

**STATE FIRE COMMISSION
ANNUAL REPORT**

2015-16



Tasmania Fire Service



Statement of Compliance

Honourable M.T. (Rene) Hidding MP

Minister for Police, Fire 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 2016.

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



Christopher Arnol MPM GAICD MIFireE

COMMISSION CHAIR and CHIEF OFFICER

30 September 2016



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Our Organisation



Our Profile Collectively our primary purpose is to minimise the social, economic and environmental impact of fire and other emergencies on the Tasmanian community. This is achieved through Tasmania Fire Service (TFS) and State Emergency Services (SES) implementing strategies that develop community self-reliance to prevent and prepare for fires, floods and storms backed by effective response to emergencies.

TFS AND THE SES ARE NOT JUST MAJOR EMPLOYERS AND SERVICE PROVIDERS, BUT COMBINE AS A COMMUNITY OF ITS OWN, COMMITTED TO ACHIEVING ITS STRATEGIC GOALS FOR A SAFE AND RESILIENT TASMANIA.

TFS and SES are as diverse as the Tasmanian communities that they protect. Our people are a mix of career, retained and volunteer members and support staff. With a combined workforce of over 6,000 career staff and volunteers, more than 230 brigades and 31 SES Units, TFS and the SES are not just major employers and service providers, but combine as a community of its own, committed to achieving its strategic goals for a safe and resilient Tasmania. Our combined workforce provides a multifaceted service.

Community risk reduction planning, community education and all-hazard response are key service delivery areas.

TFS operational personnel are equipped and trained for structural firefighting, bush firefighting and fuel mitigation, vehicle and transportation incidents, road crash rescue, urban search and rescue, hazardous materials and the effective deployment of resources and information through our dispatch/communications centre. Our community fire safety personnel contribute directly to the resilience of the state through education and community engagement.

SES provides front line emergency response to storm or flood events, road crash rescue, search and rescue and other specialist support functions such as communications. SES also provides broader emergency management planning and support functions and the coordination of various projects that help build community resilience against natural disasters.

Our Vision

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

Our Role

Our role is to protect life, property and the environment from the impact of fire and other emergencies by:

- promoting fire safety across the community; and
- providing an effective response to emergencies.

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; and
- 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; and
- Being accountable for our actions.

Integrity

We value:

- Being trustworthy and ethical;
- Treating each other fairly and honestly; and
- Having the courage to do the right thing.

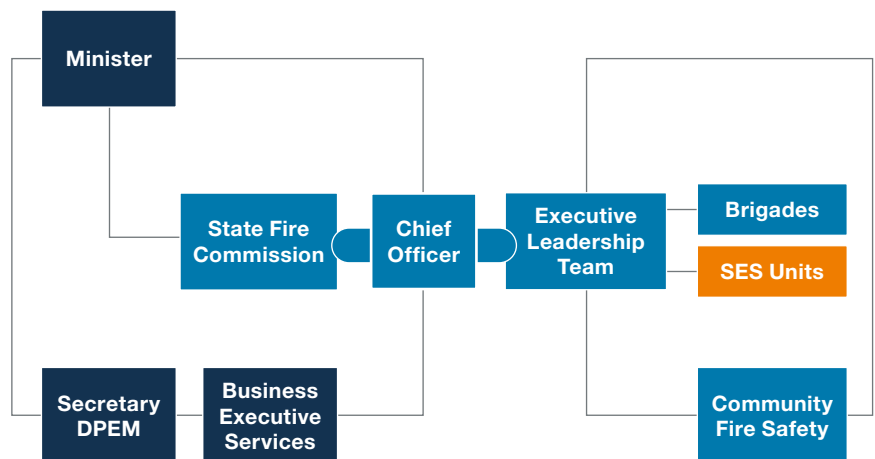
Consideration

We value:

- Each other;
- Working together to achieve our goals;
- Treating each other with respect and understanding; and
- 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.

Organisational Structure



Chief Officer's Report



Emergency services today face considerable challenges. Primarily among these are climate change, terrorism and economic downturn. This presents a dichotomy: on one hand we are confronted with more frequent large and protracted emergencies whilst on the other we are continuously competing for funding and resources to better manage emergencies.

This was most evident during the protracted 2015-16 fire season. The bushfire campaign over the season lasted for 60 continuous days with Tasmania Fire service (TFS) and partner agencies responding to a total of 2,247 incidents, 556 of which were vegetation fires. Although TFS was well prepared, the deployment of over 2,000 personnel from intrastate, interstate and international partners was critical for the provision of firefighting and operational surge capacity that this campaign demanded.

The response required Remote Area Teams, capable of operating under arduous conditions using hand tools. Air deployment and other specialised equipment was brought in as required. The Tasmanian Government Interoperability Register was initiated for the first time which utilised a number of volunteer state service employees to provide operational support to the emergency response.

The firefighting efforts were also supported by members of the State Emergency Service (SES) through the conduct of rapid impact assessment and by providing Incident Management Team, staging area control, drivers and communication personnel. Indeed SES had to balance this with a significant East Coast flood event that occurred

in January. This level of cooperation between services was again evident when Tasmania faced an almost unprecedented flood event in June. While SES ran the flood response, TFS, Police and representatives from the broader Department and government provided invaluable support through rapid impact assessment, search, rescue and the relocation of affected personnel.

This level of cooperation between TFS and SES in particular has been reflected throughout the year with the alignment of 'like' operational capabilities which have seen joint training milestones such as equipment courses, road crash rescue and first aid courses.

During the bushfires, the fire agencies requested the Australian Fire and Emergency Services Authorities Council (AFAC) undertake an independent peer review. All 12 recommendations arising from the review were accepted which provided suggestions and guidance for system improvement. The AFAC Review was complemented by a state-wide operational review into the operational response across all tenures. This Review made a total of 71 recommendations across 12 broad categories. Recommendations from both reviews are currently being prioritised for implementation.



These protracted campaigns did not mean that the other important work undertaken by TFS ceased. Throughout 2015-16, TFS focussed on a number of strategic actions and activities to achieve the objective of being a leader in emergency management and inter-agency relations. We have collaborated closely with AFAC and its member agencies to identify national approaches to a wide range of public safety initiatives in community education, building safety, operational response, training, Australian Standards, fire modelling, aircraft use, emergency warnings as well as collaborative purchasing arrangements.

TFS also continued its close association with the Bushfire and Natural Hazards Cooperative Research Centre (BNHCRC) throughout the year. In May 2016, Hobart hosted a Research Advisory Forum attended by more than 130 researchers and emergency service end users from all over Australia.

In keeping with our commitment to bushfire mitigation, fuel reduction burning has been undertaken in very high bushfire risk locations in urban interface areas around Hobart, Launceston and Devonport. Although fuel reduction burning opportunities were restricted over the year for a range of reasons, the work undertaken represents an ongoing contribution to bushfire prevention and strategic reduction of bushfire risk to communities.

TFS' approach to engagement and partnership with the community reflects our values of service to the community, professionalism in service delivery, integrity and consideration. A number of volunteer brigades now incorporate

Community Engagement Volunteers who provide ongoing engagement with the local community. This Program is supported by the TFS community development team.

During the planning and implementation of the Fuel Reduction Program, TFS developed agreements and procedures with government regulators and environmental managers to ensure that best practice and sound process are followed to minimise the impact of fuel reduction burning on the environment.

From a front-line service delivery perspective, it is much more efficient to support community prevention programs and take a pro-active response approach (for example, through community risk modelling, operational planning and readiness) so we are intervening as early as possible in emergencies rather than relying on the traditional 'wait and see' response model. During the year, TFS progressed a number of customised community programs that mitigate fire risk for children, older people and people with disabilities. In 2015-16 all career brigades and 143 volunteer brigades around Tasmania delivered home safety services to the latter two client groups through the Project Wake Up program.

The Bushfire-Ready Neighbourhoods (BRN) program has now been in operation for two years. In its first two years, the program has worked intensively with 16 communities across the state. Based on research evidence the BRN program continues to have the desired effect of engaging community members and they have demonstrated that, when threatened with bushfire, they are prepared to take appropriate action safely.

Of course, none of this would be possible if TFS was not an adaptive, relevant, resilient and sustainable organisation. There were significant achievements during the year under our Work Health and Safety Plan including the introduction of new structural personal protective clothing and improved fatigue management guidelines. The Diesel Particulates Monitoring Program was also completed during the year which identified strategies to further minimise the risks from diesel particulate contamination in the workplace.

Finally, in 2015-16 TFS led a project to develop and implement a sustainable business model which focussed on Tasmanian emergency services sharing learning and assessment resources. TFS, SES, Police, Forestry Tasmania and the Parks and Wildlife Service are now capitalising on greater opportunities to facilitate shared access to learning events, courses and digital learning across all emergency services which further illustrates our commitments to delivering a truly integrated approach to emergency management in Tasmania.

Chris Arnol
CHIEF OFFICER

State Fire Commission



Christopher Arno *MPM GAICD MIFireE* | Chair of the Commission and TFS Chief Officer

Chris joined Tasmania Fire Service (TFS) in 1985 and advanced through the ranks to become a senior fire officer before moving to Western Australia in 2009 as an assistant commissioner. There, Chris helped drive significant business reforms in the newly formed Department of Fire and Emergency Services before returning to Tasmania as Chief Officer. He holds a Masters Degree in Public Management (Flinders University), is a Graduate of the Australian Institute of Company Directors and Member of the Institute of Fire Engineers. Chris has also completed Harvard University's Crisis Leadership program and was awarded a Churchill Fellowship for studies in urban interface firefighting in 2007.



Rodney Sweetnam *AFSM ESM*

Rod has been the 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. He was the LGAT representative on the State Fire Management Council from 2002 until his appointment to the Commission in 2009. Rod is 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*

Bruce has been the Tasmanian Retained Volunteer Firefighters Association (TRVFA) representative on the Commission since November 2006. He commenced with the Wynyard Brigade in 1977 and has held various positions in the brigade including that of Brigade Chief since 1991. He is a 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 and the State Volunteer Consultative Committee. President of the North West Branch of TRVFA.



Lyndsay Suhr *AFSM*

Lyndsay has been the Tasmanian Volunteer Fire Brigades Association (TVFBA) representative on the Commission since July 2007. He commenced with the Glenorchy Central Brigade (now Wellington Brigade) in 1977 and has held various positions including that of Brigade Chief. Lyndsay is currently a Group Officer of the Derwent group, a life member of the TVFBA and Wellington Brigade. Member of the Wellington Trust Maintenance Coordinating Committee and Glenorchy Emergency Planning Committee. Represents TVFBA on the Operations & Resources Committee and Volunteer Handbook Committee. Southern delegate to the State Council of the TVFBA.



Derek Inglis *BEc (Hons) GAICD GDACG*

Derek has been the Department of Treasury and Finance representative on the Commission since March 2015. He is currently Assistant Director, Shareholder Policy and Markets Branch.



Hannah Rubenach-Quinn *BA (Hons), Grad Dip Sc*

Hannah has been the LGAT representative on the State Fire Commission since January 2013. Hannah is currently a Councillor of Break O'Day Council, and a volunteer with St Marys Brigade since 1995.



Dale Rayner

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



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State Fire Management Council



The State Fire Management Council (SFMC) has a statutory role to develop a state vegetation fire management policy to be used as the basis for all fire management planning. The SFMC provides advice to the Minister and the State Fire Commission on vegetation fire management. The SFMC also oversees the establishment of Fire Management Area Committees (FMACs) for each fire management area of Tasmania.

The Council was originally formed as the Fire Service Advisory Council under the *Fire Service Act 1979* on 1 November 1979.

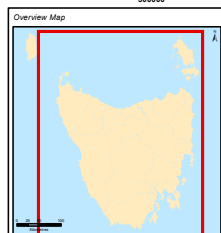
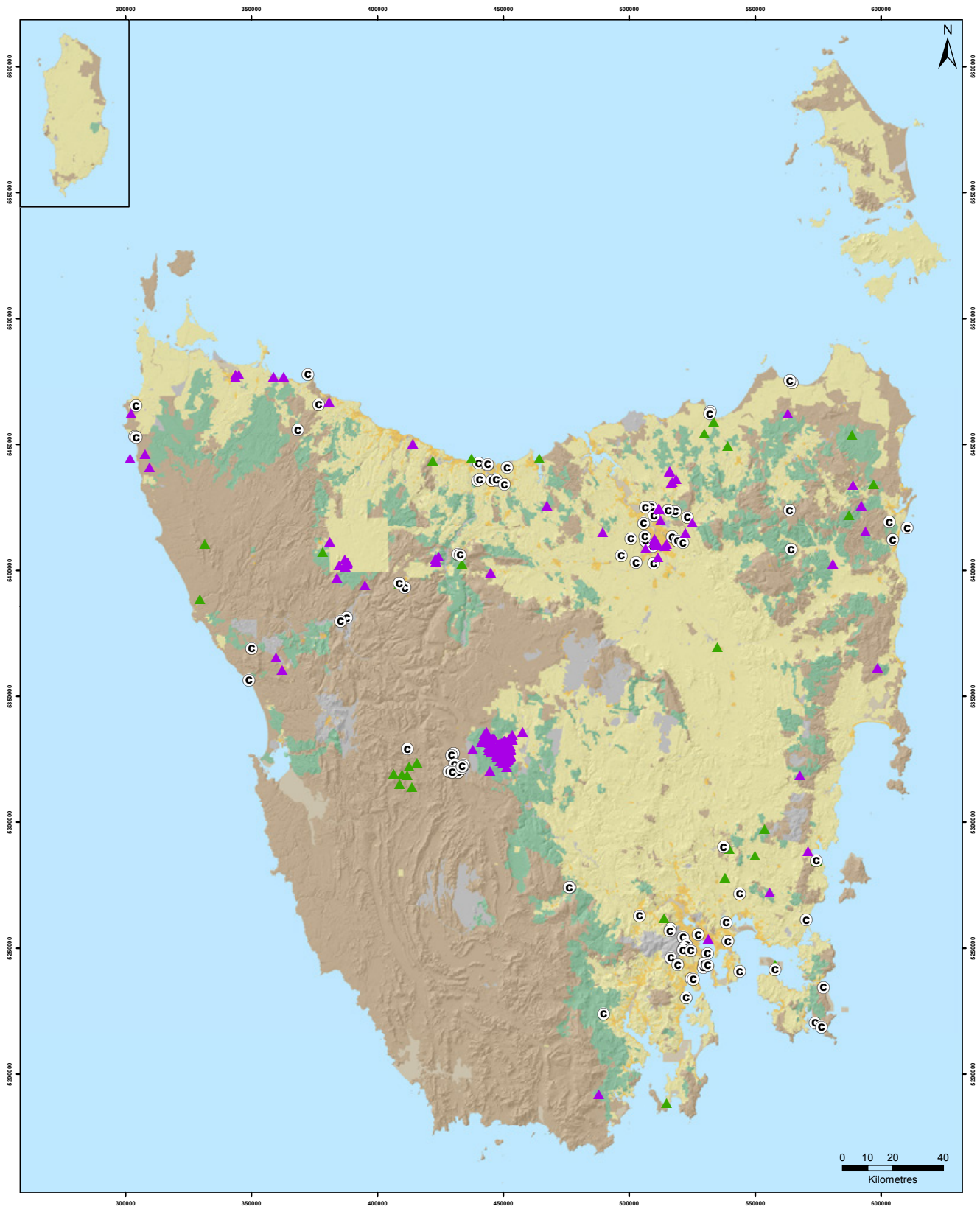
On 15 September 1995 the *Fire Service Reform Act 1995* amended the *Fire Service Act 1979* by disbanding the Fire Service Advisory Council and forming the State Fire Management Council.

Executive support to the State Fire Management Council and associated Fire Management Area Committees is provided by the Tasmania Fire Service, principally through the Fuel Reduction Unit.

