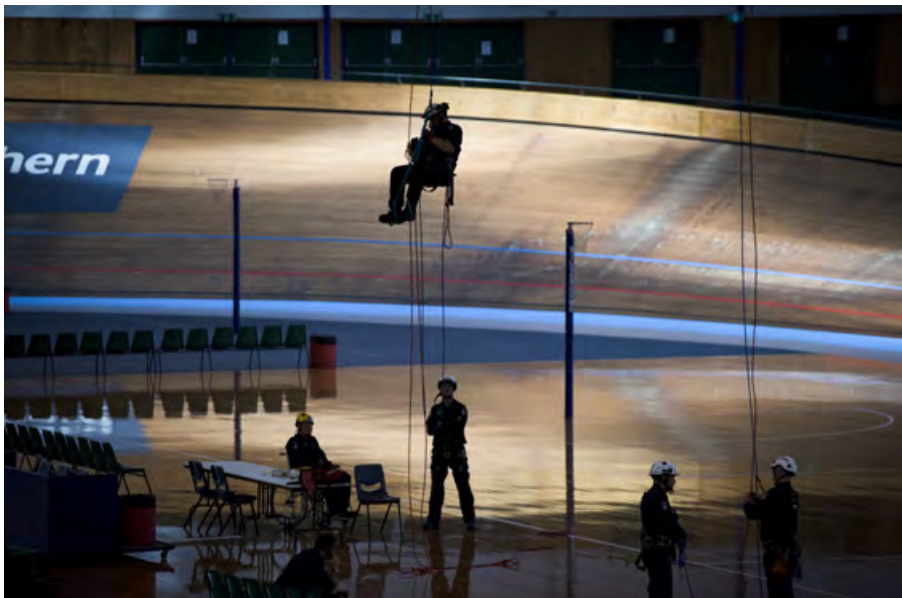
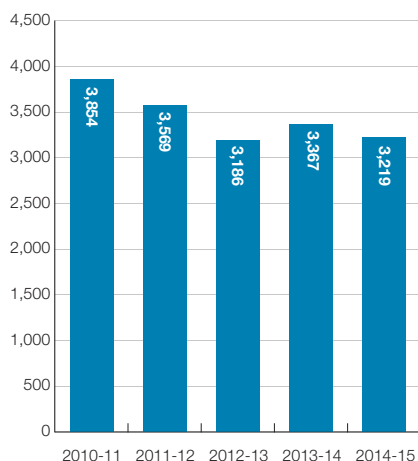
Reduction of Unwanted Alarms and Unnecessary False Calls

TFS maintained its focus on reducing unwanted alarms and unnecessary false calls. The primary strategy consists of engaging with individual premises with high incidence of false alarm activations to discuss their individual alarm systems and provide them advice on measures to reduce avoidable false alarms.

This primary strategy has resulted in a steady decline in false alarm activations as a percentage of the total incidents attended by TFS (from 35% in 2010 to 31% in 2015). Further work is underway to identify how TFS can improve brigade fire reporting information (captured through the fire incident reporting system AIRS) to improve datasets for further false alarm cause interrogation and development of future reduction strategies.

During 2014-15, TFS introduced an information pamphlet developed in collaboration with the AFAC Unwanted False Alarm Sub Group. This national initiative is aimed at providing owners and occupiers of premises fitted with Direct Brigade Alarms (DBAs) information on false alarm reduction strategies they can employ.

**False alarms (Direct Brigade Alarms)
2010-11 to 2014-15**



*Vertical Rescue training.
Photographer: Warren Frey*

Rescue

TFS is the primary support agency to TasPol for a variety of technical rescue roles within the State. These roles include:

- Road Crash Rescue (RCR), including heavy vehicles
- Confined Space Rescue
- Trench Rescue
- Vertical Rescue
- Industrial and Domestic Rescue; and
- Urban Search and Rescue (USAR).

Calls-to-rescue incidents accounted for approximately 12% of all incidents responded to by TFS in 2014-15, representing a 1% reduction on the previous reporting period. RCR accounts for the vast majority of all rescue incidents attended and TFS' capability has steadily increased since formally assuming this role in urban areas in 2006.

TFS works closely with the SES in the provision of RCR where the SES has this responsibility in rural areas. In some locations, dual response zones exist where both TFS and SES respond simultaneously to RCR emergencies.

Capabilities in RCR are:

Southern Region	
Heavy Rescue	Hobart
Light Rescue	Clarence, Bridgewater and Triabunna ¹
Northern Region	
Heavy Rescue	Launceston
Light Rescue	Launceston and Rocherlea
North West Region	
Heavy Rescue	Burnie and Devonport
Light Rescue	Burnie (trial)

¹ Triabunna is the only TFS volunteer station with RCR capability

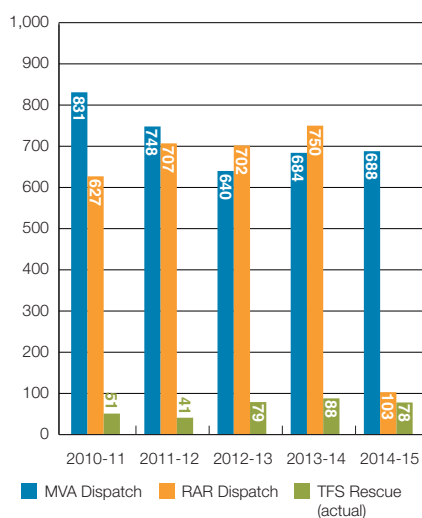


Road Crash Rescue training.
Photographer: Warren Frey

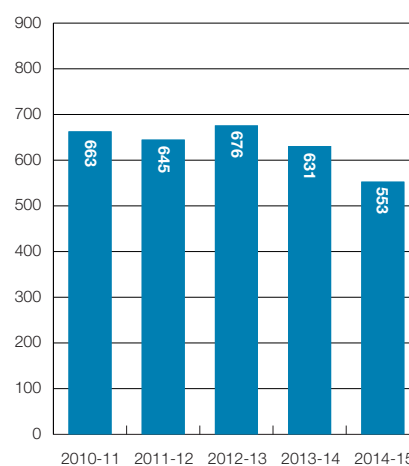


Photo courtesy of The Mercury.
Photographer: Kim Eiszele

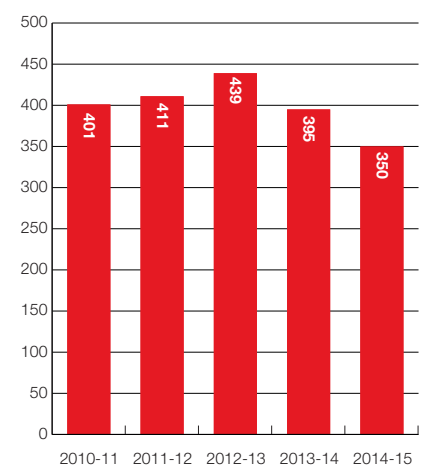
TFS MVA and RCR dispatches and actual rescues 2010-11 to 2014-15



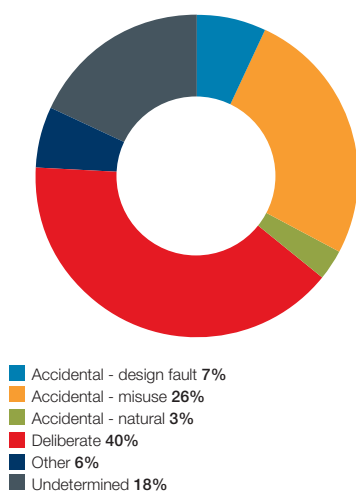
Total structure fires 2010-11 to 2014-15



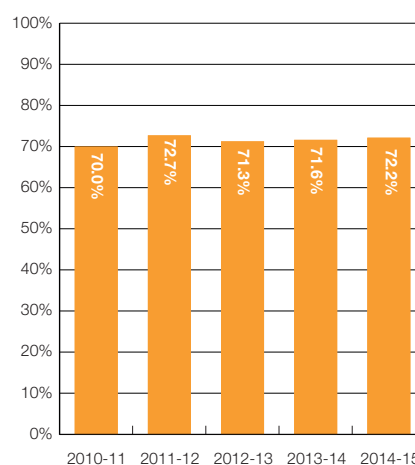
Accidental residential structure fires 2010-11 to 2014-15



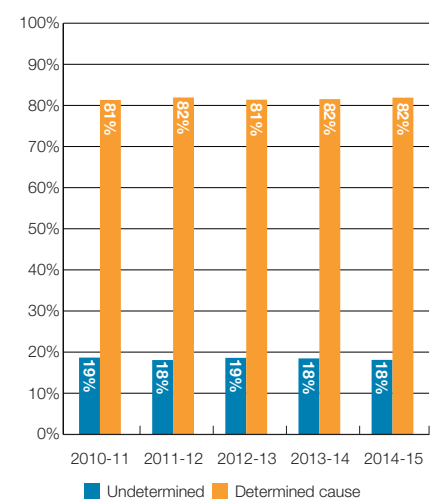
Cause of fires attended 2014-15



Structure fires confined to the room of origin 2010-11 to 2014-15



Cause of all fires 2010-11 to 2014-15



Work-at-Height

As a result of recent Workplace Health and Safety (WHS) legislative changes a number of training packages have been developed to address identified skills gaps. These will be rolled out to brigades during 2015-16. Guidelines are being developed to capture operational procedures and legislative compliance requirements. In 2014-15:

- height safety system kits were procured for brigades identified with specific risk (key structural brigades within each district) and will be allocated on completion of relevant training;
- training props have been and continue to be developed to assist with initial and ongoing skills maintenance requirements; and
- work with the SES began to identify support requirements for both training and operations where the need is identified.

Additionally, Learning and Development (L&D) has reviewed the training package for Work at Heights and it is now nearing completion. This package includes a range of topics such as ladder use, use of height safety packs, roof anchor points, the 'Take Five' process and general safety issues when working at height.

Driving

During 2014-15 TFS driver training was enhanced considerably. A reference group was established to work through the national legislation requirements of National Heavy Vehicle Fatigue Management Law and continues to liaise with the Department of State Growth to provide compliance and recording policies across all sectors of TFS for vehicles over 12 tonnes. Additionally, Induction and Safe Driving sessions were refined and successfully delivered at the 2014 Trainee Firefighter Course. This session complies with the Workplace Health and Safety requirements and will form part of the TFS Administration Instruction.

The working group also reviewed and updated training packages for other TFS resources and Training Resource Kits (TRKs), resulting in improved and contemporary training delivery.



Automatic Vehicle Location (AVL) Project

The AVL Project aims to have our dispatch and regional operations centres use this technology primarily during emergency incidents to ensure operational vehicle locations are known during incident response and operations. Extended applications and further development of the technology will improve TFS capacity to enhance safety of personnel in the broader work environment. As part of this project during the past year more than 200 vehicles were fitted with the technology that works on both 3G phone networks and the TFS radio network, providing robust redundancy and increased coverage. The AVL device and radio have been combined into a compact unit that is generally housed under the seat and notification/information is placed in the vehicle once the unit has been fitted.

Breathing Apparatus (BA)

Three new BA cylinder filling stations were purchased and installed at Cambridge, Youngtown and Burnie. A new compressor was also installed at the Burnie Fire Brigade. Devonport Fire Station's ageing filling station has been removed.

Early in 2014, Draeger visited TFS to reprogram the new Draeger 1000 Distress Signal Units (DSU) bodyguards following a number of reported problems. During an investigation, Draeger discovered a software issue when removing the DSU tally tag and decided to replace all 700 units. Distribution of the recalibrated units was slow at first as Draeger also had to produce an additional 2,500 units for the New Zealand Fire Service, which had experienced the same software issue as TFS. The replacements are identical in appearance and operation to the original units.

A number of DSUs with the new settings were trialled at Hobart and Glenorchy and positive feedback from these trials determined that the new calibrations would reduce false activation significantly.

A review of breathing apparatus policies and procedures was undertaken in late 2014 to bring them into line with current TFS doctrine format. This enabled the information to be compressed into three relevant documents: BA Procedures, BA Responsibilities and BA Decontamination.



New Gemini structural firefighting ensemble.

Planning and Capability

Towards the end of 2014, TFS conducted its annual Statewide 'Exercise Connect' using the Northern Region as the operational deployment hub. The aim of the exercise was to test deployment, command and control of multiple Task Forces responding across the Regions.

The main objectives were to practice use of:

- SFOC
- RFOCs (South and North)
- WebEOC
- Staging Area Management
- Operational Aircraft Management and working safely around aircraft; and
- CAFS.

A range of scenarios were established within close proximity to the Northern Region Headquarters and the four Task Forces rotated between each scenario, giving all participants the opportunity to observe activity at each site.

The main aim was to test TFS capability to command and control crews and vehicles as they responded to each different scenario just as if they were being deployed to an actual incident.

Personal Protective Equipment

TFS is committed to the highest standard of protection of our firefighters through use of appropriate Personal Protective Clothing (PPC).

Structural PPC

During 2014-15, TFS procured 670 sets of new Gemini structural firefighting ensembles—the start of an ongoing program that will see these rolled out across the organisation.

Vegetation PPC

A new, innovative material, Tecasafe Plus, is now being used in this ensemble instead of the traditional proban material.

Both of these new ensembles are lighter weight garments and provide increased flexibility while improving protection.

Bushfire Season 2014-15 Overview

Conditions during autumn and winter led to expectations of normal fire potential for season 2014-15 everywhere except the central part of the East Coast, which was significantly drier than normal. This resulted in above normal fire potential for the East Coast and normal bushfire season potential for the rest of the State¹.

Windy and dry conditions resulted in a Total Fire Ban (TFB) in the Southern Region on 28 September 2014; the second earliest TFB recorded in the State. The peak Fire Danger Index (FDI) recorded this day was 63 and remained the peak value for the entire season. As the dry conditions continued through spring, the area of concern expanded to cover the land between St Helens and Marion Bay, west to the Midlands and the Lower Derwent Valley².

As summer progressed conditions remained relatively mild with relieving rains in early January and relatively fewer days with dangerous fire weather compared to other seasons. A second TFB was required for the Southern and Northern Regions on 3 January 2015.