Statutory Role

Under Section 15 of the *Fire Service Act 1979* the Council has the following functions:

- a) to develop a State vegetation fire management policy to be used as the basis for all fire management planning;
- b) to advise and report regularly to the Minister on such matters relating to the administration of this Act, as it applies to vegetation fire management, as are referred to it by the Minister and on such matters concerning vegetation fire management as, in the opinion of the Council, should be brought to the attention of the Minister;
- c) to advise the Commission on such matters relating to the prevention and extinguishment of vegetation fires as are referred to it by the Commission or land managers and on such other matters as, in the opinion of the Council, should be brought to the attention of the Commission;
- d) to perform such other functions relating to the prevention or extinguishment of vegetation fires as the Minister may direct;
- e) to provide an annual report to the Minister on its activities, for inclusion in the annual report of the Commission.



Legend

- Ⓢ Completed Burns (Count = 79) (Hectares = 5,979)
- ▲ Burns Ready to Go (Count = 26) (Hectares = 6,628)
- ▲ Burns with Prep or Planning Still Required (Count = 49) (Hectares = 19,433)

Report Date Range

Report Start = 01/07/2015

Report End = 30/06/2016

Land Tenure

- Crown
- FT
- PWS
- Private
- Human Settlement Area



Map Title: Works Program Overview

Author: SandyW

Print Date: 22/08/2016

Print Time: 16:24:09

Scale: 1:1,350,000

1 centimetre = 13,500 metres (A3)

Datum: GDA 1994

Projection: Transverse

Mercator

Coordinate System: GDA

1984 MGA Zone 55

Base data from the following sources:

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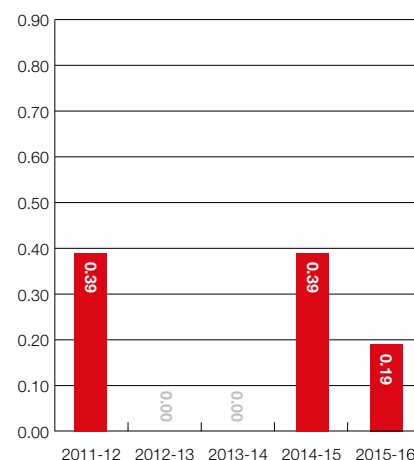
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Key Performance Indicators



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



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

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

Financial overview

The Commission had a net deficit of \$3.9 million in 2015-16, compared with a deficit of \$6.0 million last year.

The extreme bushfire season this year has increased both income and expenses by a similar amount as bushfire expenses are reimbursed by the State Government and its Agencies. The use of aircraft for fighting fires in remote locations and assistance from interstate and overseas fire services for an extended period were the key drivers of bushfire expenses.

Total income of \$139.4 million was \$62.9 million higher than 2014-15 and this was mainly due to bushfire-related revenue. While the fire service contribution from ratepayers increased \$2.0 million, the insurance fire levy was down \$0.4 million due to insurance industry market conditions. The State Government contributed an additional \$1.5 million to assist with the transition to funding the State Emergency Service.

Total expenses of \$143.2 million in 2015-16 were \$60.8 million higher than last year; once again due to the extreme bushfire season. Salary-related expenses increased \$5.8 million to \$55.7 million of which \$3.3 million was

attributable to bushfires and \$1.2 million related to the Fuel Reduction Unit and are reimbursable.

The Commission had net cash of \$11.2 million at 30 June: \$16.2 million cash and overnight borrowings of \$5.0 million. Net cash at 30 June 2015 was \$0.3 million. It should be noted that the large cash balance at 30 June is largely offset by accrued expenses of \$15.2 million, which mostly related to outstanding bushfire expenses.

The Commission is responsible for funding the SFC Superannuation Scheme, which is now closed to new members. The liability for the scheme increased from \$0.3 million at 30 June 2015 to \$7.4 million at 30 June 2016.

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

Physical resources management

The Commission added assets of \$6.7 million during 2015-16. This included \$4.5 million of fire appliances, \$1.1 million of plant and equipment, \$0.6 million of land and buildings and \$0.4 million of motor vehicles.

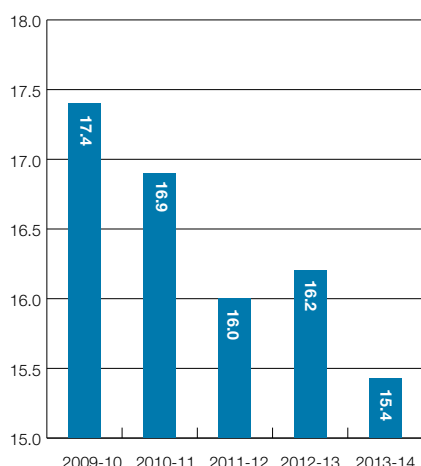
Fire fatality rate

Sources: Fire fatalities: TFS and Report on Government Services 2016; Tas population: Australian Bureau of Statistics (ABS)

Fire fatalities from accidental causes attended by TFS over the five years to June 2016 varied from a high of two in 2011-12 and 2014-15 to a low of zero in 2012-13 and 2013-14. Fire-related suicides and homicides are excluded, as are fatalities involving fire where the primary cause of death was a motor vehicle accident (MVA). The chart below shows the fire fatality rate, which is the number of accidental fire-related fatalities per 100,000 people. Low fire-fatality rates in Tasmania compared to the previous decade are encouraging.

The Australian fire fatality rate (inclusive of murders and suicides) for the latest reported period available, 2012 (source: 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. In comparison to the relatively stable Australian rate, there is significant variability in the Tasmanian rate due to the relatively small population.

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



Fire injury rate

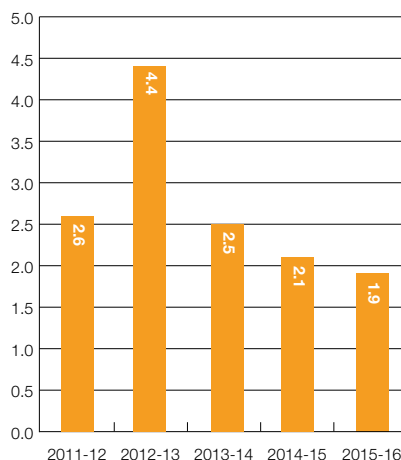
Source: *Fire injuries: Report on Government Services 2016*, Productivity Commission

Accidental fire injuries in Tasmania requiring hospital admission over the five years to 2013-14 (the latest data available) have varied from a high of 88 in 2009-10 to a low of 79 in 2013-14.

The chart below shows the accidental fire injury rate (hospital admissions for accidental fire injuries per 100,000 Tasmanians) for the same period; a statistic comparable with other jurisdictions. The Tasmanian fire injury rate in 2013-14 was 15.4, compared to the Australian rate of 17.2 for the same period.

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

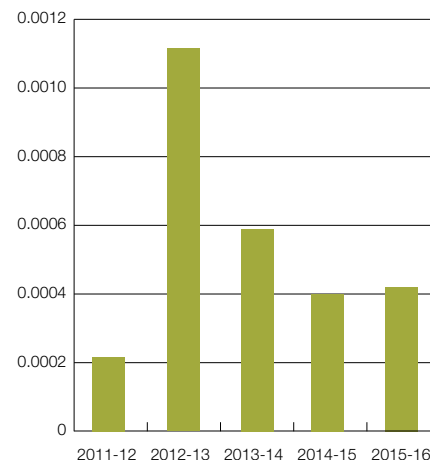
Sources: *Structure fires: TFS*; *Structures: Department of Primary Industry, Parks, Water and Environment (DPIPWE)*

Structure fires attended by TFS over the last five years have varied from a high of 1105 in 2012-13 to a low of 489* in 2015-16. 2012-13 figures include 431 structures damaged or destroyed during January 2013 bushfires, most of which weren't attended at the time they burned.

The chart below shows the structure fire rate (structure fires per 1,000 structures) for the last five years. Declining rates are encouraging.

* Due to industrial action, structures fires reported to TFS for 12 weeks between 10 December 2015 and 24 February 2016, and between 19 June 2016 and 30 June 2016 are not included in this total.

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*

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

House fire insurance claims have varied from a high of \$43.15M in 2012-13 to a low of \$7.94M in 2011-12.

The significant loss in 2012-13 depicted in the following graph is attributable to insurance claims resulting from insured dwellings damaged or destroyed by bushfires in that year.

Performance Targets	2014-15 Actual	2015-16 Target	2015-16 Actual	2016-17 Target	2017-18 Target
Operational					
Number of preventable structure fires per 1,000 structures	2.6	2.5	2.0	1.9*	2.1
Number of false alarms (DBA)	2,900	3,219	3,100	2,767	3,000
Percentage of fires of undetermined cause	17.5%	18.0%	17.5%	19.0%	17.0%
Percentage of fires in structures confined to room of origin	71.2%	72.2%	71.8%	67.1%	71.2%
Financial					
Operating surplus/(deficit)	(\$6.0m)	(\$3.9m)	(\$3.9m)	(\$1.6m)	(\$0.4m)
Return on assets	(5.0%)	(3.2%)	(2.9%)	(3.1%)	(1.6%)
Return on equity	(6.4%)	(4.4%)	(4.5%)	(1.9%)	(0.4%)
Debt to equity	5.1%	5.6%	12.2%	5.6%	5.6%
Current ratio	40.4%	34.1%	64.9%	29.4%	33.5%
Human Resources					
Average sick days per employee	<6	7.4	<6	<6	<6
Workers compensation claims	<50	92	<50	<50	<50

GOAL 1

Be a leader in emergency management and inter-agency relations



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Cooperative Arrangements

In the 2015-2016 financial year, TFS undertook a number of strategic actions and activities to achieve this objective. We worked actively to foster and to formalise cooperative arrangements with emergency management partners and to facilitate interoperability. For example, TFS worked with Forestry Tasmania and the Parks and Wildlife Service to maintain an interagency protocol to facilitate joint arrangements for managing bushfires. Similar joint arrangements were also developed with a number of timber companies. The demonstrated success of these activities was very evident during the protracted bushfires over 2015-16 which saw TFS and partner agencies respond to a total of 2247 incidents, 556 of these were vegetation fires. During the campaign of January and February of 60 continuous days there were 1100 TFS and SES, approximately 200 Parks and Wildlife and approximately 100 Forestry Tasmania personnel deployed.

TFS has also identified opportunities and implemented initiatives to maximize effectiveness across the emergency management sector and with key stakeholders. We have collaborated closely with Australian Fire and Emergency Services Authorities Council (AFAC) and its member agencies to identify national approaches to a wide range of public safety initiatives in community education, building safety, operational response, training, Australian Standards, fire modelling, aircraft use and emergency warnings, as well as collaborative purchasing arrangements. In March 2016, discussions commenced between AFAC and the Australian Building Codes Board with a view to developing more seamless arrangements between fire services and the construction industry to facilitate lower construction costs without compromising public safety.

TFS has also worked closely with the Tasmanian Planning Commission and the Director of Building Control to simplify and strengthen planning and

building processes and controls for bushfire. New building regulations and related instruments for bushfire and a new planning code for bushfire took effect in February and March 2016.

We are also working with local government to identify bushfire-prone area boundaries across the State to support appropriate building for bushfire. Mapping is well advanced and has been completed in ten municipal areas.

National engagement and representation

In 2015-16, TFS continued to be actively involved and represented in the national initiatives undertaken through the AFAC, as the peak industry body. AFAC collaborates with the emergency services sector to identify and achieve strategic and operational priorities. TFS and other member agencies engage through AFAC to share knowledge, exchange insights, explore opportunities and create solutions that shape practice and guide the industry's development. This approach facilitates and supports engagement, enabling members to jointly consider common challenges, generate solutions, develop positions and inspire new directions in practice.

TFS actively contributes to a number of AFAC committees, that influence the national policy agenda, including:

- Urban Operations
- Rural Land Management
- Community Engagement
- Built Environment Regulation and Industry Standards

Research partnerships and research implementation

The Bushfire and Natural Hazards Cooperative Research Centre (BNHCRC) draws together all of Australia and New Zealand's fire and emergency service authorities, land management agencies, as well as non-government organisations and leading experts across a range of scientific fields to explore the causes, consequences and mitigation of natural disasters.

On the 11 and 12 May 2016, Hobart hosted a BNHCRC Research Advisory Forum (RAF) attended by more than 130 researchers and emergency services end-users from all over Australia. This was the largest RAF held to date, and featured presentations from projects within the Resilience and Policy themes of the research program, as well as in-depth workshops between end-users and researchers on utilising the research in practice.

TFS also took part in the 'research agenda refresh' workshop process of the BNHCRC in May 2016. This coincided with the Community Engagement Technical Group (CETG) of the Australasian Fire and Emergency Service Authorities Council (AFAC) meeting in Hobart. Members participated in the research workshop, along with members of the Community Engagement Sub-committee (CESC) of

the Australia-New Zealand Emergency Management Committee (ANZEMC). This was part of the BNHCRC's end-user consultation that will shape their future research program for 2017 to 2021.

The BNHCRC is an end-user driven research organisation. According to the 2016 joint BNHCRC and AFAC Review of Research Utilisation survey, direct engagement in professional development, workshops and project teams is the most effective way for emergency services practitioners to use research. TFS has a long history of involvement with the BNHCRC, and with the Bushfire Cooperative Research Centre (BCRC) before it. In 2015-16, TFS continued its research development and implementation partnerships, with practitioner end-user representation on a number of projects including:

Child-centred disaster risk reduction (CC-DRR). This project is developing a research program to chart CC-DRR progress and identify policy-practice-research gaps and challenges. Key project objectives are: understanding if CC-DRR programs are effective; ensuring programs are stakeholder supported and evidence-based; and understanding if programs produce cost-effective outcomes and are able to be scaled up sustainably at schools, at the community level and in emergency management policy.

Connecting communities and resilience: A multi-hazard study of preparedness, response and recovery communications. This project is developing and testing emergency warning messages to establish which message framing best achieves community compliance.

Improving the role of hazard communications in increasing residents' preparedness and response planning. This project is identifying barriers and enablers in residents' decision making, preparing, and planning with regard to natural hazards and a range of other national research programs aimed at reducing the impacts of emergencies.

Air Operations

This year the National Aerial Firefighting Centre (NAFC) contracts commenced on 7 December 2015 and concluded 6 March 2016.

NAFC, formed in 2003 by the Australian, State and territory Governments, manages the sharing of specialised aircraft to assist bushfire-fighting efforts.

This year, TFS and its emergency management partners have made use of 25 aircraft contracted to NAFC, 18 from interstate to help extinguish the unprecedented number of inaccessible fires burning in central, western and south-western areas. A number of other 'call when needed' were also utilised.

Aircraft roles included general reconnaissance, boundary mapping, infra-red detection of hotspots, firefighter insertion on remote fires and water and retardant-dropping.

NAURU Fire Services Pacific Island Liaison Officers NFS

TFS continues our partnership with the Nauru Fire Service (NFS) through the Pacific Islands Fire and Emergency Services Association.

This program aims to improve fire and emergency services in Nauru 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.

In 2015-16, four NFS Officers travelled to Tasmania to participate in a two week intensive skills acquisition and skills maintenance Course conducted by TFS and Air Services Australia.



GOAL 2

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

Strategic Bushfire Risk Mitigation Program

The TFS Fuel Reduction Unit, in conjunction with other areas of the TFS, has developed and implemented effective and efficient strategies for preventing fires in Tasmania through fuel reduction burning and associated bushfire mitigation activities. This is implemented through the Tasmanian Government's multi-agency, cross-tenure Fuel Reduction Program, which has now completed its second year of operation. In this program, the TFS works collaboratively with partner organisations – the Parks and Wildlife Service and Forestry Tasmania, to strategically reduce bushfire risk to Tasmanian communities.

This year, fuel reduction burning has been undertaken in a number of very high bushfire risk locations in urban interface areas around Hobart,

Launceston and Devonport. Over the year, fuel reduction burning was limited by a short spring burning season, with drier conditions than average and several Total Fire Ban days, a long and unprecedented summer bushfire season and a very short autumn burning season, prior to heavy rainfall.

The following Table shows performance against relevant Key Performance Indicators (KPIs) for the Fuel Reduction Program. These represent an ongoing contribution to bushfire prevention and strategic reduction of bushfire risk to communities. The Program takes a strategic approach. Burns are prioritised based on their capacity to reduce risk to communities. Some mechanical treatment of fuels is also undertaken, though this is at a very localised scale, to reduce risk over large areas of the landscape. Fuel reduction burning currently remains the most effective treatment.

Planning and Capability

TFS Planning and Capability units have continued to complete a significant amount of Pre-Incident Plans, focusing on larger and complex alarmed premises and major hazard facilities. The increase in community events saw Planning and Capability provide emergency management planning and support to over 100 events across Tasmania during 2015-16.

One of the significant changes for Planning and Capability over the past year has been a closer alignment with Operational Training. TFS has developed an operational capability framework to enhance strategic planning for developing resources to combat specific community risks. This has resulted in Planning and Capability focusing on enhancing the development of our capability with trench rescue, road crash rescue, confined space rescue, urban search and rescue and vertical rescue.

Fuel Reduction Program report

Activity	
Area treated by planned burning	11,669 ha
Number of planned burns conducted	79
Number of areas treated by other fuel management treatments	1
Area suitable for planned burning affected by bushfires	20,303 ha
Number of bushfires in areas suitable for planned burning	40
Number of planned burns conducted within a 5km radius of a human settlement area	65
Number of cross-tenure planned burns (program only)	13
Number of planned burns on private land (program only)	17
Number of operational burn plans prepared	127 (75 PWS; 28 FT; 24 TFS)

AFAC Independent Operational Review

During the 2015-16 bushfires in Tasmania an independent peer audit review was requested by Tasmanian fire agencies through AFAC. This is a standard activity often undertaken by AFAC member agencies to clearly identify areas for improvement in addition to confirming good practice.

The independent operational review team consisted of three personnel with subject matter experience inclusive of urban fire, rural fire, land management and aviation operations. Overseen by AFAC Head Office, the team commenced the review on 9 March 2016 and over a period of approximately three weeks conducted a detailed operational audit of the event and Tasmanian fire agencies.

The Review team submitted the final report on 15 April 2016. As per the context, there were 12 recommendations identified within the Review, thereby providing suggestions and guidance to system improvement. However, it is useful to note that no major systemic failing has been identified.

TFS has accepted all 12 recommendations and is currently working with other fire agencies to implement the recommendations.

The AFAC Independent Operational Review is available on the TFS website.



Rescue

The TFS has obligations under the Tasmanian Emergency Management Plan (TEMP) to perform a variety of technical rescue roles within the state. We provide these services as the Primary Support Agency to Tasmania Police and work closely with them, and the State Emergency Service (SES) to maintain and enhance interoperability.

Road Crash Rescue (RCR) incidents occur regularly throughout the state and the TFS maintains responsibility to provide this service to the community in the major population centres as well as the area surrounding Triabunna on the state's east coast. The SES undertakes RCR in rural areas of Tasmania.

TFS brigades were paged to 208 RCR incidents in 2015-16 of which 71 required rescue which is slightly down on the long term average of 81.

Technical rescue involves many differing types of incidents including people isolated in elevators, rings stuck on fingers, people trapped by various means and misadventure, typically by children. TFS attended 52 technical rescue incidents in 2015-16.

In the built environment, TFS has responsibility for the rescue of people, primarily using specialist rope rescue systems. These situations may involve commercial and domestic buildings, stadiums, bridges, towers, cranes and other infrastructure. There were two vertical rescue incidents encountered in the reporting period.

Internal After Action Review

A state-wide operational review, initiated in consultation with the Multi Agency Coordination Group (MAC), has been completed into the operational response across all tenures.

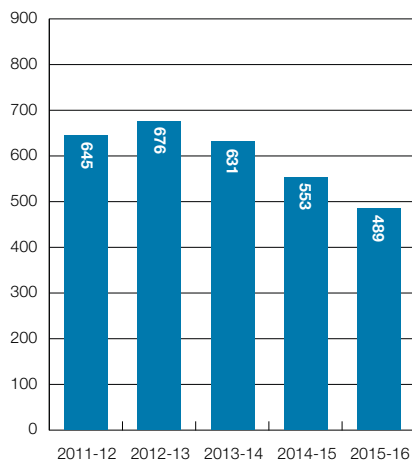
The intent of the review was to ensure that operational lessons learned during the Tasmanian bushfire season of 2015-16 are identified and communicated to our emergency management partners and relevant stakeholders.

The process for gathering data included the promulgation of an electronic survey emailed to all personnel which was followed up with face-to-face debriefs.

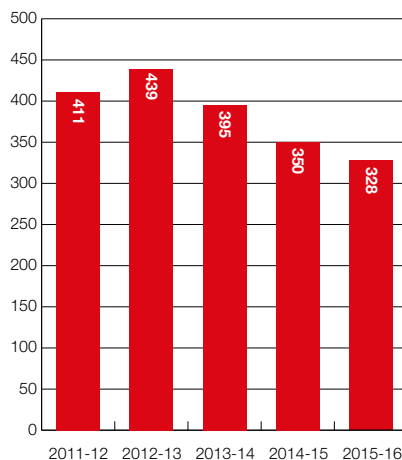
The University of Tasmania (UTAS) provided input into the structure of questions in the online survey and provided assistance with the analysis of data collected from surveys and face-to-face debriefs.

The Review made a total of 71 recommendations across 12 broad categories which are currently being prioritised for implementation. Those recommendations pertaining to improvements in operations for the upcoming fire season are being given the highest priority, including a review of state incident management arrangements, planning and incident action plans, resource tracking and communication.

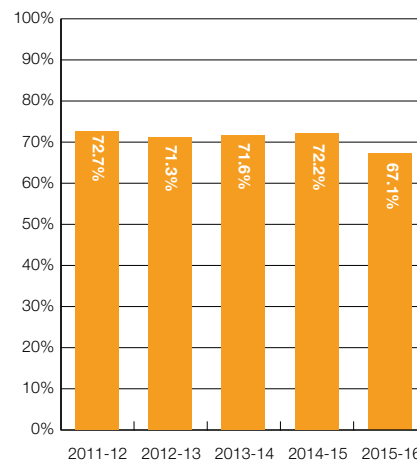
**Total structure fires
2011-12 to 2015-16**



**Accidental residential structure fires
2011-12 to 2015-16**



**Structure fires confined to the
room of origin 2011-12 to 2015-16**



Fire Permits

The first declaration of a fire permit period for the 2015-16 season occurred at midnight 13 October 2015 which incorporated all 12 municipalities in the Southern Region and Flinders municipality. Ten days later, on 23 October, the Acting Chief Officer extended the need for fire permits to the remaining 7 municipalities in the Northern Region.

At midnight on 11 November 2015, the North West Region municipalities were included due to increased warm dry conditions.

From the first declaration of fire permit period in October 2015 until midnight 5 April 2016, TFS issued 1,800 fire permits.

Total Fire Bans

The 2015-16 year saw 15 declarations of total fire bans across the regions. These included Christmas Day for the south and a state-wide 4-day Total Fire Ban from 23 January – 26 January 2016.

Days of Total Fire Ban per Region:

South – 11

North – 11

North West – 6

Registered Burns – No Permit Required

TFS continued with an emphasis on encouraging people, regardless whether a permit is required, to register any fires to reduce the number of unnecessary call-outs.

In the 10 years since 2005-06, the numbers of burns being registered with TFS has increased to over 11,500. In 2005-06, the public registered 2,605 burns for the entire state with an increase to 14,371 in 2015-16.

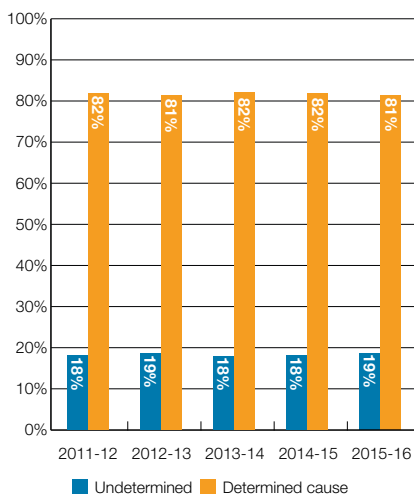
Total Area Burnt by Bushfires

The 2015-16 year saw approximately 143,500 hectares of land burnt by fire, over 2% of Tasmania's total land area. In comparison, this is slightly over half the area burnt in the 1967 Black Tuesday Bushfires which decimated the Tasmanian landscape.

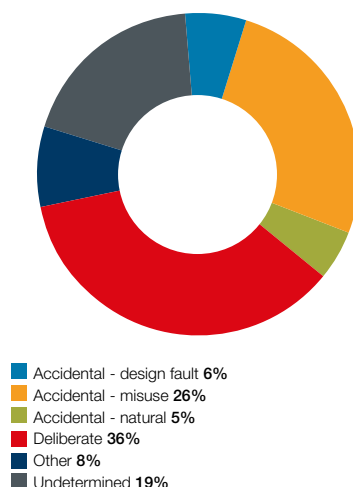
Bushfires

Although the 2015-16 year was an unprecedented one in terms of the protracted nature and number of resource deployments to bushfires, the number of bushfires attended to by the TFS was down by almost half from 1329 in the previous year to 700 in the 2015-16 year.

**Cause of all fires
2011-12 to 2015-16**



Cause of fires attended 2015-16



Reduction of unwanted alarms and unnecessary false calls

TFS continued to work throughout this year with the unwanted false alarm reduction strategies introduced in 2014-15. This direct contact with individual building owners and occupiers to discuss false alarm causes and identify strategies that can reduce the number of unwanted false alarms occurring from within their premise has maintained a steady decline in the total number of false alarm activations annually.

The TFS false alarm working group is looking to establish closer working relationships with service providers into the future to identify additional false alarm reduction strategies for unwanted false alarms generated through fire alarm system factors (attributed to system faults).

Fire Cause Determination-Successes

Throughout 2015-16 financial year the Fire Investigation Unit has seen a reduction in un-determined fire cause determinations. A result of these completed reports by Fire Investigation Officers is the enabling of successful charges being laid in several arson cases on a state-wide basis.

The continued training of Tasmania Fire Service and inter-agency personnel has allowed for improved working relationships and a further understanding of processes surrounding the identification of fire cause and origin, not only with larger and protracted incidents but in identifying the importance of cause determination of all fire related incidents. The combination of reducing the number of undetermined causes and the increased awareness across agencies has seen a significant number of positive results from charges.

With each count of arson being prosecuted combined with the Tasmania Fire Service assisting Tasmania Police in pursuing any fire related criminal act, and continued work with the community to reduce the incidents of deliberately lit fires, a greater awareness of the issues are highlighted.

On-going support, training, mentoring and a continued inter-agency approach will enable the direction of Fire Investigation to continue in reducing the rates of undetermined fire cause and gain positive outcomes for the public.

Dispatch Communications Centre (FIRECOMM)

Web Emergency Operations Centre (WebEOC)

The introduction of WebEOC last year has brought improvements to information sharing with our Tasmanian emergency management partners. This season provided the first opportunity to utilise this capability and communications between agencies has improved but there is further work needed to see this embedded into operational procedures.

Emergency Services Call and Dispatch (ESCAD)

The aim of the Tasmanian ESCAD Project is to replace the current disparate emergency services Call and Dispatch (CAD) systems with an adaptive and integrated commercial off the shelf CAD application that is customised for the Tasmanian environment and is suitable for Tasmanian emergency services now and into the future.

The principal objective is to provide the Tasmanian emergency service agencies the ability to deliver the best possible response to emergencies and calls for assistance. The CAD will facilitate business process improvement and services will become more efficient and effective, with enhanced safety for the community and emergency services personnel.

Automatic Vehicle Location System (AVLS)

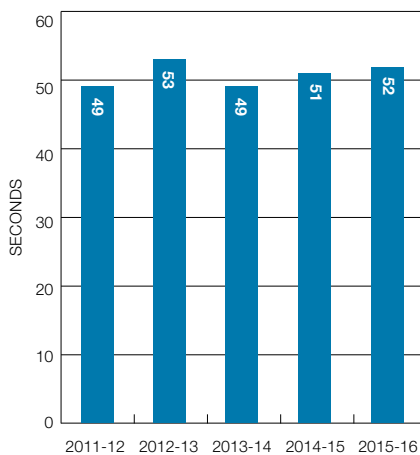
AVLS is a geographic positioning system that transmits data from a TFS vehicle to a server via the TFS Radio Network and/or the Telstra Mobile Next G Network.

The device fitted to vehicles, known as an In Vehicle Unit, logs and/or reports (transmits) positional and speed data via the network/s to the TFS Total Operating Picture (TOP) server at TFS headquarters. Selected data, specifically response, is then duplicated to the Common Operating Platform (COP).

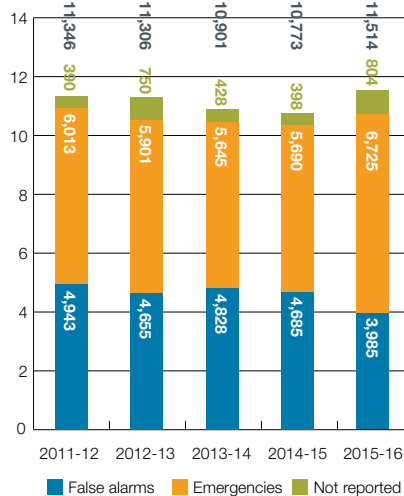
Capturing this data assists TFS by:

- Improving the quality of service it delivers to its customers, the AVLS provides opportunities to maximise the effective deployment of appropriate resources to incidents within acceptable safety margins.
- Ensuring the public receives an efficient service and that firefighters can be assured of assistance within a reasonable time.

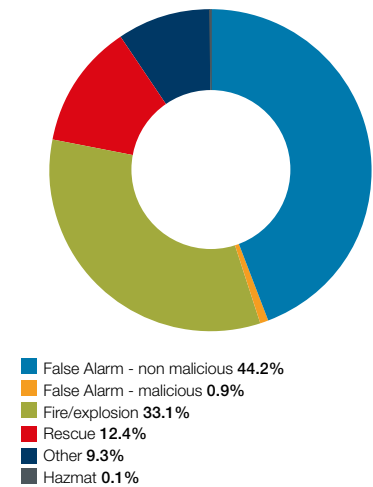
Median call handling times
2011-12 to 2015-16



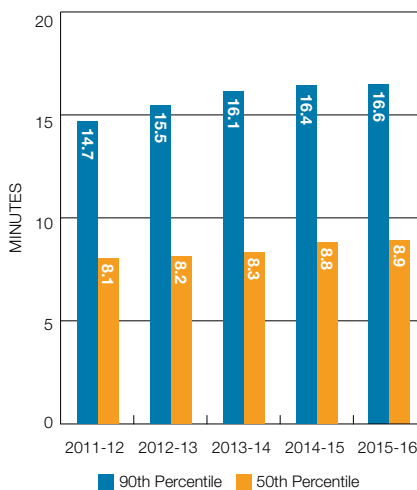
Number of incidents
2011-12 to 2015-16



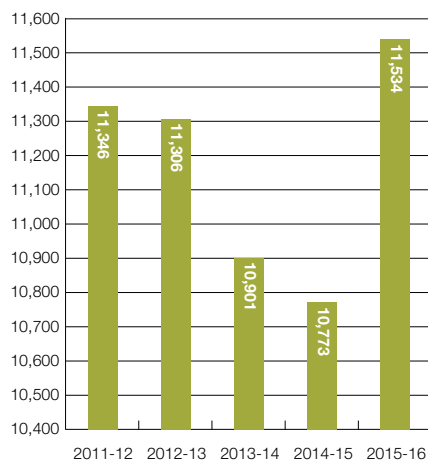
Type of incidents attended 2015-16



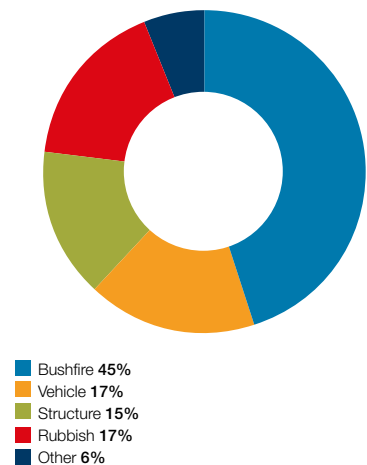
Response times (structural fires)
2011-12 to 2015-16



Total incidents attended by TFS brigades
2011-12 to 2015-16



Type of fires attended 2015-16



Personal Protective Clothing

TFS is committed to providing the highest protection of Personal Protective Clothing for our firefighters. This year has seen the continued roll out of the new generation structural firefighting ensemble with more to come in 2016-17.