Late summer saw more rain and this continued into autumn. This resulted in a bushfire season notable for very few fires of any size or requiring more than a day to affect their control.

The most significant fire of the bushfire season was at Lefroy which, although smaller than 1,000ha, threatened the township and considerable critical infrastructure in the area. Other large fires occurred near Runnymede and Conara in November and at Hayes, Lanes Tier and Lake Tooms in April. The Fire Permit Period was revoked on 1 April 2015 and the length of the period was close to the long-term average.

¹ *Southern Australia Seasonal Bushfire Outlook 2014–15*. Hazard Note 2, September 2014, Bushfire and Natural Hazards Cooperative Research Centre.

² *Southern Australia Seasonal Bushfire Outlook 2014 – 15: November Update*. Hazard Note 3, November 2014, Bushfire and Natural Hazards Cooperative Research Centre.

Bushfire Statistics

Fire Permit Period

Commenced for the whole State on 20 November 2014 and concluded on 1 April 2015. During this period 1,769 Fire Permits were issued across the State: 612 in the North West, 488 in the North and 669 in the South. This is a 51% increase from the 2013-14 Fire Permit Period.

Registered Burns—No Permit Required

The Tasmanian public informed TFS about 11,783 occurrences of fire use where a Fire Permit was not required. This is a 38% increase in notifications from the previous reporting period.

Total Fire Bans

Two TFBs were declared: one for the South on 28 September 2014 and another for the South and the North on 3 January 2015.

Bushfires

The bushfire season total of 1,426 bushfires is 30% less than the average for the previous 16 bushfire seasons.

Total Area Burnt

The total area burnt by bushfire in 2014-15 was 6,848ha: 291ha in the North West, 3,219ha in the North and 333ha in the South. This was the second smallest total area burnt in the preceding 11 bushfire seasons and represented just 18% of the average total area burnt across those seasons.

Major Bushfires, where fires have been mapped

Incident date	Street	Location	Region	Area burnt (ha)
15-Nov-14	Tasman Highway	Runnymede	Southern	1760
03-Mar-15	Curries Dam Road	George Town	Northern	1061
17-Apr-15	Tooms Lake Road	Ross	Northern	557
17-Nov-14	Midland Highway	Conara	Northern	387
09-Apr-15	Lanes Tier Road	Ouse	Southern	340
07-Sep-14	Tasman Highway	Dianas Basin	Northern	327
17-Apr-15	Lyell Highway	Hayes	Southern	299
25-Feb-15	Musk Vale Road	Bell Bay	Northern	198
15-Nov-14	Wilmot Road	Forth	North West	177
28-Sep-14	Narrows Road	Dover	Southern	166
19-Oct-14	Tasman Highway	St Helens	Northern	155

Fire Permit Summary

Region	Number of Fire Permits 2011-12	Number of Fire Permits 2012-13	Number of Fire Permits 2013-14	Number of Fire Permits 2014-15
North West	422	43-6	331	612
Northern	478	388	309	488
Southern	504	394	532	669
Total for State	1,404	1,218	1,172	1,769



Lefroy fire. Photographer: Chrissie Anquetil

Build community capacity to prevent, respond to and recover from fires and other emergencies



- Build partnerships with communities and share responsibility for risk.
- Develop and implement customised community-based risk assessment and management strategies in collaboration with local communities.

TFS delivers a broad range of programs to improve the safety of people in the community with a focus on those most at risk from structure fire or bushfire.

These programs aim to prevent fires and minimise the impact of any fires that do occur. The Community Fire Safety Division focuses on delivering programs that improve fire safety in homes, workplaces and other locations such as healthcare facilities and schools. Targeted risk mitigation initiatives were undertaken with a wide range of identified risk groups, including children, elderly people, people with disabilities living in the community, workplaces, and remote and isolated communities.

The Community Fire Safety Division focuses on delivering programs that improve fire safety in homes, workplaces and other locations such as healthcare facilities and schools.



Georgina Bonfield, 8, with (from left) Station Officer David Homan, School Fire Educator Craig Machen and Firefighter Ben Phillips. Photo courtesy The Advocate. Photographer: Katrina Docking

Mitigation of Fire Risk for Children

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

“In 2014-15 the [School Fire Education] Program was delivered to 16,285 primary school children in 81 schools.”

School Fire Education Program

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

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

Specially-trained TFS career firefighters provide classroom lessons and take-home learning resources through the School Fire Education Program. Age-appropriate learning activities and resources have been developed and reviewed in consultation with educators. An evaluation of the program is currently being undertaken by a TFS career firefighter as his research project for a post-graduate qualification in education.

In 2014-15 the program was delivered to 16,285 primary school children in 81 schools.

Bushfire-Ready Schools

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

During 2014-15, 68 sites were assessed and protection strategies developed. These strategies focus on asset-level fuel management and building retrofits for ember protection. Community Protection Planning through *Bushfire-Ready Schools* and *Bushfire-Ready Sites* works with key stakeholders to generate a greater understanding and mitigation of their bushfire risk.

Mitigation of Fire Risk for Older People and People with Disabilities

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

Project Wake Up! (PWU!)

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

It began as a state-wide program in 1999, following a project undertaken by the New Norfolk Volunteer Brigade. The Brigade developed a program for the large population of elderly people and people with disabilities living in their community, including those who had previously lived in the Royal Derwent Hospital.

The components of PWU! are:

- a home fire safety audit—observation and advice regarding specific risk factors and discussion of escape plan
- a general home fire safety information—provision of home fire-safety resources and general advice (for example, safe heating and cooking, smoke alarm maintenance, escape plan); and
- installation of smoke alarms (photoelectric, 10-year lithium battery, installed to AFAC standard).

A total of 175 aged care service providers around the State refer clients to the program. In 2014-15, PWU! provided services to 305 clients, including installation of 565 smoke alarms. All career brigades and all 143 volunteer brigades are involved in delivering the program.

Council on the Ageing (COTA) Home Fire Safety Peer Education Program

Following the success of this program in 2012-13 and 2013-14, TFS committed to it again in 2014-15. The rationale behind peer education is that peers are accepted as trusted and credible sources of information because they share similar experiences and social norms and are therefore well-placed to



Peer Education Program participants.

provide relevant, meaningful, explicit and honest information. Peer education is proven to break down barriers and open channels of communication. This collaborative approach offers older people opportunities to participate in conversations about issues that affect them and to access the information and services they need to protect their wellbeing.

Outcomes of the Peer Education Program have included participants from identified fire risk groups:

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

During 2014-15 this program reached approximately 500 community members around the State.

Smoke Alarms for the Deaf and Hard of Hearing

People who are deaf or hard of hearing are at increased risk of injury or death resulting from a house fire compared to hearing people in comparable living situations. ABS census data indicates there are at least 200 Auslan Signing people in Tasmania. It is estimated that hearing impairment in Australia (those aged 15 years and over) is around 22% or 3.25 million people.¹

Since July 2010 the TasFire Equipment

(TFE) and Community Education units of TFS have worked with The Tasmanian Deaf Society (TasDeaf) and DHHS (Disability and Housing) to deliver home fire safety programs for deaf and hard of hearing Tasmanians. This includes home fire safety checks and installation of subsidised special smoke alarms by TFE officers. This program assists to provide the deaf and hard of hearing community in Tasmania with equitable access to essential and potentially life-saving equipment.

In 2014-15, 24 deaf and hard of hearing clients had specialist smoke alarms installed in their homes. Seventy-two clients have now received these special alarms since the program began in 2010.

TFS' Community Education Unit also reached out to a number of people with hearing difficulties through a series of community education talks on home fire safety.

¹ Statistics from The Deafness Forum

Mitigation of Bushfire and Flood Risk for Tourists

Visitor Information Network National Disaster Resilience Project

The catalyst for this project was the realisation of our duty of care to visitors (including interstate or international tourists and Tasmanians travelling out of area) that was highlighted during the 2013 Dunalley/East Coast fires. Following those events, Tasmanian Visitor Information Centres (VICs) wanted to be prepared and appropriately equipped to provide information to visitors on bushfire and other weather related events and to have adequate systems in place to enable them to perform a useful role in times of emergencies.

This is a collaborative project between the Tasmanian Visitor Information Network (VIN), TFS *Bushfire-Ready Neighbourhoods* program and the SES. The project commenced in 2014-15 for implementation prior to the 2015-16 bushfire season and builds VICs' capacity to deliver alerts and warnings about bushfires and other emergencies to visitors. The project incorporates training and education to increase preparedness for emergencies, including:

- developing a manual incorporating:
 - an introduction to bushfire behaviour and incident management
 - TFS regions and bushfire risk
 - Fire Danger Ratings and Alert Levels
 - Evacuation Centres; and
 - flood, storm and tsunami prone areas
- educating representatives of all 20 accredited visitor centres through workshops held across the State to address content of the manual
- adding all VICs to the existing emergency electronic messaging system; and
- increasing emergency awareness of tourism operators, with VICs providing notifications to this group when an emergency alert is received.

Another outcome of the project is the ongoing education of visitors about bushfire and other natural hazards in Tasmania, through production and distribution of targeted bushfire and flood brochures with visitor-specific messages presented in both English and Mandarin.

Mitigation of Fire Risk for Workplaces

Emergency Preparedness and Response Training

TFT markets emergency preparedness and response training to Tasmanian workplaces. Firefighting training is delivered to emergency response teams and for employees generally on workplace fire safety, use of portable firefighting equipment and ways to manage building evacuations in emergencies (emergency control organisation training). In addition to typical workplaces, TFT also services remote and isolated sites, offering subsidised training to at-risk, not-for-profit organisations with a reduced capacity to pay.

In 2014-15 TFT delivered 451 courses to 3,770 participants. TFT instructors reached 361 different workplaces covering most sectors across Tasmania. A total of 40% of participants were from the public sector with the balance from the private sector (25% were from high-risk, not-for-profit organisations). Approximately one-quarter of training delivered was for emergency response teams in high-risk sectors such as mining and manufacturing. Emergency Control Organisation training comprised 40% of total courses.

Fire Safety Standards in Commercial Buildings

Building Safety continued to support career brigades to assess and approve evacuation plans required under the *General Fire Regulations 2010*. Evacuation plans are an integral component of safety for building occupiers. Building Safety staff assess and approve written plans, with brigades and district staff observing and critiquing practise evacuations as part of the approval process. Checklists and other resources are prepared and managed by Building Safety to ensure a consistent approach to all external clients.

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

Community Education undertook a number of bushfire and home fire safety initiatives with culturally and linguistically diverse individuals and communities in 2014-15. Home fire safety workshops in collaboration with regional Migrant Resource Centres and TasTAFE continue to be well-received among communities of recently arrived immigrants. *Bushfire-Ready Neighbourhoods* also engaged with a number of community members from culturally and linguistically diverse backgrounds through Statewide community events that promoted effective community-based bushfire prevention, preparedness and response.

Mitigation of Arson Risk

Juvenile Fire Lighter Intervention Program (JFLIP)

The JFLIP is a family-based program for primary school-aged children who engage in unsafe fire-play. About 90% of participating children stop engaging in such play. As an arson-prevention program for children, JFLIP is an extension of the School Fire Education Program. The reach of the School Fire Education Program with the target demographic has been an effective primary prevention strategy, and has contributed to a decline in referrals to JFLIP. During 2014-15, just five JFLIP cases were registered.

JFLIP practitioners are also trained to participate in Youth Justice diversionary processes for young people who have committed fire-related offences. JFLIP practitioners represented TFS at two Community Conferences and Formal Cautions in 2014-15.

Collaboration with TasPol

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



TasFire Training markets emergency preparedness and response training.

Mitigation of Fire Risk for Remote and Isolated Communities

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

Mitigation of Bushfire Risk

State Fire Management Council (SFMC)

There have been significant changes to the SFMC in the past 12 months. Mr Stephen Geard resigned as Chair in July 2014 after 11 years. In November 2014 Mr Ian Sauer commenced as the new Chair and is also spokesperson for the whole-of-government fuel reduction program announced in October 2014.

As part of the establishment of this program, the SMFC unit has transitioned to become the Fuel Reduction Unit—a part of TFS. This Unit continues to provide executive support to the SFMC and associated Fire Management Area Committees, as well as to coordinate planning and implementation of the Fuel Reduction Program. In order to undertake this task the number of staff within the Unit has grown substantially, with a team of 14 people currently working across the State.

“Bushfire in Tasmania”

In July 2014, the SFMC published the report *Bushfire in Tasmania: A new approach to reducing our Statewide relative risk*. Conducted on a state-wide scale, the report provided analysis of the state of bushfire risk in Tasmania and compared the effectiveness of different fuel reduction strategies. Significantly, the report moved away from post-event analysis of bushfire risk, using scenario-based modelling tools to better identify bushfire potential into the future. The risk analysis work undertaken in the report is essential background information for the development of fire protection plans.



Launch of ‘Farming communities and the TFS working together to reduce bushfire risk’ brochure.

Fire Management Area Committees (FMAC)

Ten Fire Management Areas cover the State, with boundaries based on bushfire risk and topography and largely aligning to local government boundaries. A committee was established for each area, with membership drawn from:

- local government
- a TFS Volunteer Brigade representative
- a TFS District Officer
- FT
- PWS
- Private Conservation Partnerships Program
- major private land owners (including Aboriginal land)
- Defence
- SES
- private forest companies
- the Tasmania Farmer’s and Graziers Association; and
- the utility companies.

FMACs report all their activities to the SFMC.

In October 2014, building on the risk assessment work already undertaken by the Unit, each FMAC tabled a Fire Protection Plan for its area and the SFMC has accepted all 10 fire protection plans. Building on the quantitative risk assessment work, each FMAC has undertaken qualitative analysis, identifying priorities for bushfire mitigation activities. The reports are all tenure-blind, and identified priorities are being used to prioritise and guide implementation of the Fuel Reduction Program.



Red Hot Tips participants conducting planned burning.

Red Hot Tips

Planned burning is a very important tool for managing bushfire fuel hazards and enhancing biodiversity and native vegetation condition (for example, enhancing regeneration and assisting in weed management). However, there has been a major reduction in the use of planned fire and the skills required to conduct burning during recent decades. To address this, SFMC oversees Red Hot Tips, a program designed to assist landholders in rural areas of Tasmania implement safe and strategic planned burning of native vegetation on private land and develop farm fire management plans.