The 2016-17 financial year will see TFS adopt a new structural firefighting helmet.



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



Partnerships with industry to improve emergency preparedness and response

In 2015-16, TFS continued to work closely with major industries to facilitate effective emergency response in high-risk workplaces, such as the mining and manufacturing sector. Approximately a quarter of training delivered by TasFire Training (TFT) in 2015-16 was for Emergency Response Teams. Most of these industries were jointly serviced by TasFire Equipment (TFE).

Training programs were developed and delivered in collaboration with industry, tailored to respond to site-specific risks at these typically isolated worksites.

This training prepared the site teams to respond effectively whilst the nearest TFS brigade is dispatched after a call to 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, business continuity and working effectively with the responding TFS brigade. High-risk worksites that received this training in 2015-16 included Grange Resources, Unity and Bluestone, Tasmanian Alkaloids and Botanical Resources (North West), Temco (Bell Bay) and Nyrstar and Norske Skog in the South.

Partnerships with industry to improve workplace safety

TFS provided a range of training and fire equipment services to workplaces across Tasmania in 2015-16, with a focus on the more remote areas of the state. Geographical isolation means that emergency service response times to these areas are slower than in urban areas, and so there is an increased need for workplaces and individuals to be able to respond quickly and effectively to fires. Delivery of services to these areas is often not financially viable for commercial providers, and so communities would otherwise have little access to fire equipment maintenance and workplace fire safety training. In 2015-16, both TasFire Training (TFT) and TasFire Equipment (TFE) offered subsidised services to identified at-risk organisations and community groups with limited capacity to pay.

TFT delivered emergency preparedness/response training packages including Emergency Response Team training, workplace fire safety, use of portable firefighting equipment and emergency control organisation training. In 2015-16 TFT delivered 343 courses to 2,649 participants. TFT instructors reached employees from 308 individual employers across all sectors state-wide. 36% of participants were from other government agencies, and 7% were from high-risk not-for-profit organisations.

Sharing responsibility: fire safety standards in commercial buildings

TFS has legislated responsibilities to ensure that commercial buildings in Tasmania comply with relevant fire safety standards. This includes responsibility for assessing and approving evacuation plans required under the *General Fire Regulations 2010*. Evacuation plans are an integral component for the safety of building occupiers. In 2015-16, TFS Building Safety staff assessed and approved written evacuations, and then practice evacuations were observed and critiqued by staff from TFS Operations as part of the final approval. Check lists and other resources were prepared and managed to provide a consistent approach to our external clients.

Members of the Building Safety Unit worked closely with the Director of Building Control and building surveyors to ensure that new and renovated buildings have the appropriate fire safety systems and features. This is necessary to ensure that the safety systems work as intended, ensuring occupants can safely evacuate a building and the fire service can safely and effectively intervene, should a fire occur. They also inspected and reported on the implementation of the annual maintenance statements required for all commercial buildings under the *Building Act 2000*. This is an assessment of the level of compliance, and the improvement over time, of the standard

of maintenance of the essential health and safety systems in commercial buildings across the state.

Building Safety staff also assessed and monitored the performance of those companies permitted to work on fire protection system and equipment. This is to ensure that competent technicians install and maintain the systems and equipment to the required standards, the systems are fit for purpose, and meet community and TFS expectations.

Partnerships with the tourism sector to improve visitor safety during disasters

In October 2015, the Minister for Police, Fire and Emergency Management, the Hon. Rene Hidding MP, presented the Tasmanian 2015 Resilient Australia Award to the Tasmanian Visitor Information Network (TVIN). The TVIN won the State award for their 'Emergency Preparedness Project'. TFS and SES are proud to have been partners in this important project, which demonstrated its value in improving the safety of visitors during the 2016 fires and floods in Tasmania.

The TVIN initiated and managed this project, and was successful in receiving a funding grant through the 2015 National Resilience Australia Program. Visitor Information Centres (VICs) are regularly approached for information on road and weather conditions, and during bushfire events are inundated with requests for information on bushfire affected areas from visitors in the State and those proposing to travel. With over 1 million visits to Tasmanian centres annually, VICs have the capacity to engage with a significant number of people who may not otherwise be aware of bushfire and other emergency messaging; or be familiar with place names, road conditions or geographic locations.

The Network sought the assistance of the TFS and SES to develop a training program and resources to build the capacity of visitor centres to effectively deliver bushfire and other emergency messaging; and educate visitors on bushfires and other emergency events. Resources developed included display stands, posters and information cards together with brochures with information





specifically aimed at visitors produced in electronic and hard copy format and included a small print run in Mandarin. Training was provided via four regional workshops with every centre in the state represented.

The project strengthened the relationship between the TFS and SES and the tourism sector. The benefit of the training undertaken by centres and the resources provided saw centres playing a vital role during the 2016 bushfires. The inclusion of centres on the emergency messaging database meant they were able to disseminate information confidently, concisely and correctly; reassuring visitors where it was safe to travel and advising which roads were closed, particularly in relation to the West Coast. Centres helped to ensure that our visitors had a safe holiday with minimal interruption to their travel plans and, importantly, provided another conduit for TFS, SES, Parks and Wildlife Service, Forestry Tasmania and Police to get their messages out.

Thanks and special recognition to the project manager, Judy Moore (Executive Officer, TVIN).

Customised community programs to mitigate fire risk for children

TFS takes a risk-based approach to the delivery of prevention, preparedness and mitigation programs. Historically, children have been over-represented in home fire morbidity and mortality statistics in Tasmania. The School Fire Education Program is one of the core community fire safety programs of the TFS, developed to improve the home fire safety of this identified risk group. The program is currently offered to all Tasmanian primary schools from Prep to Grade 6, providing age-appropriate activities about home fire safety and how to survive a fire. Classroom lessons and take-home learning resources are provided by specially trained TFS career firefighters, based on consultation with educators.

In 2015-16, the program partnered with educational researchers to bring a more rigorous approach to measuring program outcomes, supplementing previous survey data. Andrew Clarke, a firefighter from Launceston Fire Brigade, completed his Honours Degree in late 2015. His dissertation assessed children's retention of key messages from the School Fire Education program. In 2016 he commenced his PhD, which will evaluate children's application of the fire safety message under realistic

CLASSROOM LESSONS AND TAKE-HOME LEARNING RESOURCES ARE PROVIDED BY SPECIALLY TRAINED TFS CAREER FIREFIGHTERS, BASED ON CONSULTATION WITH EDUCATORS

or simulated conditions. His research is supported by the Bushfire and Natural Hazards Cooperative Research Centre, and the methodology he develops will have far-reaching applications in all kinds of safety education for children. Andrew also continued to support the redevelopment of the School Fire Education curriculum in 2015-16.

The fire fatality statistics are also encouraging. In 2004 there were seven preventable fatalities in house fires in Tasmania. Of these fatalities, six were children under the age of fourteen. In the twelve years since then, there has not been a child fatality in a house fire in Tasmania.

The school-based program also aims to prevent the onset of fire-lighting among children by increasing their awareness of the dangers of fires, and encouraging them to make safe choices about fire.

This is reflected in reduced referrals to TFS' secondary arson prevention program for children, the Juvenile Fire Lighter Intervention Program (JFLIP). This is a family-based program for primary school-aged children who engage in unsafe fire-play. Ninety per cent of participating children don't re-offend. JFLIP practitioners are also trained to participate in Youth Justice diversionary processes for young people who have committed fire-related offences.

In 2015-16, the School Fire Education program was delivered to 19,021 primary school children in 92 schools. During this period ten JFLIP cases were registered, and practitioners represented the TFS at one Community Conference.

Customised community programs to mitigate fire risk for older people and people with disabilities

Rhodes & Reinholdt (1998) refer to residential fire fatalities as a 'diffuse form of disaster'. If the same number of deaths occurred as a result of one fire incident there would be public outcry and scrutiny, but, occurring as they do over time results in a lack of attention to the overall nature and extent of the problem. The majority of fire fatality victims in Tasmania have been aged 60 years or older. Elderly people and people with disabilities living in their

own homes have been identified as a major risk group for home fires and fire morbidity.

In 2015-16, all career brigades and 143 volunteer brigades around Tasmania delivered home safety services to this client group through the Project Wake Up (PWU) program. In 2015-16, 265 clients were provided with services through PWU, including the installation of 475 smoke alarms in their homes. Clients are referred to the program by 175 aged and community care service providers, and are offered a home fire safety audit; general home fire safety information; and the installation of smoke alarms.



TFS also continued its partnership with the Council on the Ageing in 2015-16, a peer education program about home fire safety for people over the age of 65. TFS again provided training material and 'train the trainer' sessions for the peer educators. In turn, they provided home fire safety information sessions around the State to approximately 300 community members over the age of 65. This collaborative approach offers older people the opportunity to participate in conversations about issues that affect them and to access the information and services they need to protect their wellbeing. The outcomes of the home fire safety program included participants increasing their knowledge about home fires; gaining a greater understanding of what they can do to prevent home fires; and gaining a greater understanding of what they can do to reduce or limit the severity of fire in their home.

In 2015-16, a specialised version of PWU for Deaf and Hard of Hearing Tasmanians was delivered by the TasFire Equipment (TFE) and Community Education units of TFS. This program has been running since July 2010, in partnership with The Tasmanian Deaf Society (TasDeaf) and Department of Health and Human Services (DHHS) (Disability and Housing) This program provided equitable access to essential and potentially life-saving equipment for the Deaf and Hard of Hearing community in Tasmania, through home fire safety checks and the installation of subsidised specialist smoke alarms by TFE equipment officers. In 2015-16, 13 Deaf and Hard of Hearing clients had specialist smoke alarms installed in their homes. This is a total of 85 clients since the program started.

In 2015-16 all career brigades and 143 volunteer brigades around Tasmania delivered home safety services to this client group through the Project Wake Up (PWU) program.

Customised community programs to support bushfire resilience

By June 2016 the Bushfire-Ready Neighbourhoods program (BRN) of TFS had been in full operation for two years. BRN is a community-based prevention and preparedness program for bushfire-prone communities across Tasmania. In 2015, the BRN program was awarded the International Association of Public Participation Award for best practice in community engagement. BRN was also recognised nationally for leading practice in bushfire preparedness, with the Community Development Coordinator presenting at the Australian Community Engagement and Fire Awareness Conference in Albury, NSW in May 2016.

In the first two years of implementation, the program worked intensively with 16 core communities state-wide, as well as supporting dozens more. Round one outputs included:

- A total of 3,756 people participated in BRN activities between September 2014 and April 2016;
- 137 community development activities were conducted between September 2014 and April 2016;
- The program worked directly with communities (including volunteer brigades); and
- The program supported brigades to develop their capacity for community engagement.

A pre- and post-program evaluation was used to measure the effectiveness of the BRN program. It consisted of a longitudinal study with:

- A baseline survey of target communities conducted in 2014;
- Ongoing collection of data about BRN activities (impact); and
- A re-survey to measure change in household behaviour over time.

The baseline survey found that neighbours were very important; and in many communities they were more trusted than family to protect a property in the absence of the owners. Bushfire survival planning was reported by 30%

of respondents but the approaches to actions in the event of a bushfire were very different between communities, highlighting the need for a tailored approach to community bushfire preparedness.

The post-program phone survey found a statistically significant change in household preparedness; including a network effect. On average, people had completed five more preparedness activities in 2016 than at the baseline in 2014. Items that showed significant increases were:

- Householders had planned exactly how to evacuate under different circumstances;
- They had a written bushfire survival plan;
- They had a clearing on the fire-prone side of the house;
- They had installed metal gutter guards;
- They had installed a fire-rated roof;
- They had made a list of what documents and personal effects somebody would take with them if evacuating the house;
- Householders planning to stay and defend had acquired a full set of protective clothing; and
- Every person who intended to stay and defend the house understood and had practiced the bushfire survival plan, together with other household members who would be defending.

The summer of 2015-16 was characterised by devastating bushfires in Tasmania. These fires threatened communities who had participated in the BRN program and many who had not; and the program undertook an additional post-bushfire season evaluation. The purpose of this evaluation was to compare the actions of communities that had taken part in BRN with those that had not, when there was an actual threat of bushfire. Methods included focus groups conducted with six BRN communities, and with six matched non-BRN communities.



The qualitative findings revealed that people in the BRN communities had detailed plans, and there was a sense of ownership over their own household and community preparedness and decision-making. In contrast, the non-BRN communities had only a few people who had bushfire survival plans and most were poorly prepared for the bushfires and found it difficult to decide when to leave. Very few who stayed to defend were prepared for safe, active defence. There was little sense of community effort in bushfire mitigation or preparedness.

Based on the research evidence, round one of the BRN program has had the desired effect. Community members have been engaged with the program activities, have completed bushfire survival plans, and have engaged in community development activities to build resilience and undertake mitigation. In addition, when threatened by bushfire, they have demonstrated that they are prepared to take appropriate action safely.

Round two of the BRN program will commence in July 2016 with 20 communities selected for the period 2016 to 2018.

Using community stories to facilitate community resilience: 1967 Bushfires – Share Your Story

An example of tailored approaches to engaging communities in understanding and mitigating their bushfire risk is the *1967 Bushfires – Share Your Story* project. 7 February 2017 will mark 50 years since the devastating Black Tuesday bushfires in Tasmania. On that date, 110 separate fire fronts burnt through 2,640 square kilometres of land. As much as 90 percent of the Mount Wellington Park was on fire. There was extensive damage to agricultural property, public infrastructure, properties and many decimated small towns. The fires claimed 62 lives in a single day. There were 900 injured and thousands of people were left homeless. Property loss was also extensive with 1,293 homes and over 1,700 other buildings destroyed. The total damage cost amounted to \$40,000,000 in 1967 Australian dollar values. In terms of both loss of property and loss of life, the Tasmanian 1967 bushfire event is considered to be one of Australia's worst disasters.

Many in the Tasmanian community can still tell a story of the 1967 fires based on their first-hand experience of that day, while others have had stories passed down to them through older relatives. There are numerous tales of people's escape, as well as stories of the workers and volunteers who responded to the crisis. Within these stories are recurring themes of survival, resilience, community connectedness and recovery. In 2016, the BRN program embarked on an innovative collaborative project to commemorate the 50th anniversary and raise awareness about bushfire risk by collecting people's stories. As of June 2016, over 80 people have shared their stories through the video booth that is travelling the state, which will form part of a major exhibition planned for 2017 at the Tasmania Museum and Art Gallery, and will be incorporated into the Tasmanian historic archives and the TFS website.

Sharing responsibility: partnerships with schools to mitigate bushfire risk

TFS' Bushfire-Ready Schools program (BRS) uses bushfire science to categorise schools based on their survivability during a bushfire event, and prescribe tailored risk treatments. Much of Tasmania's built environment has not been constructed, nor adequately prepared for bushfire. This is of particular concern for schools in bushfire-prone areas; as there is a risk to the safety of children and others gathered on-site, as well as the risk of loss of critical community infrastructure. Schools are an important focal point in many communities, and damage or loss can result in long term community dislocation, loss of business continuity; and significant costs for repairs or rebuilding.