Macquarie Franklin has been engaged to deliver much of the program, with considerable support provided by TFS, FT and PWS. The project has developed practical tools for bushfire management and planned burning on private land, including property-based fire management plans, training workshops, risk assessment, a monitoring template and a practical manual for burning on private land. In 2014-15, 21 farm fire management plans have been prepared, and seven burns completed. Based on feedback from participants, the format has been adjusted slightly with all participants participating in a field day prior to farm fire management plan preparation. As Red Hot Tips enters its final year, SFMC is reviewing the structure and effectiveness of the program.

Community Protection Planning

The Community Protection Planning Unit develops bushfire protection plans, response plans and mitigation plans for high-risk communities. Protection plans focus on local safety options for communities, such as nearby safer places, escape routes and emergency information sources. The plans are developed with community, brigade and other stakeholder consultation, promoting ownership and confidence. During 2014-15, Community Protection Planning developed 15 community protection plans covering 41 high-risk communities Statewide.

Response plans are a tactical tool for firefighters, identifying protection priorities when bushfires are burning out of control. Development of these plans involves engagement with both the local brigade and local community—a process that enhances the relationship between brigades and communities and ultimately enables local brigades to respond to bushfire emergencies safely and effectively. During 2014-15 Community Protection Planning developed 13 response plans covering 35 communities.

Mitigation plans focus on local-level fuel management strategies that improve the survivability of communities and their assets. FMACs identify communities where mitigation plans are a priority and Community Protection Planning then develop these plans with brigades and the community. This consultative approach to mitigation planning ensures

community, brigade and stakeholder values and expectations are managed. Brigades ultimately play a key role in implementation of mitigation strategies identified in these plans. Community Protection Planning facilitated implementation of bushfire mitigation plans for eight high-risk communities this year.

Community Protection Planning, through *Bushfire-Ready Schools* and *Bushfire-Ready Sites*, works with key stakeholders to generate greater awareness of bushfire risk and assist in planning and preparation for bushfire emergencies. Through these initiatives, stakeholder groups such as Department of Education (DoE) and Department of Health & Human Services (DHHS) are empowered to mitigate bushfire risk at their sites.

By 30 June 2015, plans to mitigate bushfire risk had been developed for 148 of the highest-risk DoE schools.

Bushfire-Ready Neighbourhoods

Bushfire-Ready Neighbourhoods is a community-based prevention and preparedness program for bushfire-prone communities across Tasmania. The program is staffed by the Community Development Coordinator and three Community Development Officers. As of June 2015, *Bushfire-Ready Neighbourhoods* had been in full operation for one year.

A comprehensive and rigorous pilot program was undertaken for five years (2009-2013) prior to establishment of the program in 2014. This tested evidence-based community development in selected communities in bushfire prone areas with the aim of building community preparedness and resilience. The pilot was planned, implemented and evaluated based on best practice community development approaches taking a community-led approach. It incorporated and built on existing bushfire safety research, inquiry recommendations, policy and strategies. Fundamental to the success of the pilot and now the program has been collaboration with researchers and the Bushfire and Natural Hazards Cooperative Research Centre (BNHCRC), TFS staff, volunteer brigades and communities. The success of the pilot has led to roll-out and integration of the *Bushfire-Ready Neighbourhoods* program as an element of core business for TFS in 2014.

Research conducted by the BNHCRC has shown that simply giving or distributing information about what to do is not enough for everyone in the community to prepare for hazards, particularly low frequency hazards such as bushfires. Community development is a successful and cost-effective approach for changing behaviour as it accesses existing community networks, resources and supporting communities to develop specific local strategies. A feature of *Bushfire-Ready Neighbourhoods* is how they are able to increase the capacity of our career and volunteer brigade members to work with their communities to increase their resilience. Some of the bushfire preparedness activities include community forums, workshops, field days, bushfire rehearsals, women's programs, *Bushfire-Ready Neighbourhood* groups, and property assessments. These continue to be identified through collaboration with local fire brigades.

In 2014, *Bushfire-Ready Neighbourhoods* was awarded the State and National Resilience Australia Award for best practice in emergency management and community resilience-building. *Bushfire-Ready Neighbourhoods* was also recognised internationally for its best practice work in bushfire preparedness, with the Community Development Coordinator presenting at the International

“In 2014 Bushfire-Ready Neighbourhoods was awarded the State and National Resilience Australia Award for best practice in emergency management and community resilience-building.”

Association of Wildland Fire *Human Dimensions of Wildland Fire Conference* in the United States.

Also in 2014, *Bushfire-Ready Neighbourhoods* commenced stage one of the program roll-out by working with 16 core communities Statewide. By June 2015, the *Bushfire-Ready Neighbourhoods* program had engaged with more than 40 communities since the pilot program began in 2009.

Stage one implementation included:

- working directly with communities (including volunteer brigades); and
- developing the capacity of brigades in community engagement.

Communities were selected for first stage of implementation (2014 to 2016) using a multi-stage evidence-based approach. A list of communities was prepared with input from the SFMC based on the Bushfire Risk Assessment Model (BRAM) and Phoenix Rapidfire. This list was then compared to a list of existing and future community protection planning priorities. Consultation was undertaken with Regional Chiefs and District Staff and a series of other criteria were considered, including community connectedness, TFS capacity and ground-truthing. The community development team began working with the identified communities from June 2014 in the lead up to the 2014-15 bushfire season.



Left: *Bushfire-Ready Neighbourhoods* on Flinders Island.



Planned burning as part of the Fuel Reduction Program.

Development Control in Bushfire-Prone Areas

Tasmania uses a combination of planning and building controls to increase community safety for those living and working in bushfire-prone areas. These controls are applied when planning or building applications are made for new building work or activity. They are applied in areas deemed to be bushfire-prone and require the work or activity to adopt a suitable combination of bushfire protective measures. The measures are to provide suitable:

- combinations of built resistance to flame and embers and separation from the bushfire hazard
- access to and from the site
- minimum water supplies for firefighting; and
- emergency plans for vulnerable and hazardous uses. The system of development controls depends on three key activities:

- mapping

Mapping of bushfire-prone areas is preferred to making individual site assessments. Maps are being developed for each council area and will become part of the local planning scheme used for building control. This is a joint activity between councils and TFS staff. Mapping has commenced in 17 councils and will continue in 2015-2016 with the aim of achieving complete coverage of the State.

- training and mentoring

The activity area supports the people accredited by the Chief Officer to undertake bushfire hazard assessments for the purpose of development control. This includes providing training with ongoing mentoring and technical support. Two training courses were conducted in the past year and, at the end of the year 74 practitioners were listed on the dedicated TFS website page. About half of these were both fully accredited and

actively practising. It is anticipated that when the current trainees are accredited there will be about the same number of practitioners as there are building surveyors and that the number of practitioners will be sufficient to meet demand.

- policy and technical development

TFS has worked with councils and State agencies to resolve implementation issues with bushfire provisions in both the planning code and the Building Code of Australia. This work is ongoing and will result in a revised planning code being submitted to the Tasmanian Planning Commission together with preparation of complementary building regulations. At a national level, TFS participates in AFAC Bushfire Technical Reference Group activities and is part of the FPAA Technical Advisory Committee responsible for bushfire. Ongoing mentoring and technical support are provided to the community through a dedicated public webpage *Building for Bushfire* on the TFS website.

Be an adaptive, relevant, resilient and sustainable organisation



Photographer: Warren Frey

- Further develop a safe, strategic and capable workforce.
- Shape and foster our leadership and culture to achieve our vision, values and strategic objectives.
- Be a well-informed, evidence-based decision-making organisation supported by effective systems and processes.

General

The Commission performs its functions through its operational arm, TFS. The TFS workforce comprises two important groups: employees in the Department of Police and Emergency Management (DPEM) appointed under the *State Service Act 2000*, and volunteers appointed under the *Fire Service Act 1979*. In TFS, these groups are known collectively as 'members'. Our members provide extraordinarily high levels of service to the community in frontline emergency response and community safety services as well as in support roles at emergency incidents and by ensuring effective performance of TFS' administrative, governance and management functions.

As at 30 June 2015, TFS had a workforce of 5,024 volunteer members

and 488 career members¹ (476.12FTE). Overall workforce distribution has been relatively stable with operational and non-operational numbers for both career and volunteer members remaining similar to those in 2013-14.

Strategic WHS Plan

The Commission has approved a three-year strategic WHS plan to prioritise and focus improvement within TFS. Governance capability has improved in this area through senior management participation in WHS Officer training.

A WHS management system audit undertaken by the State Service Management Office (SSMO) in June - July 2014 provided valuable information to assist with development of the

¹ Excludes Volunteer Training Instructors who are casual employees—as at 30 June 2015 90 VTIs or 5.52 FTE

strategic plan. The audit identified that a substantial WHS management system exists in TFS, with strengths identified in its culture, proactive action and management of key risks. Opportunities for improvement were identified with respect to improved planning, faster resolution of WHS issues and systems for review and improvement of systems and procedures.

An overarching Remote and Isolated Work system was developed in recognition of the risks inherent in the work of many TFS members. The system was developed in consultation with members and is flexible to ensure the varying needs of work groups are addressed.

TFS continues to work on improving our capability to work safely at height in both emergency and non-emergency situations. While risks in non-operational areas have been mitigated through improved work systems, training and personal protective equipment, progress continues on finalising safe systems in operational areas, particularly in the delineation of safe systems in emergency and non-emergency situations.

WHS Performance

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

Lost Time Accident Rate

The lost time accident rate is a measure of the frequency of lost time accidents based on the number of members (rather than hours worked). This rate looks at the number of new lost time death, injuries and diseases reported for the financial year for every 100 members. There is a slight upward trend in this rate for TFS that may result from the significant bushfire season in 2012-13 as well as accidents being reported that traditionally were not (e.g. smoke inhalation).

Average Time Lost Rate

The average lost time rate is a measure of the severity of lost time accidents. It measures the total number of work days that were lost during the year as a result of deaths, injuries or disease, divided by the number of new lost time occurrences. There is a downward trend with this statistic at this time, reflecting a reduction in the number of work-related long term injuries and illnesses in the past financial year. This is a positive result.

Figure 5

Operational and Support members, Volunteer Training Instructors headcount from July 2011

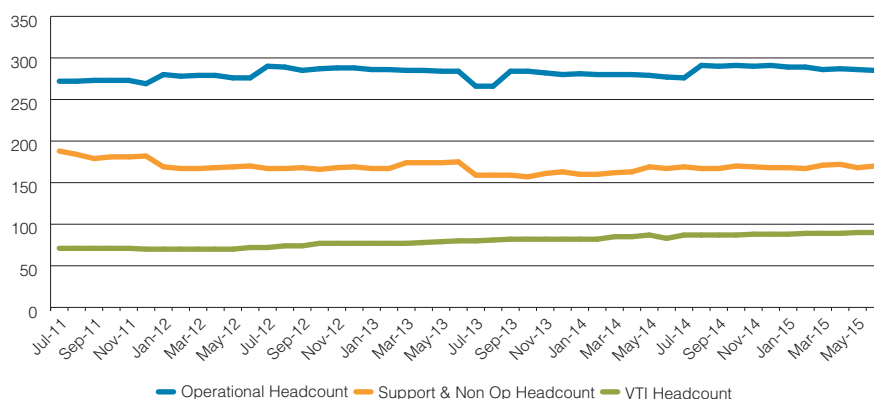


Figure 6

Operational and Support Volunteers from July 2011

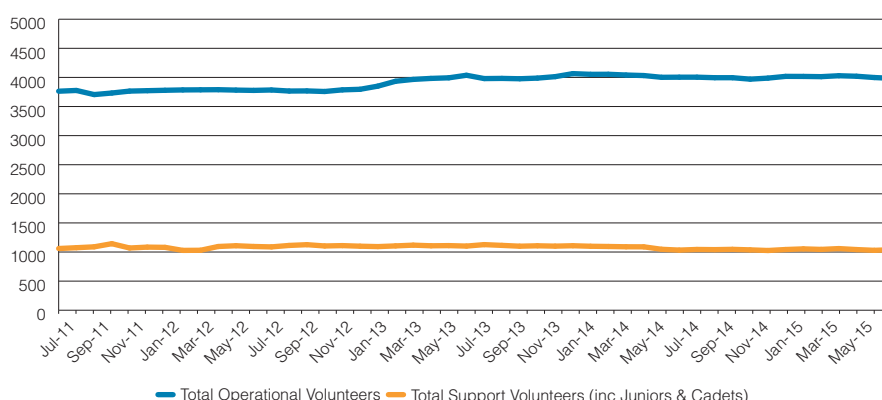


Figure 7

Lost Time Accident Rate

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

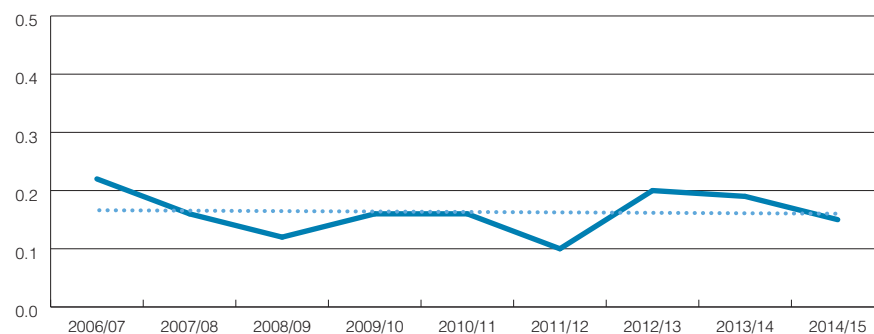
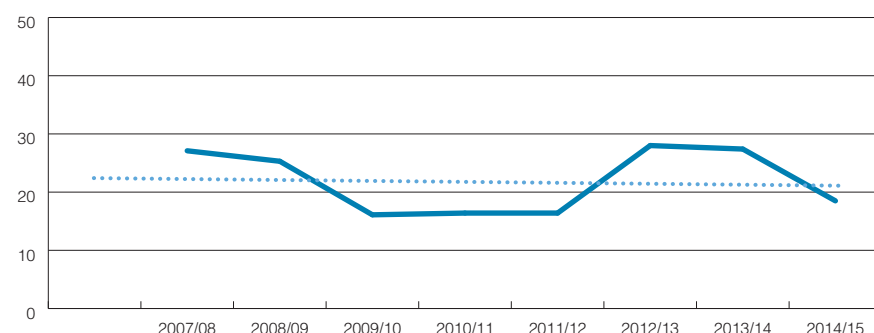


Figure 8

Average Lost Time Rate

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





Members competing in the 2014 State Championships.