By undertaking a qualitative risk assessment for every school, the BRS program is able to provide schools with a comprehensive assessment

report, a site specific bushfire hazard mitigation strategy; and written advice about bushfire emergency management planning. The BRS program is aligned with the Comprehensive School Safety Framework (Pillar 1: Safe Learning Facilities), and through it the United Nations Sendai Framework for Disaster Risk Reduction 2015-2030.

During 2015-16, 17 schools in bushfire-prone areas were assessed, and protection strategies were developed for them. These protection strategies focussed on asset-level fuel management, and building retrofits for ember protection.

Customised community-based planning for bushfire

The Community Protection Planning (CPP) program of TFS is responsible for the development of community-level bushfire plans. These are plans for built-up areas of the township or community (the asset zone), and the area surrounding the township (the

asset protection zone). The aim of fire management in the asset zone is the protection of people, local assets such as homes and critical infrastructure, and other things that are valuable to the community. The aim of the asset protection zone is to reduce the bushfire risk and improve bushfire safety outcomes, by preventing high intensity wildfires burning into the township.

There are three types of Community Plans developed by TFS:

- Community Protection Plans are simple, local plans for community members and visitors to the area. They provide bushfire safety options, such as the location of nearby safer places, and community-specific advice.
- Response Plans are comprehensive pre-incident plans that reflect TFS operational priorities. They are used by TFS brigades, and include information about local community characteristics and vulnerabilities; and technical bushfire risk.
- Mitigation Plans are local-level bushfire hazard management plans. They are designed to guide community-level fuel management to protect people and community assets.



In 2015-16, TFS developed 12 Community Protection Plans, 5 response plans, and 6 mitigation plans state-wide.

GOAL 4

Be an adaptive, relevant, resilient and sustainable organisation

Effectively implement the Strategic Work Health & Safety Plan

The State Fire Commission Work Health and Safety Plan sets the strategic direction and focus for work health and safety activities in TFS. The major achievements during 2015-16 under this plan are:

- Improvement in the risk assessment and risk management capability of members by embedding the "Take 5" risk assessment approach in fall prevention training and other work practices;
- Implementation of new structural personal protective clothing for members;
- Development of strategies to implement heavy vehicle fatigue management requirements;
- Implementation of improved fatigue management guidelines for major emergency incidents together with an audit of fatigue management practices and processes during major incidents to enable further improvements to be identified;
- Development of plans for improved station layout and design to assist with minimising the risk of potentially harmful substances being transferred to "clean" areas of fire stations; and
- Completion of diesel particulate monitoring program and identification of strategies to further minimise risks from diesel particulate in the workplace.

Effectively implement the strategic learning framework and objectives

Significant training activity has continued in 2015-16 for both career and volunteer members. TFS training is conducted at the workplace, at TFS training centers in each region by volunteer and career training instructors, and by external providers. The following table shows the number of volunteers holding required skills within TFS. All operational volunteers are required to complete Brigade Basics, however the remaining skills only need to be undertaken by a proportion of volunteers depending on their individual role and the community risk. Given the average 10% pa turnover in volunteer numbers, it is not possible to achieve a 100% skill achievement level for volunteers in Induction and Brigade basics.

Over the past 3 years we have had approximately 42 firefighters successfully complete the Certificate II Firefighting & Emergency Operations, 16 complete Cert IV Firefighting Supervision and 2 complete Diploma of Public Safety (Firefighting Management).

Volunteer Skills	2012-2013	2013-2014	2014-2015	2015-2016
Induction	3702 (92.63%)	3832 (93.9%)	3816 (95.07%)	3878 93.49%
Brigade Basics	3390 (84.69%)	3523 (86.5%)	3536 (88.09%)	3638 87.70%
Firefighter Level 1	2104	2220	2319	2418
Urban Firefighter	1204	1194	1228	1265
Advanced Urban FF	554	547	617	628
Advanced Bush FF	1080	1121	1253	1341
Crew Leader	567	576	679	709

Qualification	2013-2014	2014-2015	2015-2016
PUA20613 Certificate II in Public Safety (Firefighting & Emergency Operations)	17	16	9
PUA30613 Certificate III in Public Safety (Firefighting & Emergency Operations)	0	0	0
PUA40313 Certificate IV in Public Safety (Firefighting Supervision)	4	7	5
Diploma of Public Safety (Firefighting Management)	0	0	2



Career Training

TFS continues to develop and implement a learning and development management system based on quality assurance principles. It is expected that the system will provide the necessary efficiencies to support a robust and leading practice training, learning and development environment. TFS has recently undertaken a quality assurance and continuous improvement feedback process. The information obtained from this process will form the basis of improving and developing our people and systems.

The provision of people management systems and advice enable managers and members to undertake their functions more effectively and facilitate accountability and sound governance. The major priorities achieved in the reporting period include the approval of an improved policy for management of conflicts of interest

and the implementation of Pageup, the Tasmanian Government electronic recruitment system which will simplify and streamline administrative processes.

During this reporting period, systems were implemented to ensure all identified members meet TFS' responsibilities in relation to the *Registration to Work with Vulnerable People Act 2013* and its related Regulations and Orders. This was a significant body of work requiring the registration of around 750 members.

Further improvements were made to the Trainee Firefighter recruitment process through combining the Physical Fitness and Aptitude Assessments weekends into one three-day block and the introduction of a Road Crash Rescue assessment task. These changes improved efficiencies, reduced candidate travel time and improved TFS ability to select capable Trainee Firefighters.

**SIGNIFICANT TRAINING
ACTIVITY HAS CONTINUED IN
2015-16 FOR BOTH CAREER
AND VOLUNTEER MEMBERS**

Complete implementation of TFS Values in all work groups

Organisational values provide a key foundation to leadership, accountability and organisational performance. These outcomes are only achieved if values are shared and understood by all members. TFS has continued its commitment to ensuring shared understanding by developing an electronic facilitated workshop that guides workgroups through discussions about how the TFS values apply in their workgroup. The workshop has been distributed to all workplaces, including volunteer brigades, with set timeframes for workgroups to complete discussions.

Develop the leadership capability of TFS and its members

TFS commitment to the implementation of the TFS Leadership Framework continued with eight Executive Leadership Team members enrolling to undertake the Australian Institute of Company Directors Course in 2015-16 and 2016-17. This course improves the ability for leaders to ensure sound corporate governance and accountability.

Integrated support services

In 2015-16 TFS led a project funded through the Emergency Volunteer Fund provided by the Attorney-General's Department to develop and implement a sustainable business model to enable Tasmanian emergency services (Tasmania Police, State Emergency Service and Tasmania Fire Service) to collaborate on sharing

TFS Values

Service

We value

- Serving the Tasmanian community
- Being responsive to community needs
- Being progressive and delivering quality services

Integrity

We value

- Being trustworthy and ethical
- Treating each other fairly and honestly
- Having the courage to do the right thing

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

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

Do my actions reflect these values?



Tasmania Fire Service

learning and assessment resources. It is expected the system will result in greater opportunities for curriculum; assessment design; and access to training delivered by another emergency service including eLearning opportunities and facilitate shared access to learning events, courses and digital learning opportunities.

Significant work has occurred to prepare for the integration of human resource management structures within the Department of Police, Fire and Emergency Management. As a result of the relationships and strategies developed, the integrated People and Culture structure within the Business and Executive Support division will take effect from 4 July 2016.

Be a socially and environmentally responsible organisation



Fuel Reduction Unit

Build mutual respect and understanding between the community and our organisation

The TFS Fuel Reduction Unit has undertaken a range of engagement activities across Tasmania with communities, stakeholders and private landowners. These have included community forums, workshops, drop-in information sessions, field days, presentations, development and provision of information and one on discussions and negotiations with landowners. These engagement activities have built Tasmanian community understanding and acceptance of the bushfire risk reduction work being undertaken by

the TFS, through fuel reduction burning and associated activities.

Relevant Key Performance Indicators (KPIs) for the FRU demonstrate a general acceptance, respect for and understanding of the risk mitigation activities being undertaken to help reduce bushfire risk to the community. For example, a number of fuel reduction burns were conducted over the last spring and autumn seasons in high bushfire risk and high population locations on the urban interface around Hobart, Launceston and Devonport. Numbers of smoke complaints associated with these fuel reduction burns were extremely low, with only nine formal complaints registered with the EPA and 10 complaints made to the FRU over the past year.

**THESE ENGAGEMENT
ACTIVITIES HAVE BUILT
TASMANIAN COMMUNITY
UNDERSTANDING AND
ACCEPTANCE OF THE
BUSHFIRE RISK REDUCTION
WORK BEING UNDERTAKEN
BY THE TFS**

Fuel Reduction Program report against KPIs relevant to TFS Goal 5

Activity	Number
Number of downloads of fuel reduction information and training materials from the SFMC web pages	1,096
Total number of hits on the SFMC web pages	4,925
Number of general community forums	16
Number of community engagement activities with target communities	27
Media – number of print, radio, television and online stories on fuel reduction	50
Number of public smoke complaints associated with fuel reduction burning registered with the EPA	9
Number of public complaints on fuel reduction lodged through the Fuel Reduction Unit (FRU) public enquiries email address and phone number	10
Number of positive fuel reduction related comments and enquiries/requests lodged with the FRU	4

Minimise our impact on the environment

In the planning and implementation of the Fuel Reduction Program, the TFS has developed agreements and procedures with government regulators and environment managers, to ensure that best practice and sound process is followed to minimise the impact of fuel reduction burning on the environment. The TFS actively participates in the Tasmanian Smoke Management System with the Environment Protection Authority (EPA), managed by the Forest Practices Authority (FPA).

Agreements and processes have been developed with DPIPW to ensure threatened plant and animal species and other natural and cultural heritage values are assessed and managed appropriately, with no or minimal acceptable impacts from fuel reduction burning. The TFS, through the Fuel Reduction Unit, is also working with the FPA to develop information and management recommendations around fuel reduction burning for all listed threatened plant species.

The information produced from this work will become available to the public through DPIPW information portals.

Over the year, the TFS has continued to be actively engaged with a range of land managers and researchers to improve our understanding of impacts of bushfires and to reduce bushfire risk to communities and the environment. This has occurred through the representation of major land management organisations on the 10 Fire Management Area Committees across the State, through collaborative inter-agency work, such as the Fuel Reduction Program (TFS, PWS and FT), Incident Management and other activities.

Specialists in natural and cultural heritage values from Tasmanian government agencies and the University of Tasmania provided expert input and advice to the TFS during the summer fires of 2016, including identification and prioritisation of natural and cultural heritage values at risk and expert input to the Bushfire Rapid Risk Assessment process for the Lake Mackenzie fire complex. The TFS has ongoing engagement with other agencies and specialists in the recovery process.

Community Fire Safety

Building our relationship with the community

Australia's comprehensive approach to emergency management recognises four types of activities that contribute to reducing hazards and increasing community resilience:

- **Prevention and mitigation** activities eliminate or reduce the impact of hazards themselves; or increase the resilience of the community to the impact of those hazards;
- **Preparedness** activities include planning, training and exercising, and providing community development, education and information, to help prepare people to deal effectively with emergencies and disasters;
- **Response** activities implement preparedness arrangements and plans to deal effectively with emergencies and disasters if and when they do occur; and
- **Recovery** activities assist communities affected by an emergency or disaster to rebuild the physical infrastructure and restore emotional, social, economic and physical well-being.

TFS is a combined urban and rural fire service, and our emergency management activities align with the first three of these functional areas. TFS delivers a range of prevention, mitigation, preparedness and response activities for the Tasmanian community; related to bushfires, building fires and other incidents. The structure of the organisation is based on the delivery of these functions, with the division of Community Fire Safety coordinating prevention, mitigation and preparedness activities undertaken with the community, and the division of Operations coordinating response activities. However, all TFS volunteers and staff recognise the value of our trusted position and our primary responsibility to the community we serve, including the importance of communication across the range of emergency management activities.



Staff whose usual roles are in prevention, mitigation and preparedness undertook a range of roles in the response to bushfires in 2015-16. During January, February and March 2016, in particular, community liaison took place through the Public Information Section of Incident Management Teams (IMTs) for major bushfire incidents. For the first time TFS staff members from the Community Education and Fuel Reduction units, who have specialised skills in community engagement, worked as Community Liaison Officers.

Their activities included:

- Community meetings; drop in sessions; educational resources;
- Liaison with TFS IMTs, local government, media, residents and other stakeholders;
- Assistance with information at evacuation centres and nearby safer places;
- Explaining for communities the behaviour and progress of fires;
- Providing a formal pathway for sharing local knowledge with IMTs;
- Managing and activating telephone trees;
- Producing community information;
- Recording issues raised by community members and obtaining responses; and
- Bushfire research.

Outside of the bushfire season in 2015-16, staff from Operations, career and volunteer brigade members were also involved in delivering a range of community prevention, preparedness and mitigation programs, including:

- Bushfire-Ready Neighbourhoods;
- Project Wake Up;
- Community Protection Planning;
- Bushfire Fuel Reduction; and
- Information sessions and general advice to community members.

In addition, a number of volunteer brigades now include Community Engagement Volunteers, who are supported by TFS's community development team to provide ongoing engagement with their local community. These volunteers provide information about any new community safety messages, bushfire season forecasts, bushfire planning technology, TFS operational changes and new resources. They are able to gather feedback and listen to local concerns; and provide support for sustainable community engagement with local prevention, mitigation and preparedness activities.

These programs and initiatives are building brigade capacity to engage with their communities to better understand their needs and expectations and help them develop capacity to respond to emergencies.

TFS's approach to engagement and partnership with the community reflects our values of service to our community, professionalism in service delivery, integrity and consideration. It is also based on research evidence from the Bushfire and Natural Hazards Cooperative Research Centre (and 10 years of the Bushfire Cooperative Research Centre prior to that); as well as the National Strategy for Disaster Resilience's Community Engagement Framework.



State Emergency Service



Tasmania's State Emergency Service (SES) is established under the provisions of the *Emergency Management Act 2006*.

The SES maintains a volunteer workforce of 550 members; and a staff of 24 state service employees. Collectively, SES members provide frontline emergency services to the Tasmanian community, inclusive of: flood and storm response, road crash rescue, search and rescue and many emergency support functions. In addition, the SES also provides important State and regional emergency management functions such as emergency management planning, education and awareness programs and the coordination of various projects and support initiatives that help to build community resilience against natural disasters. Tasmania's SES is heavily involved in national representational work with a range of stakeholders; and is proud to have significant influence on the national emergency management agenda.

2015-16 is particularly notable for the incredible operational tempo; as it has clearly been a huge season for fire, flood and storm. From January to March, the SES not only provided support to TFS with operational assistance to the unprecedented bushfires, but also a dedicated response to the East Coast floods in January.

The advancements in SES / TFS alignment have been extremely positive. With a firm commitment by government to preserve SES funding, identity and culture, 2015-16 has clearly demonstrated that SES and TFS are like-minded, volunteer-based emergency services that proudly serve the Tasmanian community. It is expected that ongoing alignment initiatives into the coming year will directly result in greater collaboration and efficiency for the State; and increased opportunities for both SES and TFS members.



The SES is also taking a lead role in defining the Tasmanian emergency management environment through significant investment in various reviews and inquiries. This includes leading the implementation of the 52 recommendations from the Department of Justice review in Tasmanian Emergency Management Arrangements, providing a submission to the Parliamentary Review into the State Fire Commission and informing the (still ongoing) implementation of the Hyde Inquiry. All will have an immeasurable impact on sector.

Rescue & Emergency Services

Emergency Services and Operations

The SES in Tasmania is comprised of 27 salaried staff in both operational and support roles, with a volunteer workforce of 568. New volunteer registrations have increased over 2015-16 from 85 to 110. Importantly, this now sees 421 male and 147 (35%) female members – a significant increase in gender balance over the period. Recruitment of volunteers has therefore been sustainable; however typically rural and remote areas still struggle with membership numbers. Conversely, some urban units are at capacity.