Table 1: Workers Compensation Claims

Year	2011-12	2012-13	2013-14	2014-15
Claims made	57	109	70	69
Open claims	2	2	2	23

Figure 9

Average Days Unplanned Absence

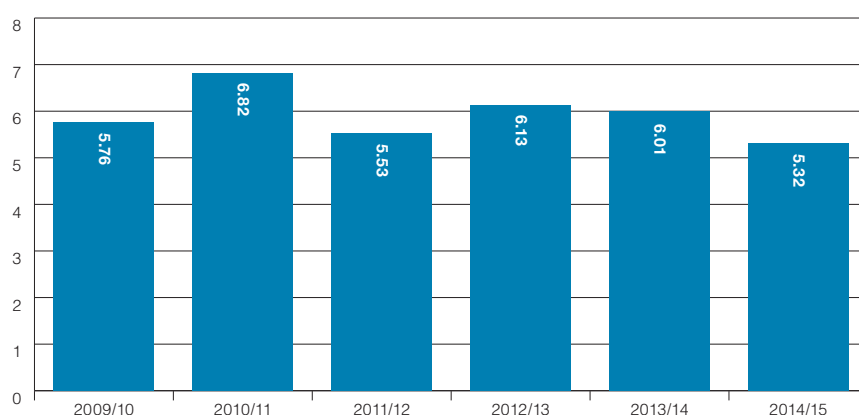
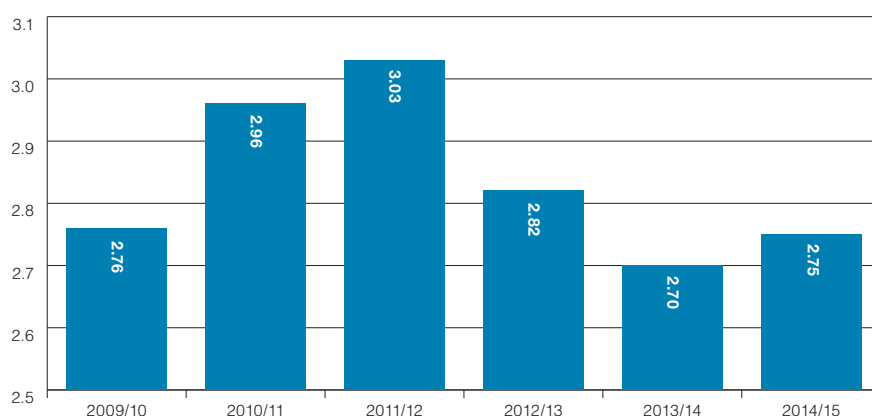


Figure 10

Average Number of Unplanned Absences



Workers Compensation

Table 1 provides a profile of workers compensation claims experienced for the past three years. The bottom row outlines the number of claims that were open as at 30 June 2015, based on the financial year in which the claim occurred. 2014-15 performance continues the decrease in claims since 2012-13. The significant bushfire season in 2012-13 caused the elevated number of claims.

'Slips Trips and Falls' and 'Manual Handling' continued to be the most prolific causes of injury, however, the highest claims costs are for cancer related to firefighting, and post-traumatic stress.

Absence Rate

The absence rate (Figure 9 - Average Days Unplanned Absence) indicates the average number of days of absence on personal leave (personal illness or care for others) per career member per annum. The absence rate for 2014-15 is nearly one day per career member per annum lower than for 2013-14 and the lowest absence rate since 2008-09. This is a significant result given the amount of change within TFS in 2014-15.

Absence Frequency

The absence frequency indicates the average number of occasions of absence (personal illness or care for others) incurred per career member per annum. These figures (Figure 10 - Average Days Unplanned Absence) provide an indication of whether there is a high level of short-term absences as opposed to long-term absences. A trend upwards would indicate an increase in short-term absences. While there is a slight increase on 2013-14, the absence frequency remains less than three occasions per career member per annum in 2014-15, indicating a low number of single day absences.

Age and Gender Diversity

TFS has a healthy age profile when compared to the Tasmanian community but the average age of our workforce is increasing noticeably, particularly in the age groups above 55. The average age of volunteer operational firefighters is 45.08 years and 44.16 years for career operational firefighters. The average age has increased slightly in 2014-15 in both occupational groups. Workforce distribution will need ongoing monitoring and support for workforce planning strategies in particular to ensure TFS is able to maintain viable and diverse workforce numbers.

TFS' gender profile reflects a workforce that is predominantly male and in the 36-55 year age range. This profile reflects the challenge of changing community and organisational perceptions of firefighting in order to attract and retain a more diverse group of new members. Females currently constitute 19% of overall TFS membership. Females comprise 4% of career operational members and 14% of volunteer operational members. On average, females comprise less than 10% of the applicant pool for career operational vacancies.

Strategic Learning and Development (L&D) Plan

The TFS Strategic Learning and Development Plan has been operating for 12 months. Learning and development outcomes during this time have focussed on training delivery achievement and the plan's high priority projects. Learning is also informed by the personal development plans arising from the TFS Workplace Feedback System—the TFS' performance management system. Participation in the system continues to vary; however, a recent review and new reporting systems are expected to deliver improved outcomes in 2015-16.

In late 2014 a new set of standards was legislated for RTOs. These standards superseded previous ones and came into force on 1 January 2015 with full compliance required by 1 April 2015. Gap analysis against the new Standards identified priority action areas and an RTO working group was established to facilitate the gaps being addressed.

Work on scoping the TFS Capability Framework began with completion scheduled for 2015-16. The framework will outline the required capabilities for all work undertaken across all levels of TFS. Development of this framework is fundamental to the systematic recruitment, development, and retention of high performing members.

TFS invested significantly in curriculum development during 2014-15 with the focus on the Senior Station Officer (SSO) Development Program. This Program is a new initiative aimed at developing capable fire managers and leaders for the future. A mix of people management, resource management and fire safety curriculum were completed and the first SSO Development Program began in April 2015 as a pilot.

The national training regulator, ASQA, conducted an external audit of the TFS RTO in late 2014. The audit identified

Figure 11

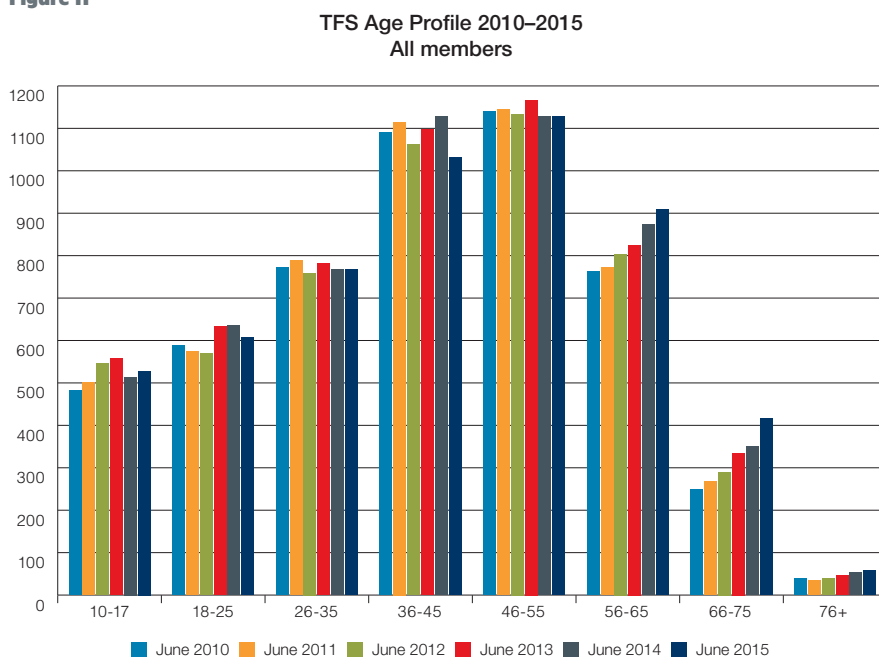


Figure 12

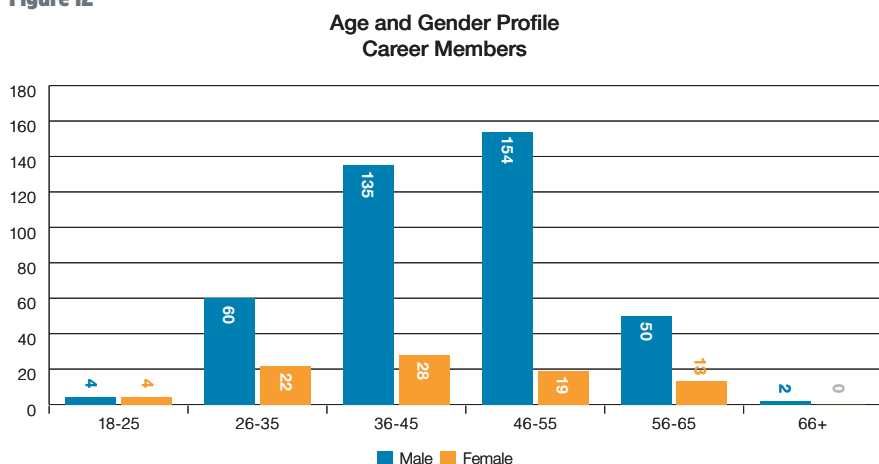
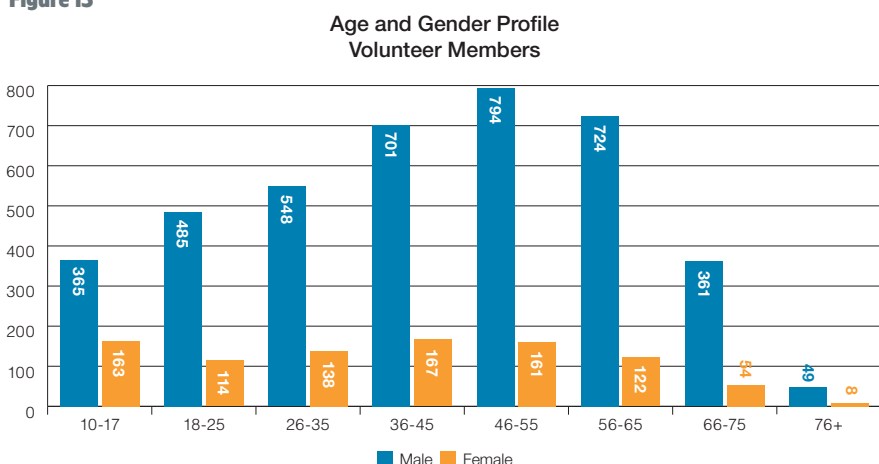


Figure 13



that TFS was largely compliant with RTO requirements, as well as a number of areas where changes were required to ensure that training is consistent with the required standard. Plans have been developed to implement the necessary changes with rectification work to be completed in 2015-16.

Significant career and volunteer member training activity continued in 2014-15. TFS training is conducted at the workplace, at TFS training centres in each region by volunteer and career training instructors and at external providers. Table 2 shows the number of TFS volunteers who hold required skills.

It should be noted that all volunteers are required to complete the Induction program and all operational volunteers must complete Brigade Basics. Remaining skills not covered in these programs only need to be undertaken by a proportion of volunteers depending on their individual roles and community risk levels. Given the average 10% turnover in volunteer numbers each year, it is not possible for volunteers to achieve a 100% skill achievement level in Induction and Brigade Basics.

Workforce Management

The Tasmanian Parliament passed the *Registration to Work with Vulnerable People Act 2013* that makes it compulsory for people who work with children in regulated activities to attain registration through the Department of Justice. This legislation is being introduced in three stages with members who have ongoing contact with our Junior and Cadet program having had to be registered by 1 April 2015. Additional small groups of TFS members will be required to register progressively by 1 January 2017.

TFS has placed a high priority on ensuring members are registered and increasing awareness of child-safe practices. To date more than 550 members have applied for registration and more than 200 members across all regions have attended information sessions about the registration requirements and child-safe practices.

The Internal Vacancy Management procedure established under the State Service's *Managing Positions in the State Service* direction resulted in collaborative arrangements being established for the movement of career members between TFS and DPEM as a whole.

Table 2: Volunteer skills

Volunteer Skills	2011-2012	2012-2013	2013-2014	2014-2015
Induction	3529 (92.9%)	3702 (92.63%)	3832 (93.9%)	3816 (95.07%)
Brigade Basics	3268 (86.1%)	3390 (84.69%)	3523 (86.5%)	3536 (88.09%)
Firefighter Level 1	2011	2104	2220	2319
Urban Firefighter	1180	1204	1194	1228
Advanced Urban Firefighter	501	554	547	617
Advanced Bush Firefighter	1044	1080	1121	1253
Crew Leader	544	567	576	679

TFS Behavioural Development

TFS continued to promote its Values and to incorporate them into decision-making and development of positive workplace relationships. For these Values to be successful every member needs to understand what they mean and what they 'look like' in their workplace. Importantly, each team needs to agree on how they will act to ensure the ways they relate are always supportive of TFS values.

As part of developing this understanding TFS produced a 15-minute media clip that can be used by each workgroup to discuss TFS Values and prepare a poster that outlines how team members will apply them. This facilitation tool will be distributed to all TFS teams progressively before the end of 2015.

TFS commitment to implementation of the TFS Leadership Framework continued in 2014-15 with a further 62 members participating in the Fireline Leadership program. A total of 420 career and volunteer members have now participated in the foundational leadership program since 2011. A further 20 members have developed greater self-awareness and self-management strategies through participation in the LifeStyles Inventory (LSI) development program. In recognition that a toolbox approach for leadership development to be personalised and targeted, 23 members participated in internal coaching, external leadership or programs.