2015-16 saw a significant increase from 7,606 contact hours to 12,603 hours – or 65%. This can be attributed to a subtle increase in road crash rescue attendance, the January floods, support to police operations and the lengthy period of operational support to the 2016 bushfires.

Total callouts to assist the public have increased for this financial year. In total, SES responded to 1,173 calls for assistance (correct as at May and not inclusive of June flood data). A breakdown of assistance is as follows:

- Road Crash Rescue – 388
- Search and Rescue – 38
- Storm / Severe Weather intervention – 478
- Flood – 62

Miscellaneous – 207 (this miscellaneous category captured assistance to TFS during significant bushfires between December to February 2016)

The SES Operations Group met consistently throughout the reporting period; collaborating on a range of operational matters that has sought to advance the SES' capability across the spectrum. Of note:

- Contributed to the design and procurement of a replacement medium rescue truck for the Queenstown Unit, due for delivery in July 2016.
- Collectively worked to review and finalise 12 Standard Operating Procedures covering a range of operational topics; and two policy documents relating to capability
- Proactively developed a partnership with TFS Engineering Services to advance the design and build of SES operational fleet vehicles.
- Established and tested a State Operations Capability; included embedded state-wide media operations.

The SES fielded a team consisting of Southern Region Team Leaders to attend the National Australian Road Rescue Organisation competition in Alice Springs with good overall results. Additionally, the SES participated in the National Disaster Rescue Challenge in the Australian Capital Territory in August 2015; winning the *Hori Howard Award for the Spirit of Learning and Improvement* and the *Storm Water Management Stand*.

SES volunteers operated Driver Reviver sites on 28 occasions across Tasmania on a number of public holidays. The Driver Reviver program contributes to road safety by giving drivers an opportunity to rest and refresh at key locations on major transport and touring routes, and reinforces key road safety messages.

Learning and Development

During 2015-16, SES had full Registered Training Organisation (RTO) compliance with no issues experienced. Additionally, 2015-16 saw the comprehensive review of competency qualifications with the following packages redeveloped and delivered:

- Drive Vehicles
- Crew Leader
- Undertake Storm and Water Damage Operations

All ASQA reporting was completed on time.

Three state-wide learning and development workshops were held throughout the period; and two technical workshops were also

conducted During 2015-16, the SES RTO delivered considerable course content across the state, including:

- 112 courses with 962 volunteer attendance records
- 99 refresher courses with 813 volunteer attendance records
- 22,336 volunteer training hours delivered

Salaried staff undertook a range of professional upskilling during the period. This included:

- 1 x Diploma of Vocational Education
- 1 x Graduate Certificate in University Learning and Teaching
- Participation (and Chair) Emergency Services Collaborative Learning Working Group
- Various industry certifications and collaborative working group participation

Maintenance of a motivated and committed volunteer workforce

Engagement with the volunteer workforce and the wider Tasmanian community saw dramatic results from a range of media, including:

- Facebook likes rose from 14,836 (01 July 2015) to 21,436 (28 June 2016)

- The SES website has experienced 13,843,838 hits as at 28 June 2016; a significant increase from the 8,316,355 of 01 July 2015

This unprecedented growth has been facilitated not only by the floods and fires of 2016, but the linkages provided between the website, social media and the addition of relevant and up to date information across both the response and emergency management areas of the site. Additions include the Tasmanian Emergency Management Plan in a HTML format, updated municipal, State and regional plans, additional public safety information, updated essential information for volunteers and information on how to join the SES, news in the form of regional newsletters and the SES gazette, promotion of a number of events such as Wear Orange Wednesday, Driver Reviver, Mobile Triple Zero message, Road Safety Week, the 2016 Bushfire Campaign survey and Thank You events. In addition, new content continues to meet the Web Content Accessibility Guides (WCAG 2.0) as required by the Australian Government Information Management Office (AGIMO).

The Director, SES has visited all regions and the majority of individual units throughout the period; and staff

engagement has been constant with the release of 16 ShopTalk newsletters. Considering only one was released in 2014-15, this is assessed as a very positive (albeit necessary) development.

Multiple equipment upgrades have occurred throughout Tasmania's SES during the period. This includes, but is not limited to:

- Rooftop safety kits replaced across state
- Enhanced caches of specialised search and rescue equipment (e.g. stretchers and mannequins)
- Road Crash Rescue hydraulic tools (replacements and re-issue)
- Road safety taskforce trailers
- Multiple response vehicle purchases from other jurisdictions to replace the overweight Cook's module

Executive and Advisory Support to State and Regional Emergency Management Committees and across all levels of Government and the Community

National, state and regional emergency management meetings are key forums for establishing emergency management policies, maintaining stakeholder relationships, coordinating the implementation of emergency management programs, projects and initiatives; and ensuring appropriate prevention, preparedness, response and recovery arrangements for all emergencies and disasters. In this regard, the SES provides advisory support to the State representatives at quarterly and out-of-session meetings of the Law, Crime and Community Safety Council (LCCSC) and the Australian and New Zealand Emergency Management Committee (ANZEMC). Additionally, Tasmania's SES provides executive and advisory support to the State Emergency Management Committee (SEMC), two Security and Emergency Management Advisory Group (SEMAG) Sub-Committees, and three Regional Emergency Management Committees. Advisory support is also given to a range of other State, regional, and municipal emergency management committees.





The SES is a member of two ANZEMC sub-committees, SEMC, SEMAG, four SEMAG sub-committees, and numerous national and state taskforces, working groups and reference groups. Moreover, the SES maintains active membership of the Australasian Fire and Emergency Services Authorities Council (AFAC), the Bushfire and Natural hazard Cooperative Research Centre (BNHCRC) and several other high-level groups. Through 2015-16, the SES commitment has been extensive in this regard:

- **SES personnel attended 38 national emergency management meetings**
- **210 state level emergency management meetings,**
- **Quarterly meetings of the three Regional Emergency Management Committees, and Municipal Emergency Management Committee meetings**
- **Chaired, co-chaired or participated in 43 whole-of-sector working groups or meetings**

Tasmanian Emergency Management Planning and Risk Management Services for Storm and Flood

SES participated in the 2016 review of the Tasmanian State Natural Disaster Risk Assessment (TSNDRA). Building upon the 2012 TSNDRA, the outcomes of the 2016 review will inform the implementation of state level strategies to manage risks posed by a range of hazards including flooding, coastal inundation, tsunamis, and severe storms. The SES also provided the organic secretariat support from review to SEMC endorsement.

Emergency Management Plans specify the prevention, preparedness, and response and recovery arrangements in place to manage the risks posed by a specific hazard or a range of hazards within a specific context. Up to date plans are essential to ensure they incorporate learnings from recent events, reflect best practice emergency management theory, and remain integrated with supporting arrangements. For 2015-16, the SES reviewed and administered:

- the Tasmanian Emergency Management Plan; resulting in Issue 8 of the Plan being approved by the Minister in September 2015. Seven State Special Emergency Management Plans, three Regional Emergency Management Plans and 13 Municipal Emergency Management Plans were reviewed.

The SES participated in seven State and national exercises, and 30 regional multi-agency emergency management exercises throughout the reporting period.

Education and Awareness for Storm and Flood hazard

Prior to, during, and after major flood events SES used traditional media and social media platforms to communicate key safety messages to the Tasmanian community, with a significant increase in social media followers and website hits after each event. Specifically, 27 state-wide media releases were issued in 2015-16; not including regional releases at the discretion of regional management. 13 flood awareness community events were conducted by SES at school fairs and to selected community groups. 147 participants from Municipal Councils, State government agencies, and non-governmental organisations attended a series of Introduction to Emergency Management courses facilitated by SES.

13 participants from Municipal Councils, State government agencies and non-governmental organisations attended an Introduction to Emergency Risk Management workshop delivered by SES and 15 participants from Municipal Councils, State government agencies and non-governmental organisations attended an Introduction to Emergency Recovery course facilitated by SES.

Management and Oversight of Tasmanian Emergency Management Projects

SES administered the Tasmanian implementation of the 2013-15 National Partnership Agreement on Natural Disaster Resilience including the oversight of 35 projects against which all of the available \$2.8M in funding was allocated.

Additionally, SES administered the Tasmanian implementation of the 3 year National Bushfire Mitigation Program including the oversight of 3 projects funded under the \$1.35 million Tasmanian Bushfire Mitigation Grants Program.

SES has progressed the development of a state-wide flood warning system. The system complements the BoM hazard warning system, providing comprehensive warnings on flood consequence. The system is interoperable with the TFS bushfire warning system both in terms of 'look and feel' and in its software platform. The system is now at a stage where it is ready for SEMC endorsement.

Financial Statements 2015-16

STATE FIRE COMMISSION FINANCIAL STATEMENTS 2015-16

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:

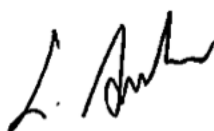
- the financial statements are drawn up so as to give a true and fair view of the results and cash flows for the period 1 July 2015 to 30 June 2016 and the financial position at 30 June 2016 of the State Fire Commission;
- the accounts have been prepared in accordance with the provisions of the *Fire Service Act 1979*; and
- 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.



Christopher Arnol MPM GAICD MIFireE

COMMISSION CHAIR



Lyndsay Suhr AFSM

COMMISSION MEMBER

15 August 2016

Independent Auditor's Report

To Members of the Tasmanian Parliament

State Fire Commission

Financial Report for the Year Ended 30 June 2016

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 2016 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 2016, 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* promotes the independence of the Auditor-General. The Auditor-General is the auditor of all Tasmanian public sector entities and can only be removed by Parliament. The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant

Tasmanian Audit Office



Ric De Santi
Deputy Auditor General
Delegate of the Auditor-General

Hobart
27 September 2016

...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 2016

STATEMENT OF COMPREHENSIVE INCOME

	Note	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
Income				
Fire Service Contribution		38,863	38,871	36,845
Insurance Fire Levy		18,200	16,607	17,009
State Government Contribution	2	3,802	36,337	4,670
Bushfire Fighting Reimbursements from other Tasmanian Agencies		-	27,794	665
Motor Vehicle Fire Levy		7,626	7,707	7,680
Fire Prevention Charges	3	6,035	6,111	5,933
Sundry Income	4	1,463	4,511	2,016
Commonwealth Government Contribution	2	1,187	1,426	1,629
Total Income		77,176	139,364	76,447
Expenses				
Employee Related Expenses	5	50,966	55,709	49,923
Community Awareness, Subscriptions and Professional Fees	6	1,767	1,918	1,984
Learning and Development		960	911	899
Operations Expenses	7	7,798	64,029	9,992
Funding of State Emergency Service		2,538	2,538	2,494
Protective Clothing and Uniforms	8	1,220	1,308	1,686
Depreciation	19	6,937	6,765	6,538
Financial and Other Expenses	9	4,102	4,630	4,419
Insurance		2,086	1,654	1,740
Borrowing Costs	10	330	285	190
Repairs and Maintenance	11	1,566	2,098	1,676
Minor Equipment Under \$2,000	12	800	1,392	914
Total Expenses		81,070	143,237	82,455
Net Surplus/(Deficit) for the Year		(3,894)	(3,873)	(6,008)
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	-	(7,015)	683
Increase/(Decrease) in Asset Revaluation Reserve	19	-	27	1,184
Total Other Comprehensive Income for the Year		-	(6,988)	1,867
Total Comprehensive Income for the Year		(3,894)	(10,861)	(4,141)

STATEMENT OF CHANGES IN EQUITY

		Reserves \$'000	Retained Surpluses \$'000	TOTAL \$'000
Balance as at 30 June 2014		17,732	77,701	95,433
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		18,916	72,376	91,292
Net Surplus/(Deficit)		-	(3,873)	(3,873)
Other Comprehensive Income				
Actuarial Gain/(Loss) on SFC Super Scheme Obligation	13	-	(7,015)	(7,015)
Increase/(Decrease) in Asset Revaluation Reserve	19	27	-	27
Balance as at 30 June 2016		18,943	61,488	80,431

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 2016

STATEMENT OF FINANCIAL POSITION

	Note	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
CURRENT ASSETS				
Cash and Cash Equivalents	14,26	505	16,208	864
Receivables	15	1,522	2,749	1,516
Inventories		1,438	1,643	1,634
Other Current Assets	16	2,954	4,022	3,103
Total Current Assets		6,419	24,622	7,117
NON-CURRENT ASSETS				
Capital Work in Progress	19	3,771	2,751	3,943
Property, Plant and Equipment	19	98,532	102,216	102,659
Total Non-Current Assets		102,303	104,967	106,602
TOTAL ASSETS		108,722	129,589	113,719
CURRENT LIABILITIES				
Payables and Income in Advance	20	1,987	16,983	3,636
Provision for Employee Related Expenses	13	13,844	14,113	13,410
Short Term Borrowings	21	-	5,000	580
Fixed Rate Borrowings	21	3,000	1,830	-
Total Current Liabilities		18,831	37,926	17,626
NON-CURRENT LIABILITIES				
Provision for Employee Related Expenses	13	1,178	846	1,155
SFC Superannuation Fund Net Liability	13	1,176	7,386	316
Fixed Rate Borrowings	21	1,830	3,000	3,330
Total Non-Current Liabilities		4,184	11,232	4,801
TOTAL LIABILITIES		23,015	49,158	22,427
NET ASSETS		85,707	80,431	91,292
EQUITY				
Retained Surpluses		67,975	61,488	72,376
Reserves		17,732	18,943	18,916
TOTAL EQUITY		85,707	80,431	91,292

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 2016

STATEMENT OF CASH FLOWS

	Note	2016 Budget \$'000	2016 Actual \$'000	2015 Actual \$'000
Cash Flows from Operating Activities				
Receipts from Operating Activities		76,825	141,298	77,391
Payments to Suppliers and Employees		(75,213)	(126,504)	(76,990)
Interest Paid		(330)	(285)	(190)
Interest Received		51	13	43
Net Cash provided by Operating Activities	26(b)	1,333	14,522	254
Cash Flows from Investing Activities				
Proceeds from Sale of Equipment		300	425	342
Payments for Property, Plant and Equipment		(4,120)	(5,523)	(6,492)
Net Cash used in Investing Activities		(3,820)	(5,098)	(6,150)
Cash Flows from Financing Activities				
Repayment of borrowings		-	(580)	-
Proceeds from borrowings		1,500	6,500	580
Net Cash used in Financing Activities		1,500	5,920	580
Net Increase/(Decrease) in Cash and Cash Equivalents		(987)	15,344	(5,316)
Cash and Cash Equivalents at the Beginning of the Financial Period		1,492	864	6,180
Cash and Cash Equivalents at the End of the Financial Period	26(a)	505	16,208	864

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 2016

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 Fire and Emergency Management, the Chief Officer of TFS reports to the Secretary of the Department of Police Fire and Emergency Management for administrative matters. The Director of the State Emergency Service (SES) reports to the Chief Officer. The Commission funds \$2.538 million (2014-15 \$2.494 million) of the operating costs of the SES.

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

(b) Basis of Financial Statements

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

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

(c) System of Accounting

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

(d) Inventories

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

(e) Receivables

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

(f) Capital Work in Progress

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

(g) Plant, Property and Equipment

Asset Revaluation

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

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

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

Land and Buildings

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

During the year ended 30 June 2016, the asset class of Land was revalued upwards by \$93k (2015 \$446k increment) and Buildings were revalued downwards by \$66k (2015 \$738k increment). These revaluations were both booked to the Asset Revaluation Reserve.

Fire Appliances, Passenger Vehicles and Plant and Equipment

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

Passenger vehicles are valued at cost.

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

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

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

Depreciation

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

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

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

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2016

(h) Impaired Assets

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

(i) Assets Held for Sale

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

(j) Provision for Employee Related Expenses

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

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

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

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

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

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

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

(k) Superannuation

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

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

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

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

(l) Investments and Borrowings

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

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

(m) Financial Liabilities

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

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

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

(n) Cash and Cash Equivalents

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

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

(o) Insurance Fire Levy

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

(p) Fire Service Contribution

Contributions are received from Local Councils through a fire service contribution raised on properties. A minimum contribution was initially implemented in 1991 to provide additional funds to re-equip volunteer brigades. The minimum contribution is \$38 for the current year and this was increased from \$37 on 1 July 2015.