Internal Communications

The clear benefits to date have included a focus on workplace engagement, information dispersion (e.g. workplace posters, WordBack, Chief Officer's communiqués etc.) and use of other communications tools such as Fireground and social media.

Additionally, arrangements surrounding the TFS Style Guide were revisited to ensure consistency with State Government guidelines, resulting in a combined tender with DPAC to streamline a range of communications processes.

Firefighter Championships

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

The 2014 Tasmanian Fire Brigades Competitions Association State Firefighter Championships were held on 8 and 9 November at Launceston's Invermay Park in near-perfect conditions.

A total of 39 teams battled it out in 17 individual events over two days of competition. Three new events with origins in NSW were included—First Aid Reel & Pumper, Hose, Hydrant and Extinguisher and Hose and Hydrant. Feedback following the Championships suggests these new events were well received.

Eleven new State Records were recorded at the Championships, demonstrating that teams are honing their skills in preparation for competition. Devonport 1 was the eventual aggregate winner in the senior section with Sassafras taking out the juniors. The combined section went to Claremont 1. Devonport 1 was selected automatically to represent Tasmania at the Australasian Firefighters Championships being held 23-25 October 2015 in Echuca, Victoria.

New State Records—Senior

GP Pumper Relay
Devonport 1 30.684 (32.137)

Hose, Hydrant and Pumper
Claremont 1 23.487 (26.558)

Siamese Valve
Devonport 1 46.985 (51.063)

First Aid Reel and Pumper
Devonport 1 34.853 (new event)

Hose, Hydrant and Extinguisher
Claremont 1 38.693 (new event)

Hose and Hydrant
Claremont 2 20.811 (new event)

New State Records—Junior

GP Pumper Relay
Gretna 27.693 (31.110)

Tanker Rescue
New Norfolk 38.173 (40.992)

Hose, Hydrant and Pumper
Claremont 1 20.394 (26.051)

Hose, Hydrant and Extinguisher
Sassafras 40.052 (new event)

Hose and Hydrant
Sassafras 25.148 (new event)



Participating in the 2014 State Championships.

The Tasmanian Firefighter Championships were extremely well supported by a number of corporate partners:

- Bendigo Bank
- Britax Automotive Equipment
- Bupa
- Caltex
- FRM
- Isuzu Trucks
- Ken 'N' Barbie
- PT Hydraulics Australia
- Draeger
- J Boag & Son
- Tassie Instant Marquees
- Andrew Walter Constructions
- SPT Security
- TVFBA North
- New Norfolk Fire Brigade
- John Banks
- Robert & Veronica Atkins.

Be a socially and environmentally responsible organisation



- **Build mutual respect and understanding between the community and our organisation.**
- **Minimise our impact on the environment.**

Working with Children

Workshops were held across the State to give our members an update on the introduction to legislative requirements regarding working with children.

Regional Administration, in conjunction with District Staff, identified the brigades that have Juniors and Cadets and those that have Junior and Cadet Coordinators.

The Officers and Junior and Cadet Coordinators from brigades with Junior and Cadet programs were contacted and advised of the process they needed to follow to ensure they were registered through Justice and able to continue working with our younger members. Our Administration teams also received confirmation from Brigade Chiefs of those members who did not need to register.

To date, around 75% of TFS members requiring registration have completed the process.

The next stage is to identify those members who may have contact with children through their normal roles but are not necessarily involved directly with brigades. For example this includes, includes School Education, TFE or career brigade members.

Awards

Australian Fire Service Medal (AFSM)

AFSMs were presented to:



Regional Chief Jeffrey Harper

Jeff began his TFS career in September 1985 as a recruit firefighter. A keen and committed firefighter, Jeff worked and studied at the Launceston Fire Brigade and was promoted to Station Officer in 1991. After five years in an operational supervision role, Jeff transferred to work in Building Safety, undertaking building fire safety inspections for proposed developments and general fire safety compliance. Following a return to brigade operations, Jeff then applied to work in the specialist role of fire investigation—a field in which he provides key leadership across the state.

Following some experience as a Field Officer supporting volunteer brigades, Jeff was promoted to District Officer in 2004, providing key support, advice and leadership to the brigades of the North Esk. He was promoted to Deputy Regional Chief North in 2009 and Regional Chief North in 2010. Jeff has also acted as Deputy Chief Officer and State Controller on occasion.

He has worked to assist interstate agencies on several occasions, including during the Victorian Black Saturday Fires and Cyclone Yasi. Jeff was awarded the National Medal plus clasp and the National Emergency Medal for his work supporting Queensland local government authorities in the wake of Cyclone Yasi. Jeff has served TFS with distinction over many years.



Volunteer Firefighter John Duggan

John started his firefighter service when he joined the Cradoc Rural Fire Brigade in 1976. He remained there until 1996 when he moved to the Cygnet Fire Brigade where he is still an active member. John has held a variety of positions at Cygnet including that of Brigade Chief and various functional roles overseeing the coordination of juniors and cadets and the brigade's health and safety.

John's interest and commitment to fire safety led him to a career with the PWS as a firefighter specialising in remote area firefighting and fuel reduction burning in all areas of the State. This work began as a seasonal capacity in 1998, developing into a full-time position in 2003. Currently, John holds the leadership position of Fire Crew Manager, overseeing the operations and development of all PWS specialist firefighters.

John has undertaken several taskforce deployments in recent years, including the USA in 2006 and the Victorian Black Saturday Fires in 2009. He is an experienced firefighter and holds qualifications in Operations Coordination and at the highest level in Incident Control.

John was awarded the National Medal for his dedicated service to TFS in 1992 and 1st and 2nd clasps were awarded in 2002 and 2012 along with the National Emergency Medal for his service in Victoria in 2009.

John has served TFS, his local community and the PWS with distinction over many years.



Retired Brigade Chief John White

John resigned from the volunteer ranks of TFS in August 2014 after freely giving service of 37 years. He joined as a Volunteer Firefighter with the Ridgley Fire Brigade in 1977. While at Ridgley, John developed a keen interest in operational training and competitions and led brigade activities in both of these areas.

After moving house in 1989, John joined the Sulphur Creek Fire Brigade and within one year was elected to the leadership position of Brigade Chief by his peers. In this position John proposed moving the brigade to a more suitable location at Heybridge and motivated brigade members to provide hundreds of hours of labour to assist with the station construction, landscaping and the development of several innovative training props.

John also led and supported development of brigade juniors and cadets and held the positions of Fire Management Area Committee (FMAC) representative, health and safety representative and the local Fire Permit Officer.

He held the position of Brigade Chief up until his retirement in 2014, a true acknowledgement of his commitment and leadership. At all times John had strong support from his wife, Avis.

He has been awarded the National Medal and clasp and is now due for his 2nd clasp.

National Medals

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

National Medals

(awarded for 15 years service)

81 recipients

1st Clasp

(awarded for an additional 10 years service)

44 recipients

2nd Clasp

(awarded for a further 10 years service)

26 recipients

3rd Clasp

(awarded for a further 10 years service)

14 recipients

4th Clasp

(awarded for a further 10 years service)

No recipients

Chief Officer's Special Awards

The Chief Officer presented a number of special awards in recognition of outstanding efforts by various personnel.

Chief Officer's Commendation

Career and Volunteer TFS Crews of Launceston and White Hills Brigades received this Award for demonstrating leadership and professionalism in conducting the rescue of a man buried and trapped while working in a deep trench at White Hills Road on 26 July 2013.

The Chief Officer's Special Award

TFS CAFS Crews received this Award for their professionalism, innovation and service in their response to the Hazelwood (Victoria) Coal Mine Fire of February-March 2014.

Institute of Fire Engineers (IFE) Companion Fellow

Acting Chief Officer Gavin Freeman, AFMS was awarded the prestigious grade of IFE Companion Fellow. This grade is awarded to those who have demonstrated significant individual responsibility and exceptional contribution to the fire engineering profession over an extended period of time (normally not less than 15 years).



National Medal and Long Service Award recipients.

Financial Overview

The net deficit for the Commission for 2014-15 was \$6.0 million, compared with last year's deficit of \$4.2 million.

Total income of \$76.4 million was \$2.3 million higher than 2013-14 and this was mainly due to an increase of \$1.9 million in the fire service contribution. The insurance fire levy was down \$0.6 million as a result of market conditions in the insurance industry. This was offset by an increase in the motor vehicle levy of \$0.8 million.

Total expenses of \$82.5 million in 2014-15 were \$4.1 million higher than last year and this partly resulted from the payment of a contribution of \$2.5 million towards the operating costs of the State Emergency Service for the first time. This contribution is ongoing in accordance with Government policy. Salary-related expenses increased \$1.2 million to \$49.9 million principally due to negotiated award increases. There was an increase in expenditure on protective clothing and uniforms of \$0.7 million and this was due to the replacement of structural firefighting clothing with new technology clothing.

The Commission had net cash of \$0.3 million at 30 June: cash was \$0.9 million and overnight borrowings were \$0.6 million. Cash holdings at 30 June 2014 were \$6.2 million.

More detail regarding income and expenditure is contained in the notes to the accounts in this report.

Physical Resource Management

For the 2014-15 financial year the Commission spent \$6.3 million on assets. This included \$3.6 million on fire appliances, \$1.4 million on plant and equipment, \$0.9 million on motor vehicles and \$0.5 million on buildings.



Compressed Air Foam System (CAFS) truck in action at the Hazelwood Coal Mine fire, Victoria, February 2014. Photographer: Tony Shultz

Fire Appliance Program

A capital allocation of \$160,000 was made to fund the 10-year upgrade of a second hydraulic platform (Launceston Fire Brigade).

In addition, \$3.65 million was made available to fund design and fabrication of 14 Heavy Compressed Air Foam System (CAFS) Tankers. The new design is based on the 2013-14 version, which was enhanced with CAFS capability developed in-house by TFS. Funding of \$160,000 was made available to fund development of a prototype medium tanker appliance, once again fitted with TFS engineered CAFS capability.

TFS' capacity to design and fabricate internally combined with an ability to integrate new technology and enhance previous generation designs has impressed cab chassis manufacturers. Some of these manufacturers showcased both the medium and heavy tanker on their respective stands at the 2015 AFAC trade show. The medium CAFS enabled tanker will be used as an evaluation platform to determine the effectiveness and appropriateness of CAFS in this

application, providing direction for future medium tanker design. Innovation by way of the integration of a monitor for mobile suppression and wet line establishment has also been incorporated and will increase the capacity of the appliance in both a suppression and preparation role. The 14 four-wheel drive heavy tanker appliances have been allocated to brigades around the State based on a resource-to-risk methodology.

These appliances are considered state-of-the-art within the industry, significantly increasing both capability and crew safety, with up-to-date crew protection systems of a national standard.

TFS provided assistance by way of technical advice and guidance to other national fire agencies to develop their own CAFS integration with the CFA in Victoria, the CFS in South Australia and Queensland FRS seeking assistance from TFS to implement CAFS in their operational fleets.

ICT System upgrades

TFS was the first Emergency Service Organisation Australia-wide to use the new mobile phone location information as part of the Caller Line Identification (CLI) information from 000 calls. This geographical information is displayed on maps on both TFS and Whole of Government (WoG) web mapping platforms. This is not the GPS location of the phone but an estimate of area where the phone is located using phone tower information.

The automated bushfire simulation modelling system was modified this year to allow display of simulations on the WoG Common Operating Platform (COP) in addition to the existing TFS web mapping platform. This system runs the Phoenix model on vegetation fire starts as they are entered in the dispatch system.

New templates were added to the Publishing System for TFB, permits and media releases. The Publishing System is used to create and distribute community warnings to the TFS website, Facebook, Twitter, SMS, email and fax. The new templates consolidate the management of messages to the public into one system to streamline publishing. The system has also been modified to allow display of fire alert areas on TasALERT and WoG COP.

WoG Wireless Access Points (WAP) were deployed to complement TFS WAPs in major centres where incident management involving other agencies is conducted. This will provide other agencies with direct access to their respective networks.

There were a number of other system changes throughout the year, including:

- TRIM, RMS and AIRS upgrades to new versions
- the automatic fault notification system going live
- pre-incident plan system enhancements to simplify the validation process
- replacement of the fax gateway
- TFS' Total Operating Picture (TOP) integration with FIRM; and
- installation of new FireMon servers that connect to the direct brigade alarms system in both Hobart and Cambridge.

The TFS website was moved to new servers, replacing the last Oracle servers as part of TFS' move from proprietary servers to commodity servers.



FireComm Communications Officer in action.

DPEM Corporate Services' Integration Project had a significant impact in 2014-15 with a significant increase in cooperation between Fire and TasPol IT areas. Planning commenced for aligning TFS and TasPol systems with a view to providing an integrated service to TFS, TasPol, SES and FSST. In addition to the integration project are a number of other cooperative projects were undertaken:

- implementation of the recommendations of the Tasmanian Audit Office audit of ICT security in DPEM
- provision of geocoded feeds of the Police Helicopter, vehicle crash, offence and infringement locations to the WoG COP
- assistance with emergency service computer aided dispatch tender
- changes to TasPol and TFS computer networks to enable easier sharing of computer systems and links into the Police Academy and Youngtown
- modification of the TFS publishing system to allow SES to publish flood warnings
- movement of TasPol Recruiting and Report a Crash websites to TFS hardware
- preliminary work to transfer TFS email to Connect (WoG) email with completion expected in early July 2015
- completion of site setup for ConnectV (WoG phones) at TFS SHQ and installation of new phones at Finance Branch; and
- changes to TFS' Total Operating Picture (TOP) to allow all DPEM staff access through single sign-on security.

Communication Network Upgrades

TFS continued to upgrade both its radio and paging infrastructure this year with 12 paging transmitters replaced. These replacements are for end-of-life equipment and the new systems provide enhanced monitoring of each transmitter. Seven remote access paging encoders were installed, replacing old store and forward units.

TFS continued to upgrade communications systems at local volunteer stations across the State. In 2014-15, 18 brigades received upgrades that included installation of new radios (VHF and UHF). These installations included six stations that were connected to the NBN, enabling TFS to provide the brigade with a new communications hub with access to enhanced data services including a wireless access point.

A new radio shelter was installed on Mt Mangana, Bruny Island and an additional radio transmitter was added at Flagstaff Lookout near St Helens. These will provide improved communications for local brigades. TFS continued to provide ongoing systems provisioning and services to AT and the SES for radio communications and dispatch paging services.

Financial Statements 2014-15

STATE FIRE COMMISSION FINANCIAL STATEMENTS 2014-15

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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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 2014 to 30 June 2015 and the financial position at 30 June 2015 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.

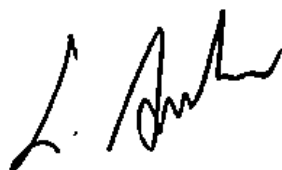
At the date of signing we are not aware of any circumstances which would render the particulars in the financial statements misleading or inaccurate.



Rodney Sweetnam AFSM

COMMISSION CHAIR

23 September 2015



Lyndsay Suhr AFSM

COMMISSION MEMBER

Independent Auditor's Report

To Members of the Tasmanian Parliament

State Fire Commission

Financial Report for the Year Ended 30 June 2015

Report on the Financial Report

I have audited the accompanying financial report of the State Fire Commission (the Commission), which comprises the statement of financial position as at 30 June 2015 and the statements of comprehensive income, changes in equity and cash flows for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the statement of compliance by the Members.

Auditor's Opinion

In my opinion the Commission's financial report:

- (a) presents fairly, in all material respects, its financial position as at 30 June 2015, and its financial performance, cash flows and changes in equity for the year then ended
- (b) is in accordance with the *Fire Service Act 1979* and Australian Accounting Standards.

The Responsibility of the Members for the Financial Report

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

Auditor's Responsibility

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

...1 of 2

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

Strive | Lead | Excel | To Make a Difference

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

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

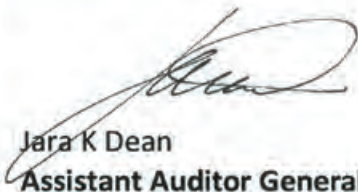
My audit is not designed to provide assurance on the accuracy and appropriateness of the budget information in the Commission's financial report.

Independence

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

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

Tasmanian Audit Office



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

Hobart
25 September 2015

...2 of 2

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

Strive | Lead | Excel | To Make a Difference

State Fire Commission

Financial Report for the year ended 30 June 2015

STATEMENT OF COMPREHENSIVE INCOME

	Note	2015 Budget \$'000	2015 Actual \$'000	2014 Actual \$'000
Income				
Fire Service Contribution		36,837	36,845	34,924
Insurance Fire Levy		18,000	17,009	17,658
State Government Contribution	2	3,083	4,670	5,046
Motor Vehicle Fire Levy		7,388	7,680	6,902
Fire Prevention Charges	3	5,807	5,933	5,855
Sundry Income	4	1,330	2,681	2,351
Commonwealth Government Contribution	2	-	1,629	1,399
Total Income		72,445	76,447	74,135
Expenses				
Employee Related Expenses	5	46,078	49,923	48,717
Community Awareness, Subscriptions and Professional Fees	6	1,737	1,984	1,971
Learning and Development		920	899	946
Operations Expenses	7	7,454	9,992	10,557
Funding of State Emergency Service		2,494	2,494	-
Protective Clothing and Uniforms	8	900	1,686	1,001
Depreciation	19	6,303	6,538	6,208
Financial and Other Expenses	9	4,666	4,419	3,704
Insurance		2,086	1,740	1,799
Borrowing Costs	10	240	190	242
Repairs and Maintenance	11	1,734	1,676	1,923
Minor Equipment Under \$2,000	12	1,590	914	1,295
Total Expenses		76,202	82,455	78,363
Net Surplus/(Deficit) for the Year		(3,757)	(6,008)	(4,228)
Other Comprehensive Income				
<i>Items That Will Not be Reclassified Subsequently to Profit or Loss</i>				
Actuarial Gain/(Loss) on SFC Super Scheme Obligation	13	-	683	110
Increase/(Decrease) in Asset Revaluation Reserve	19	-	1,184	233
Total Other Comprehensive Income for the Year		-	1,867	343
Total Comprehensive Income for the Year		(3,757)	(4,141)	(3,885)

STATEMENT OF CHANGES IN EQUITY

		Reserves \$'000	Retained Surpluses \$'000	TOTAL \$'000
Balance as at 30 June 2013		17,499	81,819	99,318
Net Surplus/(Deficit)		-	(4,228)	(4,228)
Other Comprehensive Income				
Actuarial Gain/(Loss) on SFC Super Scheme Obligation	13	683	110	793
Increase/(Decrease) in Asset Revaluation Reserve	19	233	-	233
Balance as at 30 June 2014		18,415	77,701	96,116
Net Surplus/(Deficit)		-	(6,008)	(6,008)
Other Comprehensive Income				
Actuarial Gain/(Loss) on SFC Super Scheme Obligation	13	-	683	683
Increase/(Decrease) in Asset Revaluation Reserve	19	1,184	-	1,184
Balance as at 30 June 2015		19,599	72,376	91,975

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 27a of the accompanying notes.

State Fire Commission

Financial Report for the year ended 30 June 2015

STATEMENT OF FINANCIAL POSITION

	Note	2015 Budget \$'000	2015 Actual \$'000	2014 Actual \$'000
CURRENT ASSETS				
Cash and Cash Equivalents	14,26	714	864	6,180
Receivables	15	2,410	1,516	1,022
Inventories		1,454	1,634	1,738
Other Current Assets	16	2,909	3,103	2,854
Total Current Assets		7,487	7,117	11,794
NON-CURRENT ASSETS				
Capital Work in Progress	19	1,710	3,943	3,771
Property, Plant and Equipment	19	104,331	102,659	102,281
Total Non-Current Assets		106,041	106,602	106,052
TOTAL ASSETS		113,528	113,719	117,846
CURRENT LIABILITIES				
Payables and Income in Advance	20	3,404	3,636	4,087
Provision for Employee Related Expenses	13	12,382	13,410	12,737
Short Term Borrowings	21	-	580	-
Fixed Rate Borrowings	21	-	-	1,500
Total Current Liabilities		15,786	17,626	18,324
NON-CURRENT LIABILITIES				
Provision for Employee Related Expenses	13	1,040	1,155	1,083
SFC Superannuation Fund Net Liability	13	1,321	316	1,176
Fixed Rate Borrowings	21	3,330	3,330	1,830
Total Non-Current Liabilities		5,691	4,801	4,089
TOTAL LIABILITIES		21,477	22,427	22,413
NET ASSETS		92,051	91,292	95,433
EQUITY				
Retained Surpluses		74,552	72,376	77,701
Reserves		17,499	18,916	17,732
TOTAL EQUITY		92,051	91,292	95,433

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 27b of the accompanying notes.

State Fire Commission

Financial Report for the year ended 30 June 2015

STATEMENT OF CASH FLOWS

	Note	2015 Budget \$'000	2015 Actual \$'000	2014 Actual \$'000
Cash Flows from Operating Activities				
Receipts from Operating Activities		72,295	77,391	77,466
Payments to Suppliers and Employees		(69,659)	(76,990)	(72,539)
Interest Paid		(240)	(190)	(242)
Interest Received		150	43	145
Net Cash provided by Operating Activities	26(b)	2,546	254	4,830
Cash Flows from Investing Activities				
Proceeds from Sale of Equipment		300	342	759
Payments for Property, Plant and Equipment		(5,930)	(6,492)	(9,173)
Net Cash used in Investing Activities		(5,630)	(6,150)	(8,414)
Cash Flows from Financing Activities				
Repayment of borrowings		-	-	(1,368)
Proceeds from borrowings		-	580	-
Net Cash used in Financing Activities		-	580	(1,368)
Net Increase/(Decrease) in Cash and Cash Equivalents		(3,084)	(5,316)	(4,952)
Cash and Cash Equivalents at the Beginning of the Financial Period		3,798	6,180	11,132
Cash and Cash Equivalents at the End of the Financial Period	26(a)	714	864	6,180

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 27c of the accompanying notes.

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

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 (TFS) was created under Section 6 of the Act and is under the control of the Commission.

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

While the Commission reports to the Minister for Police and Emergency Management, the Chief Officer of TFS reports to the Secretary of the Department of Police and Emergency Management for administrative matters. From this financial year, the Director of the State Emergency Service (SES) reports to the Chief Officer (previously this position reported to the Commissioner of Police). From 1 July 2014, the Commission has been required to fund \$2.494 million of the operating costs of the SES. This funding is expected to increase in the future to meet price rises associated with the expenses.

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 479.1 employees (full time equivalents). Last year it had 472.0 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).

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

(g) Plant, Property and Equipment

Asset Revaluation

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

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

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

Land and Buildings

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

During the year ended 30 June 2015, the asset class of Land was revalued upwards by \$0.456m (2014 \$0.302m increment) and Buildings were revalued upwards by \$0.738m (2014 \$0.069m decrement). 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.

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

(i) Assets Held for Sale

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

(j) Provision for Employee Related Expenses

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

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

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

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

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

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

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

(k) Superannuation

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

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

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

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

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

(l) Investments and Borrowings

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

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

(m) Financial Liabilities

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

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

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

(n) Cash and Cash Equivalents

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

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

(o) Insurance Fire Levy

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

(p) Fire Service Contribution

Contributions are received from Local Councils through a fire service contribution raised on properties. A minimum contribution was initially implemented in 1991 to provide additional funds to re-equip volunteer brigades. The minimum contribution is \$37 for the current year and this was increased from \$36 on 1 July 2014.

(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 \$17 per vehicle for the current year and this was increased from \$16 on 1 July 2014.

(r) Goods and Services Tax

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

(s) Borrowing Costs

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

(t) Changes in Accounting Policies

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

New and revised accounting standards adopted this year.

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

The following standards have been adopted this year:

- AASB 1055 *Budgetary Reporting* - The objective of this standard is to specify budgetary disclosure requirements for the whole of Government, General Government Sector (GGS) and not-for-profit entities within the GGS of each Government. Disclosures made in accordance with this standard provide users with information relevant to assessing performance of an entity, including accountability for resources entrusted to it. There is no financial impact.
- 2013-9 *Amendments to Australian Accounting Standards – Conceptual Framework, Materiality and Financial Instruments* (Operative dates: *Part A Conceptual Framework* – 20 December 2013; *Part B Materiality* – 1 January 2014; *Part C Financial Instruments* – 1 January 2015) - The objective of this Standard is to make amendments to the standards and interpretations listed in the Appendix of this Standard.
- as a consequence of the issue of Accounting Framework AASB CF 2013-1 *Amendments to the Australian Conceptual Framework*, and editorial corrections, as set out in Part A of this Standard;
- to delete references to AASB 1031 *Materiality* in other Australian accounting standards.

There is no financial impact.

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

- AASB 9 *Financial Instruments* – This Standard supersedes AASB 139 *Financial Instruments: Recognition and Measurement*, introducing a number of changes to accounting treatments. The Standard was issued in December 2010. The Standard was reissued in August 2011 and is available from 1 January 2017 for application by not-for-profit entities. It is not expected to have a financial impact.
- AASB 15 *Revenue from Contracts with Customers* – The objective of this Standard is to establish the principles that an entity shall apply to report useful information to users of financial statements about the nature, amount, timing, an uncertainty of revenue and cash flows arising from a contract with a customer. This Standard applies to annual reporting periods beginning on or after 1 January 2017. Where an entity applies the Standard to an earlier annual reporting period, it shall disclose that fact. There is no financial impact.
- 2015-3 *Amendments to Australian Accounting Standards arising from the withdrawal of AASB 1031 Materiality*. The objective of this standard is to effect the withdrawal of AASB 1031 *Materiality* and to delete references to AASB 1031 in the Australian accounting standards, as set out in paragraph 13 of this Standard.
- AASB 2015-6 - *Amendments to Australian Accounting Standards – Extending Related Party Disclosures to not-for-profit Public Sector Entities* was issued in March 2015. This standard makes amendments to AASB 124 *Related Party Disclosures* to extend the scope of that standard to include not-for-profit public sector entities and applies to annual reporting periods beginning on or after 1 July 2016. There is no financial impact. The Commission will be required to disclose executive and directors remuneration, including comparative information for the first time in 2016/17.

(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.