(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.

State Fire Commission

Notes to the Financial Statements for the year ended 30 June 2016

(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 Disclosures

The Commission has changed the way it discloses for bushfire reimbursements from other Tasmanian Government Agencies due the large magnitude of the numbers in 2015-16. In prior years it was included in Other Income in the Statement of Comprehensive Income, but now it is reported as a separate line item: Bushfire Fighting Reimbursements from Other Tasmanian Government Agencies. There is no impact on Total Income.

	2016		2015	
	Bushfire Fighting Reimbursements from other Tasmanian Agencies \$'000	Other Income \$'000	Bushfire Fighting Reimbursements from other Tasmanian Agencies \$'000	Other Income \$'000
Reported as a separate line item (Revised disclosure)	27,794	4,488	665	2,681
Reported under Sundry Income (Previous disclosure)	-	32,282	-	2,016
Difference	27,794	-27,794	665	665

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.

The following standards have been adopted this year:

- 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.

- AASB 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. There is no financial impact.

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

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 applies to annual reporting periods beginning on or after 1 January 2018. 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.
- *AASB 16 Leases* – This Standard changes the way leases are to be disclosed: recognising the right to use the leased asset and the liability to pay rentals. This Standard applies to annual reporting periods beginning on or after 1 January 2019. Where an entity applies the Standard to an earlier annual reporting period, it shall disclose that fact. There will be limited, if any, financial impact.
- *AASB 2016-2 - Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 107* was issued in March 2016. This standard makes amendments to *AASB 107 Statement of Cash Flows* to provide disclosure of changes in liabilities arising from financing activities involving cash and non-cash transactions. It applies to annual reporting periods beginning on or after 1 January 2017. There is no financial impact.
- *AASB 2015-2 - Amendments to Australian Accounting Standards - Disclosure Initiative: Amendments to AASB 101* was issued in January 2015. The amendments to *AASB 101 Presentation of Financial Statements* do not require any significant change to current practice, but should facilitate improved reporting, including emphasis only including material disclosures, clarity on the aggregation and disaggregation of line items, the presentation of subtotals, the ordering of notes and the identification of significant accounting policies. The standard applies to annual reporting periods beginning on or after 1 January 2016. There is no financial impact.
- *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.

(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

Financial Report for the year ended 30 June 2016

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:-

	2016 \$'000	2015 \$'000
State Government Contributions		
General Contribution	1,806	2,411
Bushfire Preparedness - Capital	2,290	790
Other Capital	606	-
Wildfire Fighting Reimbursements	31,635	1,469
Total	36,337	4,670
Commonwealth Government Contributions		
General Contribution	264	255
Helicopter Hire	1,097	906
Volunteer Grants	65	120
Natural Disaster Resilience Program	-	348
Total	1,426	1,629

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	1,582	1,339
Sale of Alarm Equipment	78	64
Alarm Rental	1,091	1,043
Alarm Network Fee	1,092	1,059
Avoidable False Alarms	89	145
Commercial Training	671	856
Inspection Fees - TasFire Equipment	1,327	1,248
Inspection Fees - Building Safety	165	158
Community Protection Plan Charges	16	21
Total	6,111	5,933

4. Sundry Income

Reimbursement by Ambulance Tasmania ¹	216	321
Road Crash Rescue	155	237
Interest Received	12	43
Reimbursement for Fuel Reduction Unit Expenditure ²	1,948	592
Insurance Premium Adjustments	850	40
Insurance Claim Recoveries	130	263
Reimbursement of Interstate and Overseas Deployments	36	5
Communications	24	7
Reimbursements for Capital Projects ³	145	10
Other	995	498
Total	4,511	2,016

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

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

3. Contribution from external organisations

State Fire Commission

Financial Report for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
5. Employee Related Expenses		
Salaries,Wages and Allowances	41,478	36,011
Payroll Tax	3,042	2,700
Annual Leave	4,490	4,871
Long Service Leave	1,106	1,353
Superannuation ¹	5,593	4,988
Total	55,709	49,923
<i>1. Superannuation Contributions:</i>		
<i>SFC Superannuation Scheme</i>	1,089	1,203
<i>Retirement Benefits Fund</i>	2,850	2,520
<i>Other Funds</i>	1,556	1,382
<i>Superannuation related to provisions for Long Service Leave and Annual Leave</i>	43	60
<i>Other SFC Superannuation Scheme Costs</i>		
<i>Service Costs (excluding current year contributions)</i>	64	(186)
<i>Net Interest on Defined Benefit Liabilities and Assets</i>	(9)	9
<i>Total Superannuation Expense</i>	5,593	4,988
6. Community Awareness, Subscriptions and Professional Fees		
Advertising	716	990
Functions	26	46
Grants and Donations	38	52
Professional Fees	822	626
Subscriptions	239	243
Other	77	27
Total	1,918	1,984
7. Operations Expenses		
Communication Expenses	1,768	1,644
Computer Expenses	1,486	1,291
Consumables	919	427
Electricity	697	658
Bushfire Fighting Catering	1,580	93
Bushfire Fighting Support from Other Agencies	24,734	-
Fire Suppression & Control	23	64
Hire of Equipment	154	84
Motor Vehicle Expenses	1,234	1,062
Municipal Rates	543	523
Office Cleaning	167	175
Printing and Stationery	298	150
Travel Expenses	2,980	822
Bushfire Fighting Helicopter Expenses	22,182	1,829
Bushfire Fighting Equipment Hire	4,462	800
Fuel Reduction	81	-
Other	721	370
Total	64,029	9,992
8. Protective Clothing and Uniforms		
Protective Clothing	970	1,392
Uniforms	338	294
Total	1,308	1,686
9. Financial and Other Expenses		
Audit Fees	44	41
Internal Audit	85	-
Cost of Goods Sold		
Sale of Fire Safety Services and Equipment	774	621
Sale of Alarm Equipment	66	56
Fringe Benefits Tax	246	117
Local Government Collection Fees	1,555	1,474
(Gain)/Loss on Sale of Assets	-	247
Pensioner Rebates (Municipal)	1,136	1,141
Pensioner Rebates (Transport)	631	641
Other	93	81
Total	4,630	4,419

State Fire Commission

Financial Report for the year ended 30 June 2016

	2016 \$'000	2015 \$'000
10. Borrowing Costs		
Interest on Bank Overdraft	120	33
Interest on Interest Bearing Liabilities	165	157
Total	285	190
11. Repairs and Maintenance		
Communication Expenses	266	213
Computer Equipment	9	10
Fire Fighting Equipment	169	73
Land and Buildings	620	570
Motor Vehicles	992	764
Office Furniture	8	17
Workshop Equipment	34	29
Total	2,098	1,676
12. Minor Equipment Under \$2,000		
Communication Equipment	44	27
Computer Equipment	130	101
Fire Fighting Equipment	235	363
Office Furniture and Related Equipment	237	245
Tasmanian Ambulance Service Communications Equipment (Note 4)	96	80
Workshop Equipment	59	82
Bushfire Fighting Equipment	591	15
Other	-	1
Total	1,392	914
13. Provision for Employee Related Expenses		
a) Employee Related Provisions		
Current Provisions		
Provision for Long Service Leave	7,742	7,306
Provision for Annual Leave	4,031	3,878
Provision for Superannuation ¹	1,530	1,455
Provision for Payroll Tax ¹	810	771
Total	14,113	13,410
Non-Current Provisions		
Provision for Long Service Leave	712	972
Provision for Superannuation ¹	85	117
Provision for Payroll Tax ¹	49	66
Total	846	1,155

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

b) State Fire Commission Superannuation Scheme

Regulatory Framework

The following information only relates to the defined benefits parts of the SFC Superannuation Scheme (the scheme) and excludes any other assets or liabilities of the scheme. The scheme forms part of the Retirement Benefits Fund (RBF) and operates under the *Retirement Benefits Fund Act 1993* and the *Retirement Benefits (State Fire Commission Superannuation Scheme) Act 2005*. The Commission is responsible for the funding of the scheme.

Although RBF is not subject to the Superannuation Industry (Superannuation) (SIS) legislation, the Tasmanian government has undertaken (in a Heads of Government Agreement) to operate the scheme in accordance with the principles of the legislation. As an exempt public sector superannuation scheme (as defined in the SIS legislation), RBF is not subject to any minimum funding requirements. RBF is a complying superannuation fund within the provisions of the *Income Tax Assessment Act 1977*, and the fund's taxable income is taxed at a concessional rate of 15%. The RBF Board is the trustee of the scheme and has a legal obligation to act solely in the best interests of scheme beneficiaries. The RBF Board has the following roles:

- administration of the scheme and payment to the beneficiaries as required in accordance with the scheme rules
- management and investment of the scheme assets; and
- compliance with the Heads of Government Agreement referred to above

13. Provision for Employee Related Expenses (continued)

Scheme Risks

The Commission is exposed to a number of risks from its requirement to fund the scheme. The more significant

financial risks relating to the defined benefits are:

- **Investment risk** – the risk that investment returns will be lower than assumed, requiring the Commission to increase contributions to offset this shortfall
- **Salary growth risk** – the risk that wages or salaries (on which future benefit amounts will be based) rise more rapidly than assumed, increasing defined benefit amounts and the employer contributions required to fund them
- **Legislative risk** – the risk that legislative changes could be made which increase the cost of providing the defined benefits

General Plan Information

The Scheme was closed to new members on 30 June 2005. At 30 June it had 92 members (97 at 30 June 2015). Members of the Scheme are entitled to receive lump sum benefits on resignation, retirement, death or invalidity. An actuarial investigation into the scheme was most recently performed on 29 January 2016 (as at 1 May 2015) by Dr David Knox FIA of Mercer Consulting (Australia) Pty Ltd. The investigation showed the following figures determined in accordance with AAS 25 *Financial Reporting by Superannuation Plans*:

	\$'000	Asset Coverage
Assets	25,470	
Liability for Vested Benefits	23,770	107.2%
Liability for Accrued Benefits	23,705	107.4%

The financial objectives adopted in this actuarial investigation were:

- In the short term, to maintain the value of the scheme assets at 100% of vested benefits for scheme members
- in the longer term, to maintain a margin of 5% to 10% over the vested benefits; and
- to the extent possible, avoid significant fluctuations in the required employer contribution rate.

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

- 11% of salaries, plus
- any deemed member contributions

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

The economic assumptions used in the investigation were:

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

There were no significant events during the year: i.e. no plan amendments, curtailments or settlements.

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.

The scheme does not match assets and liabilities.

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13. Provision for Employee Related Expenses (continued)

Actuarial Assumptions

The following significant actuarial assumptions were used to calculate the value of assets and liabilities of the scheme.

	2016	2015
Assumptions for Defined Benefit Cost and Opening Defined Benefit Obligation		
Discount Rate	3.20%	3.80%
Expected Salary Increase Rate (includes promotional increases of 0.5%)	2.5%	2.5%
Assumptions for Closing Defined Benefit Obligation		
Discount Rate	2.30%	3.20%
Expected Salary Increase Rate (includes promotional increases of 0.5%)	2016-17 2.5%	2.5%
	2017-18 3.0%	
	2018-19 3.5%	
	2019-20 and after 4.0%	

Year End Results

	2016 \$'000	2016 \$'000	2015 \$'000	2015 \$'000
Disclosure in Statement of Financial Position				
Present value of defined benefit obligation at end of year		32,750		26,548
Fair value of plan assets at end of year		(25,364)		(26,232)
Net Liability/(Asset) Recognised in Statement of Financial Position		7,386		316

Disclosure in Statement of Comprehensive Income

Service Costs				
Current service cost		957		772
Past service cost		-		-
Curtailment or settlement (gains)/losses		-		-
Net Interest				
Interest cost	795		783	
Interest Income (Expected return on plan assets)	(804)	(9)	(774)	9
Net (Income)/Expense Recognised		948		781

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	5,973	-
Actuarial (gains)/losses due to changes in experience	(178)	496
Less Actuarial (gains)/losses on fair value of plan assets	(1,220)	1,179
Total Actuarial (Gains)/Losses	7,015	(683)
Total Disclosures in Other Comprehensive Income/Changes in Equity	7,015	(683)

Reconciliation of Income/Expense Recognised

Movement in SFC Super Scheme obligation	7,070	(860)
<i>(Disclosed in Statement of Changes in Equity)</i>		
Service Costs	957	772
Net Interest	(9)	9
Actuarial (Gains)/Losses	7,015	(683)
	7,963	98
Add Back Employer Contributions implicitly included in Service Costs <i>(already included in expenses)</i>	(948)	(958)
Disclosed in Statement of Comprehensive Income	7,015	(860)

Explanation of Movement in Recognised Liability/(Asset)

Superannuation Liability/(Asset) at Beginning of Year	316	1,176
Add Defined Benefit Cost	948	786
Remeasurements	7,015	(682)
Less Employer Contributions	893	964
Superannuation Liability/(Asset) at Year-end	7,386	316

13. Provision for Employee Related Expenses (continued)

	2017 \$'000
Estimate of Defined Benefit Cost for 2016-17	
Current Service Cost	1,231
Net Interest	127
Past Service Cost	*
Gain/Loss on Settlements	*
Disclosed in Statement of Comprehensive Income	1,358

* Not known until the end of the year

	2017 \$'000
Estimate of Net Liability/(Asset) Recognised in 2016-17 Statement of Financial Position	
Superannuation Liability/(Asset) at Beginning of Year	7,386
Add Estimated Defined Benefit Cost	1,358
Remeasurements	*
Less Estimated Employer Contributions	802
Estimated Superannuation Liability/(Asset) at Year-end	7,942

* Not known until the end of the year

	2016 \$'000	2015 \$'000
Reconciliation of the Fair Value of Plan Assets		
Fair value of plan assets at start of year	26,232	24,087
Interest income	804	773
Actuarial gains/(losses) excluding interest income	(1,220)	1,179
Employer contributions	893	964
Member contributions	378	395
Benefits paid ¹	(1,283)	(1,166)
Tax paid	(440)	-
Fair value of plan assets at end of year	25,364	26,232

1. Benefits paid in 2015 includes tax paid

	2016 \$'000	2015 \$'000
Reconciliation of the Present Value of the Defined Benefit Obligation		
Present value of defined benefit obligation at start of year	26,548	25,263
Current service cost	957	777
Interest cost	795	783
Member contributions	378	395
Actuarial (gains)/losses due to changes in demographic assumptions	-	-
Actuarial (gains)/losses due to changes in financial assumptions	5,973	-
Actuarial (gains)/losses arising from liability experience	(178)	496
Benefits paid ¹	(1,283)	(1,166)
Tax, premiums and expenses paid	(440)	-
Present value of defined benefit obligation at end of year	32,750	26,548

1. Benefits paid in 2015 includes tax paid

The asset ceiling had no impact on the net defined benefit asset or liability.

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13. Provision for Employee Related Expenses (continued)

Fair Value of Scheme Assets

Asset Category	Total	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Observable Inputs (Level 2)	Unobservable Inputs (Level 3)
	\$'000	\$'000	\$'000	\$'000
Cash and cash equivalents	3,528	3,528	-	-
Equity instruments	17,915	9,062	8,130	723
Debt instruments	3,535	1,023	1,468	1,044
Derivatives	(132)	-	(132)	-
Real Estate	519	-	519	-
Total	25,365	13,613	9,985	1,767

The fair value of fund assets does not include any amounts relating to:

- any of the Commission's own financial instruments
- any property occupied by, or other assets used by SFC

Expected Contributions and Maturity Profile

Based on the assumptions used in this report and the recommendations from the 2016 actuarial investigation, the expected contributions to the scheme and the maturity profile of the defined benefit obligation are detailed below.