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

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:-

	2015 \$'000	2014 \$'000
State Government Contributions		
General Contribution	2,411	1,806
Bushfire Readiness Programme - Capital	790	790
Wildfire Fighting Reimbursements	1,469	2,450
Total	4,670	5,046
Commonwealth Government Contributions		
General Contribution	255	247
Helicopter Hire	906	972
Volunteer Grants	120	50
Natural Disaster Resilience Program	348	130
Total	1,629	1,399

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	1,339	1,465
Sale of Alarm Equipment	64	72
Alarm Rental	1,043	1,014
Alarm Network Fee	1,059	1,030
Avoidable False Alarms	145	93
Commercial Training	856	888
Inspection Fees - TasFire Equipment	1,248	1,138
Inspection Fees - Building Safety	158	143
Community Protection Plan Charges	21	12
Total	5,933	5,855

4. Sundry Income

Reimbursement by Ambulance Tasmania ¹	321	209
Road Crash Rescue	237	290
Interest Received	43	145
Bushfire Fighting Reimbursements ²	665	842
Reimbursement for Fuel Reduction Unit Expenditure ³	592	-
Worker's Compensation Refunds	247	176
Reimbursement of Interstate and Overseas Deployments	5	113
Communications	7	24
Insurance Recoveries	16	12
Reimbursements for Construction of Shared Facilities ⁴	10	10
Other	538	530
Total	2,681	2,351

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

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

3. The Tasmanian Government is funding a fuel reduction program with funding via the Department of Primary Industry, Parks, Water and Environment

4. Contribution by other State Agencies towards shared facilities

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

	2015 \$'000	2014 \$'000
5. Employee Related Expenses		
Salaries, Wages and Allowances	36,011	35,769
Payroll Tax	2,700	2,756
Annual Leave	4,871	4,054
Long Service Leave	1,353	1,142
Superannuation ¹	4,988	4,996
Total	49,923	48,717
<i>1. Superannuation Contributions:</i>		
<i>SFC Superannuation Scheme</i>	<i>1,203</i>	<i>1,229</i>
<i>Retirement Benefits Fund</i>	<i>2,520</i>	<i>2,382</i>
<i>Other Funds</i>	<i>1,382</i>	<i>1,336</i>
<i>Superannuation related to provisions for Long Service Leave and Annual Leave</i>	<i>60</i>	<i>84</i>
<i>Other SFC Superannuation Scheme Costs</i>		
<i>Service Costs (excluding current year contributions)</i>	<i>(186)</i>	<i>(48)</i>
<i>Net Interest on Defined Benefit Liabilities and Assets</i>	<i>9</i>	<i>13</i>
Total Superannuation Expense	4,988	4,996
6. Community Awareness, Subscriptions and Professional Fees		
Advertising	990	659
Functions	46	71
Grants and Donations	52	85
Professional Fees	626	736
Subscriptions	243	357
Other	27	63
Total	1,984	1,971
7. Operations Expenses		
Communication Expenses	1,644	1,596
Computer Expenses	1,291	1,212
Consumables	427	356
Electricity	658	711
Bushfire Fighting Catering	93	76
Bushfire Fighting Support from Other Agencies	-	12
Fire Suppression & Control	64	46
Hire of Equipment	84	77
Motor Vehicle Expenses	1,062	1,220
Municipal Rates	523	512
Office Cleaning	175	171
Printing and Stationery	150	217
Travel Expenses	822	687
Bushfire Fighting Helicopter Expenses	1,829	2,548
Bushfire Fighting Equipment Hire	800	718
Other	370	398
Total	9,992	10,557
8. Protective Clothing and Uniforms		
Protective Clothing	1,392	620
Uniforms	294	381
Total	1,686	1,001
9. Financial and Other Expenses		
Audit Fees	41	44
Cost of Goods Sold		
Sale of Fire Safety Services and Equipment	621	655
Sale of Alarm Equipment	56	53
Fringe Benefits Tax	117	134
Local Government Collection Fees	1,474	1,397
(Gain)/Loss on Sale of Assets	247	(180)
Pensioner Rebates (Municipal)	1,141	1,087
Pensioner Rebates (Transport)	641	426
Other	81	88
Total	4,419	3,704

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

	2015 \$'000	2014 \$'000
10. Borrowing Costs		
Interest on Bank Overdraft	33	6
Interest on Interest Bearing Liabilities	157	236
Total	190	242
11. Repairs and Maintenance		
Communication Expenses	213	263
Computer Equipment	10	11
Fire Fighting Equipment	73	90
Land and Buildings	570	642
Motor Vehicles	764	876
Office Furniture	17	14
Workshop Equipment	29	27
Total	1,676	1,923
12. Minor Equipment Under \$2,000		
Communication Equipment	27	65
Computer Equipment	101	148
Fire Fighting Equipment	363	418
Office Furniture and Related Equipment	245	287
Tasmanian Ambulance Service Communications Equipment (Note 4)	80	274
Workshop Equipment	82	95
Bushfire Fighting Equipment	15	6
Other	1	2
Total	914	1,295
13. Provision for Employee Related Expenses		
Current Provisions		
Provision for Long Service Leave	7,306	7,063
Provision for Annual Leave	3,878	3,547
Provision for Superannuation ¹	1,455	1,397
Provision for Payroll Tax ¹	771	730
Total	13,410	12,737
Non-Current Provisions		
Provision for Long Service Leave	972	906
Provision for Superannuation ¹	117	115
Provision for Payroll Tax ¹	66	62
Total	1,155	1,083

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.

	2015	2014
Number of defined benefit members at 30 June	97	99
	\$'000	\$'000
Total Annual Salaries	7,747	7,737
Total Liability Offset Accounts	(516)	(482)

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

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

13. Provision for Employee Related Expenses (continued)

Assumptions

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

	2015	2014
<i>Discount rate p.a.</i>		
<i>Gross of Tax</i>	3.20%	3.80%
<i>Net of Tax</i>	N/A ¹	3.20%
<i>Salary increases p.a.</i>		
<i>(includes allowance for promotional increases of 0.5% p.a.)</i>	2.5%	2.5%
<i>Crediting interest rate</i>	Equal to discount rate	Equal to discount rate
<i>Tax on investment income (adjustment to discount rate)</i>	15%	15%
<i>Tax on employer contributions</i>	15%	15%
<i>Member movements</i>	As per the actuarial investigation by the Trustee of the RBF at 1 May 2012	As per the actuarial investigation by the Trustee of the RBF at 1 May 2012

1. Following revisions to AASB 119 Employee Benefits, the discount rate is no longer reduced to allow for investment tax

	2015 \$'000	2014 \$'000
Disclosure in Statement of Financial Position		
Present value of defined benefit obligation at end of year	26,548	25,263
Fair value of plan assets at end of year	(26,232)	(24,087)
Net Liability/(Asset) Recognised in Statement of Financial Position	316	1,176

Disclosure in Statement of Comprehensive Income

Service Costs

Current service cost	772	946
Past service cost	-	-
Curtailment or settlement (gains)/losses	-	-

Net Interest

Interest cost	783	797
Interest Income (Expected return on plan assets ¹)	(774)	(784)

Net (Income)/Expense Recognised	781	959
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1. The expected return on plan assets is determined by weighting the expected long term allocation of assets to each asset class. Returns are net of investment fees.

Disclosure in Other Comprehensive Income/Changes in Equity

Remeasurement of the defined benefit Liability/Asset

Actuarial (Gains)/Losses

Actuarial (gains)/losses on the defined benefit obligation

Actuarial (gains)/losses due to changes in financial assumptions	-	810
Actuarial (gains)/losses due to changes in experience	496	257
Actuarial (gains)/losses due to changes in demographic assumptions	-	-
<i>Less Actuarial (gains)/losses on fair value of plan assets</i>	<i>1,179</i>	<i>1,177</i>
Total Actuarial (Gains)/Losses	(683)	(110)

Total Disclosures in Other Comprehensive Income/Changes in Equity	(683)	(110)
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State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

13. Provision for Employee Related Expenses (continued)	2015	2014
Reconciliation of Income/Expense Recognised		
Movement in SFC Super Scheme obligation	(860)	(145)
<i>(Disclosed in Statement of Changes in Equity)</i>		
Service Costs	772	946
Net Interest	9	13
Actuarial (Gains)/Losses	(683)	(110)
	98	849
Add Back Employer Contributions implicitly included in Service Costs (already included in expenses)	(958)	(994)
Disclosed in Statement of Comprehensive Income	(860)	(145)
Movement in Recognised Liability/(Asset)		
Superannuation Liability/(Asset) at Beginning of Year	1,176	1,321
Movement	(860)	(145)
Superannuation Liability/(Asset) at Year-end	316	1,176

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

13. Provision for Employee Related Expenses (continued)

Asset allocation

The table below shows the asset allocation of the Scheme assets.

Strategic Asset Allocation	Actual Allocation 30 June 2015	Actual Allocation 30 June 2014	Scheme Benchmark 30 June 2015
Australian shares	17%	18%	18%
International shares	19%	19%	19%
Low Beta Strategies	11%	8%	8%
Unlisted Property	14%	16%	16%
Diversified Fixed Interest	12%	12%	12%
Infrastructure/"Absolute Return"	21%	21%	21%
Term Deposits/Cash	6%	6%	6%
Total	100%	100%	100%

	2015 \$'000	2014 \$'000
Reconciliation of the Present Value of the Defined Benefit Obligation		
Present value of defined benefit obligation at start of year	25,263	22,817
Current service cost	777	869
Interest cost	783	796
Member contributions and transfers from other funds	395	391
Actuarial (gains)/losses due to changes in financial assumptions	-	811
Actuarial (gains)/losses due to changes in experience	496	334
Benefits and tax paid	(1,166)	(755)
Present value of defined benefit obligation at end of year	26,548	25,263

Reconciliation of the Fair Value of Plan Assets		
Fair value of plan assets at start of year	24,087	21,497
Interest income	773	784
Actuarial gains/(losses)	1,179	1,177
Employer contributions	964	994
Member contributions and transfers from other funds	395	391
Benefits and tax paid	(1,166)	(755)
Fair value of plan assets at end of year	26,232	24,087

General plan information

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

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

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

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

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

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

The economic assumptions used in the investigation were:

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

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

13. Provision for Employee Related Expenses (continued)

	2015	2014
Historical information	\$'000	\$'000
Present value of defined benefit obligation at end of year	26,548	25,263
Fair value of plan assets at end of year	(26,232)	(24,087)
(Surplus)/Deficit in plan	316	1,176
Experience adjustments - plan liabilities	(496)	(257)
Experience adjustments - plan assets	1,179	1,177
Actual return on Scheme Assets	1,953	2,038

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 2016 are detailed below. Due to improvements in the scheme's financial position, the expected employer contributions of an additional 10% of benefits paid to exiting members is assumed to cease in the 2015-16 financial year.

	2016
	\$'000
Expected employer contributions to Defined Benefits	833
Expected employer contributions to employee Productivity accounts	227
Expected employer contributions on benefit payments	-
Total Expected Employer contributions	1,060
Expected member contributions ¹	378

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

Maturity Profile

The weighted average duration of the defined benefit obligation at 30 June 2015 was 11.4 years (2014: 12.3 years)

Sensitivity Analysis

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

		Resultant Movement in Defined Benefit Obligation			
Assumption	Change in Assumption	2015		2014	
		(\$'000)		(\$'000)	
Discount rate	Increase by 1.0% p.a.	Decrease by:	(1,642)	Decrease by:	(1,772)
Discount rate	Decrease by 1.0% p.a.	Increase by:	2,442	Increase by:	2,677
Inflation rate	Increase by 1.0% p.a.	Increase by:	2,435	Increase by:	2,670
Inflation rate	Decrease by 1.0% p.a.	Decrease by:	(1,662)	Decrease by:	(1,793)

The resultant net liability (asset) balances in the Statement of Financial Position would have been:

		Resultant Movement in Net Asset	
Assumption	Change in Assumption	2015	2014
		(\$'000)	(\$'000)
Discount rate	Increase by 1.0% p.a.	(1,326)	(594)
Discount rate	Decrease by 1.0% p.a.	2,758	3,854
Inflation rate	Increase by 1.0% p.a.	2,751	3,847
Inflation rate	Decrease by 1.0% p.a.	(1,346)	(616)

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.

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

	2015	2014
	\$'000	\$'000
14. Cash and Cash Equivalents		
Cash on Hand	8	8
Cash at Bank	856	6,172
Total	864	6,180
15. Receivables		
Trade Debtors	1,231	815
GST Receivable	305	227
Less Provision for Doubtful Debts	(20)	(20)
Total	1,516	1,022
Ageing of Trade Debtors		
Current	1,023	619
30 - 60 days	72	113
60 - 90 days	28	18
90+ days	108	65
Total	1,231	815
16. Other Current Assets		
Accrued Revenue	1,657	1,643
Prepayments	1,446	1,211
Total	3,103	2,854
17. Assets Held for Sale		
Assets held for sale at year end were not material.		
18. Capital Commitments		
Capital expenditure contracted but not provided in the accounts, and payable within one year	1,044	496

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

	2015 \$'000	2014 \$'000
19. Property, Plant and Equipment		
Land		
At Fair Value at 30 June	17,517	17,070
	17,517	17,070
Buildings		
At Fair Value at 30 June	45,415	46,400
Accumulated Depreciation	(4,439)	(5,329)
Written Down Value	40,976	41,071
Motor Vehicles		
At Cost	8,014	7,534
Accumulated Depreciation	(4,856)	(4,421)
Written Down Value	3,158	3,113
Fire Appliances		
At Cost	65,511	63,779
Accumulated Depreciation	(32,980)	(31,709)
Written Down Value	32,531	32,070
Plant and Equipment		
At Cost	29,990	29,449
Accumulated Depreciation	(21,513)	(20,492)
Written Down Value	8,477	8,957
Total Property, Plant and Equipment		
Total Gross Value	166,447	164,232
Accumulated Depreciation	(63,788)	(61,951)
Written Down Value	102,659	102,281
Capital Work in Progress		
Balance at the beginning of the year	3,771	5,493
Additions	4,921	6,907
Transfers to Assets	(4,749)	(8,629)
Balance at year end	3,943	3,771

Reconciliation of Property, Plant and Equipment as at 30 June 2015

	Land \$'000	Buildings \$'000	Motor Vehicles \$'000	Fire Appliances \$'000	Plant and Equipment \$'000	Total \$'000
Carrying Amount 30 June 2014	17,070	41,071	3,113	32,070	8,957	102,281
Additions	1	452	860	3,584	1,424	6,321
Revaluations	446	738	-	-	-	1,184
Depreciation Expense	-	(1,260)	(660)	(2,774)	(1,844)	(6,538)
Disposals	-	(25)	(155)	(349)	(60)	(589)
Carrying Amount 30 June 2015	17,517	40,976	3,158	32,531	8,477	102,659

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

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

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

19. Property, Plant and Equipment (continued)

Assets at Fair Value

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

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

(a) Fair Value Hierarchy

AASB 13 *Fair Value Measurement* requires all assets and liabilities measured at fair value to be assigned to a level in the fair value hierarchy.

Fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as follows:

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

The table below shows the assigned level for each asset held at fair value by the Commission. The table presents the Commission's assets measured and recognised at fair value at 30 June 2014. Comparative information has not been provided as allowed by the transitional provisions of AASB 13.

The fair values of the assets are determined using valuation techniques which maximise the use of observable data, where it is available, and minimise the use of entity specific estimates. If one or more of the significant inputs is not based on observable market data, the asset is included in level 3. This is the case for fire stations, which are of a specialist nature for which there is no active market for similar or identical assets. These assets are valued using a combination of observable and unobservable inputs.

Recurring fair value measurements

	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
Land	-	17,517	-	17,517
Buildings	-	25,685	15,291	40,976
Total	-	43,202	15,291	58,493

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

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

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

Measurement of Fair Value

Asset	Fair Value 30 June 2015 \$'000	Fair Value 30 June 2014 \$'000	Fair Value Hierarchy	Valuation Technique & Key Inputs	Significant Unobservable Inputs	Relationship of Unobservable Inputs to Fair Value
Land	17,517	17,070	Level 2	Comparable sales - market	n/a	n/a
Buildings - Fire Stations and Other	15,291	15,106	Level 3	Depreciated replacement cost	Construction Cost Useful Life 33 to 100 years	Increase in construction cost or useful life leads to higher fair value
Buildings - Major Urban Offices and Workshops	25,685	25,965	Level 2	Income approach - market rent	n/a	n/a

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

	2015 \$'000	2014 \$'000
20. Payables and Income in Advance		
Accrued Expenses	350	1,678
Trade Creditors	3,072	2,086
Income Received in Advance	214	323
Total	3,636	4,087

21. Financial Instruments Disclosures

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

2014-2015

	Weighted Average Interest Rate	Less than 1 month \$'000	1 - 3 months \$'000	3 months to 1 year \$'000	1 - 5 years \$'000	5+ years \$'000	Total \$'000	Market Value \$'000
Financial Assets								
Non-interest bearing		8	1,516	-	-	-	1,524	1,524
Variable interest rate instruments	1.95%	856	-	-	-	-	856	856
		864	1,516	-	-	-	2,380	2,380
Financial Liabilities								
Bank overdrafts		-	-	-	-	-	-	-
Non-interest bearing		3,422	-	-	-	-	3,422	3,422
Variable Rate Short Term Borrowings	4.17%	580	-	-	-	-	580	580
Fixed Rate Interest Bearing Liabilities	4.17%	-	-	-	3,330	-	3,330	3,389
		4,002	-	-	3,330	-	7,332	7,391

Comparative figures for 2013 - 2014

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

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

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 2014 - 2015

		Interest Rate Risk			
		-1%		+1%	
	Carrying Amount \$'000	Impact on Operating Result \$'000	Impact on Equity \$'000	Impact on Operating Result \$'000	Impact on Equity \$'000
Financial Assets					
Cash	856	(9)	(9)	9	9
Total Financial Assets	856	(9)	(9)	9	9
Financial Liabilities					
Interest Bearing Liabilities	3,330	33	33	(33)	(33)
Total Financial Liabilities	3,330	33	33	(33)	(33)

Comparative figures for 2013 - 2014

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

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

21. Financial Instruments Disclosures (Continued)	2015	2014
	\$'000	\$'000
Borrowing Facility		
Total Facility (unsecured and subject to an annual review) (Note 25)	10,000	10,000
(Includes a sub-limit of \$5M for working capital)		
Short term borrowing	580	-
Fixed rate borrowing	3,330	3,330
Unused Facility	6,090	6,670

Bank Overdraft Facility

Total Facility (unsecured and subject to an annual review)	3,000	3,000
Less Overdraft	-	-
Unused Facility	3,000	3,000

Credit Card Facility

Total Facility	700	700
Less Allocated Facility	(391)	(416)
Facility Available	309	284

Loans

Since 1986, all fixed rate 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. (Note 25)

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.

	2015	2014
	\$'000	\$'000
22. Lease Commitments		
Not later than 1 year	66	69
Later than 1 year and not later than 5 years	61	95
Later than 5 years	38	37
Total	165	201

Operating lease commitments include land and building leases.

23. Remuneration of Auditors

The Tasmanian Audit Office audits the accounts for the State Fire Commission. The total remuneration to the Tasmanian Audit Office exclusive of GST was \$44,460 and \$43,960 in 2014.

24. Contingent Liabilities

There are no material contingent liabilities known to the Commission.

25. Events After Reporting Date

The Tasmanian Public Finance Corporation has reviewed the Commission's loan facility and while there is no change to the total facility which remains at \$10M, the following conditions are to be imposed, subject to the Treasurer's approval, due to a reduction in the Commission's cash balances in line with Government policy:

- a total facility of \$5m for fixed rate borrowing;
- a total facility of \$5m for short term borrowing; and
- security for total Tascorp borrowings over the revenue of the Commission

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

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.

	2015 \$'000	2014 \$'000
Bank Account	856	2,168
Overnight and Short-Term Deposits	-	4,004
On hand	8	8
Cash and Cash Equivalents disclosed in the financial statements	864	6,180

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

Net Surplus	(6,008)	(4,228)
Add (Less) Non-Cash Items:		
Depreciation	6,538	6,208
SFCSS defined benefits fund movements in employee related expenses	(177)	(35)
(Profit)/Loss on disposal of assets	248	(179)
Net cash used in operating activities before change in assets and liabilities	601	1,766
Changes in Assets and Liabilities during the financial period		
(Increase)/Decrease in receivables	(495)	1,927
(Increase)/Decrease in accrued revenue	(14)	143
(Increase)/Decrease in inventory	106	(268)
(Increase)/Decrease in prepayments	(235)	(65)
Increase/(Decrease) in payables and accrued expenses	(450)	537
Increase/(Decrease) in provisions	741	790
Net Cash from Operating activities	254	4,830

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

27. Explanations for Material Variances Between Budget and Actual Outcomes

The following are brief explanations of material variances between Budget estimates and actual outcomes. Variances are considered material where the variance exceeds the greater of 10 per cent of Budget estimate and \$300,000.

(a) Statement of Comprehensive Income for the Year Ended 30 June 2015

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Income					
Fire Service Contribution		36,837	36,845	(8)	-0%
Insurance Fire Levy		18,000	17,009	991	6%
State Government Contribution	(a)	3,083	4,670	(1,587)	-51%
Motor Vehicle Fire Levy		7,388	7,680	(292)	-4%
Fire Prevention Charges		5,807	5,933	(126)	-2%
Sundry Income	(b)	1,330	2,681	(1,351)	-102%
Commonwealth Government Contribution	(c)	-	1,629	(1,629)	
Total Income		72,445	76,447	(4,002)	-6%
Expenses					
Employee Related Expenses		46,078	49,923	(3,845)	-8%
Community Awareness, Subscriptions and Professional Fees		1,737	1,984	(247)	-14%
Learning and Development		920	899	21	2%
Operations Expenses	(d)	7,454	9,992	(2,538)	-34%
Funding of State Emergency Service	(e)	2,494	2,494	-	
Protective Clothing and Uniforms	(f)	900	1,686	(786)	-87%
Depreciation		6,303	6,538	(235)	-4%
Financial and Other Expenses		4,666	4,419	247	5%
Insurance	(g)	2,086	1,740	346	17%
Borrowing Costs		240	190	50	21%
Repairs and Maintenance		1,734	1,676	58	3%
Minor Equipment Under \$2,000	(h)	1,590	914	676	43%
Total Expenses		76,202	82,455	(6,253)	-8%
Net Surplus/(Deficit) for the Year		(3,757)	(6,008)	2,251	-60%
Other Comprehensive Income					
<i>Items That Will Not be Reclassified Subsequently to Profit or Loss</i>					
Actuarial Gain/(Loss) on SFC Super Scheme Obligation	(i)	-	683	(683)	
Increase/(Decrease) in Asset Revaluation Reserve	(j)	-	1,184	(1,184)	
Total Other Comprehensive Income for the Year		-	1,867	(1,867)	
Total Comprehensive Income for the Year		(3,757)	(4,141)	384	-10%

Variance Explanations

(a) Due principally to \$1.5M reimbursement of bushfire fighting expenses which are not budgeted due to their unpredictable quantum

(b) This variance mainly resulted from:

- reimbursement of unbudgeted bushfire expenses by other Tasmanian Government agencies \$554K
- unbudgeted reimbursement of Fuel Reduction Unit expenditure by the Department of Primary Industries, Parks, Water and Environment \$273K
- unbudgeted payment by Ambulance Tasmania for maintenance and capital work on its radio network \$321K
- workers compensation claim refunds \$172K

(c) No budget was entered into the State budget for Commonwealth Government contributions

(d) Unbudgeted bushfire expenses

(e) The \$2.5M contribution to the State Emergency Service wasn't included in the budget (Note 1(a))

(f) \$790K spent to upgrade to new technology protective clothing for firefighters operating in structural fires.

(g) Lower than expected insurance premiums due to claims experience

(h) Reduced expenditure due to re-evaluation of budget

(i) Due to the unpredictability of actuarial movements this item is not budgeted

(j) Due to the unpredictability of the timing and quantum of asset revaluations this item is not budgeted

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

27. Explanations for Material Variances Between Budget and Actual Outcomes (continued)

(b) Statement of Financial Position as at 30 June 2015

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
CURRENT ASSETS					
Cash and Cash Equivalents		714	864	(150)	-21%
Receivables	(a)	2,410	1,516	894	37%
Inventories		1,454	1,634	(180)	-12%
Other Current Assets		2,909	3,103	(194)	-7%
Total Current Assets		7,487	7,117	370	5%
NON-CURRENT ASSETS					
Capital Work in Progress	(b)	1,710	3,943	(2,233)	-131%
Property, Plant and Equipment		104,331	102,659	1,672	2%
Total Non-Current Assets		106,041	106,602	(561)	-1%
TOTAL ASSETS		113,528	113,719	(191)	-0%
CURRENT LIABILITIES					
Payables and Income in Advance		3,404	3,636	(232)	-7%
Provision for Employee Related Expenses		12,382	13,410	(1,028)	-8%
Short Term Borrowings		-	580	(580)	
Total Current Liabilities		15,786	17,626	(1,840)	-12%
NON-CURRENT LIABILITIES					
Provision for Employee Related Expenses		1,040	1,155	(115)	-11%
SFC Superannuation Fund Net Liability		1,321	316	1,005	76%
Fixed Rate Borrowings		3,330	3,330	-	0%
Total Non-Current Liabilities		5,691	4,801	890	16%
TOTAL LIABILITIES		21,477	22,427	(950)	-4%
NET ASSETS		92,051	91,292	759	1%
EQUITY					
Retained Surpluses		74,552	72,376	2,176	3%
Reserves		17,499	18,916	(1,417)	-8%
TOTAL EQUITY		92,051	91,292	759	1%

Variance Explanations

(a) Trade debtors higher than expected

(b) Fire appliance build project slightly behind schedule

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2015

27. Explanations for Material Variances Between Budget and Actual Outcomes (continued)

(c) Statement of Cash Flows for the Year Ended 30 June 2015

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Cash Flows from Operating Activities					
Receipts from Operating Activities		72,295	77,391	(5,096)	-7%
Payments to Suppliers and Employees	(a)	(69,659)	(76,990)	7,331	-11%
Interest Paid		(240)	(190)	(50)	21%
Interest Received		150	43	107	71%
Net Cash provided by Operating Activities		2,546	254	2,292	90%
Cash Flows from Investing Activities					
Proceeds from Sale of Equipment		300	342	(42)	-14%
Payments for Property, Plant and Equipment		(5,930)	(6,492)	562	-9%
Net Cash used in Investing Activities		(5,630)	(6,150)	520	-9%
Cash Flows from Financing Activities					
Proceeds from borrowings	(b)	-	580	(580)	
Net Cash used in Financing Activities		-	580	(580)	
Net Increase/(Decrease) in Cash and Cash Equivalents		(3,084)	(5,316)	2,232	-72%
Cash and Cash Equivalents at the Beginning of the Financial Period		3,798	6,180	(2,382)	-63%
Cash and Cash Equivalents at the End of the Financial Period		714	864	(150)	-21%

Variance Explanations

(a) This variance is mainly due to:

- Unbudgeted bushfire expenses \$3.0M
- Unbudgeted contribution to the State Emergency Service \$2.5M (Note 1(a))
- Upgrade to new technology protective clothing for firefighters operating in structural fires \$790K
- Lower than expected insurance premiums due to claims experience \$346K
- Reduced expenditure due to re-evaluation of minor equipment budget

(b) Unbudgeted overnight borrowings \$580K (offset by cash \$864K)

Glossary

ABS	Australian Bureau of Statistics
AFAC	Australasian Fire and Emergency Service Authorities Council
AIIMS	Australasian Inter-service Incident Management System
AIRS	Australian Incident Reporting System
ANZCTC	Australia-New Zealand Counter-Terrorism Committee
ARRO	Australasian Road Rescue Organisation
AT	Ambulance Tasmania
BA	Breathing Apparatus
BNHCRC	Bushfire and Natural Hazards Cooperative Research Centre
BCRC	Bushfire Cooperative Research Centre
BRN	Bushfire-Ready Neighbourhoods
BRS	Bushfire-Ready Schools
CAFS	Compressed Air Foam System
CALD	Culturally and Linguistically Diverse
CBRN	Chemical Biological Radiological Nuclear
DBA	Direct Brigade Alarm
DHHS	Department of Health and Human Services
DoE	Department of Education
DPAC	Department of Premier and Cabinet
DPEM	Department of Police and Emergency Management
DPIPWE	Department of Primary Industry, Parks, Water and Environment
ELT	Executive Leadership Team
FIAT	Forest Industries Association of Tasmania
FireComm	State Operations Call Receipt, Dispatch and Communications Centre
FMAC	Fire Management Area Committee
FRNSW	Fire and Rescue New South Wales
FT	Forestry Tasmania
Hazmat	Hazardous Materials
ICS	Incident Control System
IMT	Incident Management Team
JFLIP	Juvenile Fire Lighter Intervention Program
L&D	Learning and Development
LGAT	Local Government Association of Tasmania

MAC	Multi Agency Coordination Group
MOU	Memorandum of Understanding
MVA	Motor Vehicle Accident
NAFC	National Aerial Firefighting Centre
PIFSA	Pacific Islands Fire Services Association
PIP	Pre-incident plan
PSTP	Public Safety Training Package
PWS	Parks and Wildlife Service
RAP	Road Accident Prevention
RAT	Remote Area Team
RCR	Road Crash Rescue
RFOC	Regional Fire Operations Centre
RTO	Registered Training Organisation
SES	State Emergency Service
SFEP	School Fire Education Program
SFMC	State Fire Management Council
SFOC	State Fire Operations Centre
TasPol	Tasmania Police
TFB	Total Fire Ban
TFE	TasFire Equipment
TFS	Tasmania Fire Service
TFT	TasFire Training
The Commission	State Fire Commission
TRVFA	Tasmanian Retained Volunteer Firefighters Association
TVFBA	Tasmanian Volunteer Fire Brigades Association
USAR	Urban Search and Rescue
WebEOC	Web Emergency Operations Centre
WHS	Work Health and Safety

State Fire Commission

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