	2017 \$'000
<i>Expected employer contributions to defined benefits scheme</i>	802
<i>Expected benefit payments for the financial year</i>	\$'000
2016-17	1,716
2017-18	1,670
2018-19	2,053
2019-20	1,998
2020-21	2,658
Following five years	13,773

The weighted average duration of the defined benefit obligation is 9.3 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:

		Discount Rate Sensitivity		Salary Increase Rate Sensitivity	
	Base Case	Reduce Discount Rate by 1%	Increase Discount Rate by 1%	Reduce Salary Increase Rate by 1%	Increase Salary Increase Rate by 1%
Discount rate	2.30%	1.30%	3.30%	2.30%	2.30%
Salary increase rate¹	4.00%	4.00%	4.00%	3.00%	5.00%
Defined benefit obligation (\$'000)	32,750	36,452	29,613	29,628	36,350

1. This is the long term salary increase assumption. Short term increases were also adjusted by plus or minus 1%

14. Cash and Cash Equivalents

	2016 \$'000	2015 \$'000
Cash on Hand	8	8
Cash at Bank	16,200	856
Total	16,208	864

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	2016 \$'000	2015 \$'000
15. Receivables		
Trade Debtors	2,458	1,231
GST Receivable	311	305
Less Provision for Doubtful Debts	(20)	(20)
Total	2,749	1,516
Ageing of Trade Debtors		
Current	2,284	1,023
30 - 60 days	1	72
60 - 90 days	26	28
90+ days	147	108
Total	2,458	1,231
16. Other Current Assets		
Accrued Revenue	2,581	1,657
Prepayments	1,441	1,446
Total	4,022	3,103
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	648	1,044
19. Property, Plant and Equipment		
Land		
At Fair Value at 30 June	17,750	17,517
	17,750	17,517
Buildings		
At Fair Value at 30 June	45,764	45,415
Accumulated Depreciation	(5,621)	(4,439)
Written Down Value	40,143	40,976
Motor Vehicles		
At Cost	7,857	8,014
Accumulated Depreciation	(5,177)	(4,856)
Written Down Value	2,680	3,158
Fire Appliances		
At Cost	69,833	65,511
Accumulated Depreciation	(36,015)	(32,980)
Written Down Value	33,818	32,531
Plant and Equipment		
At Cost	31,048	29,990
Accumulated Depreciation	(23,223)	(21,513)
Written Down Value	7,825	8,477
Total Property, Plant and Equipment		
Total Gross Value	172,252	166,447
Accumulated Depreciation	(70,036)	(63,788)
Written Down Value	102,216	102,659
Capital Work in Progress		
Balance at the beginning of the year	3,943	3,771
Additions	4,349	4,921
Transfers to Assets	(5,541)	(4,749)
Balance at year end	2,751	3,943

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19. Property, Plant and Equipment (Continued)

Reconciliation of Property, Plant and Equipment as at 30 June 2016

	Land \$'000	Buildings \$'000	Motor Vehicles \$'000	Fire Appliances \$'000	Plant and Equipment \$'000	Total \$'000
Carrying Amount 30 June 2015	17,517	40,976	3,158	32,531	8,477	102,659
Additions	140	577	403	4,530	1,070	6,720
Revaluations	93	(66)	-	-	-	27
Depreciation Expense	-	(1,333)	(679)	(3,035)	(1,718)	(6,765)
Disposals	-	(11)	(202)	(208)	(4)	(425)
Carrying Amount 30 June 2016	17,750	40,143	2,680	33,818	7,825	102,216

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

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. 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

	30 June 2016				30 June 2015			
	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
Land	-	17,750	-	17,750	-	17,517	-	17,517
Buildings	-	24,803	15,340	40,143	-	25,685	15,291	40,976
Total	-	42,553	15,340	57,893	-	43,202	15,291	58,493

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

19. Property, Plant and Equipment (Continued)

(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 2016 \$'000	Fair Value 30 June 2015 \$'000	Fair Value Hierarchy	Valuation Technique & Key Inputs	Significant Unobservable Inputs	Relationship of Unobservable Inputs to Fair Value
Land	17,750	17,517	Level 2	Comparable sales - market	n/a	n/a
Buildings - Fire Stations and Other	24,803	25,685	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	15,340	15,291	Level 2	Income approach - market rent	n/a	n/a

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	2016	2015
	\$'000	\$'000
20. Payables and Income in Advance		
Accrued Expenses	15,159	350
Trade Creditors	1,821	3,072
Other Creditors	3	-
Income Received in Advance	-	214
Total	16,983	3,636

21. Financial Instruments Disclosures

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

2015-2016

	Weighted Average Interest Rate	Less than 1 month	1 - 3 months	3 months to 1 year	1 - 5 years	5+ years	Total	Market Value
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Assets								
Non-interest bearing		8	2,749	-	-	-	2,757	2,757
Variable interest rate instruments	1.70%	16,200	-	-	-	-	16,200	16,200
		16,208	2,749	-	-	-	18,957	18,957
Financial Liabilities								
Bank overdrafts		-	-	-	-	-	-	-
Non-interest bearing		16,980	-	-	-	-	16,980	16,980
Variable Rate Short Term Borrowings	2.45%	5,000	-	-	-	-	5,000	5,000
Fixed Rate Interest Bearing Liabilities	3.92%	-	-	1,830	3,000	-	4,830	4,945
		21,980	-	1,830	3,000	-	26,810	26,925

Comparative figures for 2014-2015

	Weighted Average Interest Rate	Less than 1 month	1 - 3 months	3 months to 1 year	1 - 5 years	5 + years	Total	Market Value
		\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Assets								
Non-interest bearing		8	1,516	-	-	-	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

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 2015-2016

	Carrying Amount	Interest Rate Risk			
		-1%		+1%	
		Impact on Operating Result	Impact on Equity	Impact on Operating Result	Impact on Equity
	\$'000	\$'000	\$'000	\$'000	\$'000
Financial Assets					
Cash	16,200	(162)	(162)	162	162
Total Financial Assets	16,200	(162)	(162)	162	162
Financial Liabilities					
Interest Bearing Liabilities	9,830	98	98	(98)	(98)
Total Financial Liabilities	9,830	98	98	(98)	(98)

Comparative figures for 2014-2015

	Carrying Amount	Interest Rate Risk			
		-1%		+1%	
		Impact on Operating Result	Impact on Equity	Impact on Operating Result	Impact on Equity
	\$'000	\$'000	\$'000	\$'000	\$'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)

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21. Financial Instruments Disclosures (Continued)

	2016 \$'000	2015 \$'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	5,000	580
Fixed rate borrowing	4,830	3,330
Unused Facility	170	6,090
Bank Overdraft Facility		
Total Facility (unsecured and subject to an annual review)	5,000	3,000
Less Overdraft	-	-
Unused Facility	5,000	3,000
Credit Card Facility		
Total Facility	700	700
Less Allocated Facility	(413)	(391)
Facility Available	287	309

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.

	2016 \$'000	2015 \$'000
22. Lease Commitments		
Not later than 1 year	61	66
Later than 1 year and not later than 5 years	42	61
Later than 5 years	24	38
Total	127	165

Operating lease commitments include land and building leases.

23. Remuneration of Auditors

The Tasmanian Audit Office audits the accounts for the State Fire Commission. The total remuneration to the Tasmanian Audit Office exclusive of GST was \$43,960 and \$41,460 in 2015.

24. Contingent Liabilities

There are no material contingent liabilities known to the Commission.

25. Events After Reporting Date

Tascorp requires security for total Tascorp borrowings over the revenue of the Commission and at year-end this was in the process of being provided.

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.

	2016 \$'000	2015 \$'000
Bank Account	16,200	856
Overnight and Short-Term Deposits	-	-
On hand	8	8
Cash and Cash Equivalents disclosed in the financial statements	16,208	864

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

Net Surplus	(3,873)	(6,008)
Add (Less) Non-Cash Items:		
Depreciation	6,765	6,538
SFCSS defined benefits fund movements in employee related expenses	55	(177)
(Profit)/Loss on disposal of assets	-	248
Net cash used in operating activities before change in assets and liabilities	2,947	601
Changes in Assets and Liabilities during the financial period		
(Increase)/Decrease in receivables	(1,233)	(495)
(Increase)/Decrease in accrued revenue	(924)	(14)
(Increase)/Decrease in inventory	(12)	106
(Increase)/Decrease in prepayments	5	(235)
Increase/(Decrease) in payables and accrued expenses	13,346	(450)
Increase/(Decrease) in provisions	393	741
Net Cash from Operating activities	14,522	254

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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 2016

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Income					
Fire Service Contribution		38,863	38,871	(8)	-0%
Insurance Fire Levy		18,200	16,607	1,593	9%
State Government Contribution	(a)	3,802	36,337	(32,535)	-856%
Bushfire Fighting Reimbursements from other Tasmanian Agencies	(b)	-	27,794	(27,794)	
Motor Vehicle Fire Levy		7,626	7,707	(81)	-1%
Fire Prevention Charges		6,035	6,111	(76)	-1%
Sundry Income	(c)	1,463	4,511	(3,048)	-208%
Commonwealth Government Contribution		1,187	1,426	(239)	-20%
Total Income		77,176	139,364	(62,188)	-81%
Expenses					
Employee Related Expenses		50,966	55,709	(4,743)	-9%
Community Awareness, Subscriptions and Professional Fees		1,767	1,918	(151)	-9%
Learning and Development		960	911	49	5%
Operations Expenses	(d)	7,798	64,029	(56,231)	-721%
Funding of State Emergency Service		2,538	2,538	-	0%
Protective Clothing and Uniforms		1,220	1,308	(88)	-7%
Depreciation		6,937	6,765	172	2%
Financial and Other Expenses	(e)	4,102	4,630	(528)	-13%
Insurance	(f)	2,086	1,654	432	21%
Borrowing Costs		330	285	45	14%
Repairs and Maintenance	(g)	1,566	2,098	(532)	-34%
Minor Equipment Under \$2,000	(h)	800	1,392	(592)	-74%
Total Expenses		81,070	143,237	(62,167)	-77%
Net Surplus/(Deficit) for the Year		(3,894)	(3,873)	(21)	1%
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)	-	(7,015)	7,015	
Increase/(Decrease) in Asset Revaluation Reserve	(j)	-	27	(27)	
Total Other Comprehensive Income for the Year		-	(6,988)	6,988	
Total Comprehensive Income for the Year		(3,894)	(10,861)	6,967	-179%

Variance Explanations

(a) Reimbursement of bushfire fighting expenses which are not budgeted due to their unpredictable quantum, totalled \$31.64m in 2016.

(b) Unbudgeted reimbursement of bushfire fighting expenses

(c) Unbudgeted reimbursement by State Government for Fuel Reduction Unit expenditure of \$1.95m

Experience adjustment to insurance premiums \$0.81m

Unbudgeted transfer of Bushfire Mitigation Project funds following completion of work \$0.40m

(d) Unbudgeted bushfire fighting expenses \$56.6m detailed below:

- Bushfire support from other agencies \$24.73m

- Aircraft \$22.18m, - Equipment hire \$4.46m, - Travel and accommodation \$2.32m, - Catering \$1.58m, - Other bushfire expenses \$1.39m

(e) Higher than expected pension discounts for council contribution and vehicle levy \$173k

Higher than budgeted cost of sales of fire safety equipment \$103k

Fringe Benefits Tax \$127k higher than budgeted

Other minor variances

(f) Lower than expected insurance premiums

(g) Unbudgeted bushfire fighting expenses \$229k

Motor vehicle repairs \$263k higher than budget

(h) Unbudgeted bushfire fighting expenses

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

The increase in the liability is principally due to changes in actuarial assumptions regarding estimated salary increases and decreasing discount rates due to falling interest rates.

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

State Fire Commission

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

(b) Statement of Financial Position as at 30 June 2016

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
CURRENT ASSETS					
Cash and Cash Equivalents	(a)	505	16,208	(15,703)	-3110%
Receivables	(b)	1,522	2,749	(1,227)	-81%
Inventories		1,438	1,643	(205)	-14%
Other Current Assets	(c)	2,954	4,022	(1,068)	-36%
Total Current Assets		6,419	24,622	(18,203)	-284%
NON-CURRENT ASSETS					
Capital Work in Progress	(d)	3,771	2,751	1,020	27%
Property, Plant and Equipment		98,532	102,216	(3,684)	-4%
Total Non-Current Assets		102,303	104,967	(2,664)	-3%
TOTAL ASSETS		108,722	129,589	(20,867)	-19%
CURRENT LIABILITIES					
Payables and Income in Advance	(e)	1,987	16,983	(14,996)	-755%
Provision for Employee Related Expenses		13,844	14,113	(269)	-2%
Short Term Borrowings		-	5,000	(5,000)	
Fixed Rate Borrowings	(f)	3,000	1,830	1,170	39%
Total Current Liabilities		18,831	37,926	(19,095)	-101%
NON-CURRENT LIABILITIES					
Provision for Employee Related Expenses	(g)	1,178	846	332	28%
SFC Superannuation Fund Net Liability	(h)	1,176	7,386	(6,210)	-528%
Fixed Rate Borrowings	(i)	1,830	3,000	(1,170)	-64%
Total Non-Current Liabilities		4,184	11,232	(7,048)	-168%
TOTAL LIABILITIES		23,015	49,158	(26,143)	-114%
NET ASSETS		85,707	80,431	5,276	6%
EQUITY					
Retained Surpluses		67,975	61,488	6,487	10%
Reserves		17,732	18,943	(1,211)	-7%
TOTAL EQUITY		85,707	80,431	5,276	6%

Variance Explanations

- (a) Principally due to unpaid bushfire expenses and partly offset by \$5m overnight borrowings
- (b) Receivable for National Aerial Firefighting Centre \$1.2m outstanding
- (c) Due to unpaid bushfire expenses
- (d) Capital works completed ahead of time
- (e) Principally due to unpaid bushfire expenses
- (f) Offset by non-current fixed rate borrowings - movement between non-current and current debt
- (g) Smaller than expected increase in employee leave provisions
- (h) The increase in the liability is principally due to changes in actuarial assumptions regarding estimated salary increases and decreasing discount rates due to falling interest rates.
- (i) Offset by current fixed rate borrowings - movement between non-current and current debt

State Fire Commission

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

(c) Statement of Cash Flows for the Year Ended 30 June 2016

	Note	Budget \$'000	Actual \$'000	Variance \$'000	Variance %
Cash Flows from Operating Activities					
Receipts from Operating Activities	(a)	76,825	141,298	(64,473)	-84%
Payments to Suppliers and Employees	(b)	(75,213)	(126,504)	51,291	-68%
Interest Paid		(330)	(285)	(45)	14%
Interest Received		51	13	38	75%
Net Cash provided by Operating Activities		1,333	14,522	(13,189)	-989%
Cash Flows from Investing Activities					
Proceeds from Sale of Equipment		300	425	(125)	-42%
Payments for Property, Plant and Equipment	(c)	(4,120)	(5,523)	1,403	-34%
Net Cash used in Investing Activities		(3,820)	(5,098)	1,278	-33%
Cash Flows from Financing Activities					
Repayment of borrowings	(d)	-	(580)	580	-42%
Proceeds from borrowings	(d)	1,500	6,500	(5,000)	-333%
Net Cash used in Financing Activities		1,500	5,920	(4,420)	-295%
Net Increase/(Decrease) in Cash and Cash Equivalents		(987)	15,344	(16,331)	1655%
Cash and Cash Equivalents at the Beginning of the Financial Period		1,492	864	628	42%
Cash and Cash Equivalents at the End of the Financial Period		505	16,208	(15,703)	-3110%

Variance Explanations

- (a) Unbudgeted reimbursement of bushfire fighting expenses and related GST
- (b) Unbudgeted bushfire fighting expenses and related GST
- (c) Unbudgeted bushfire expenditure \$591k
Unbudgeted station construction funded from additional Government capital funding \$177k
Balance is unbudgeted appliance builds partly funded externally
- (d) Additional short term funding needed for significant movements in revenue and expenses due to bushfires

Glossary

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

State Fire Commission

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