

ANNUAL REPORT 2008/09



State Fire Commission



Statement of Compliance

Honourable J Cox MP

Minister for Police and Emergency Management

Dear Minister

In accordance with Section 107(g) of the *Fire Service Act 1979*, we hereby submit for your information and presentation to Parliament the Report of the State Fire Commission for the year ending 30 June 2009.

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

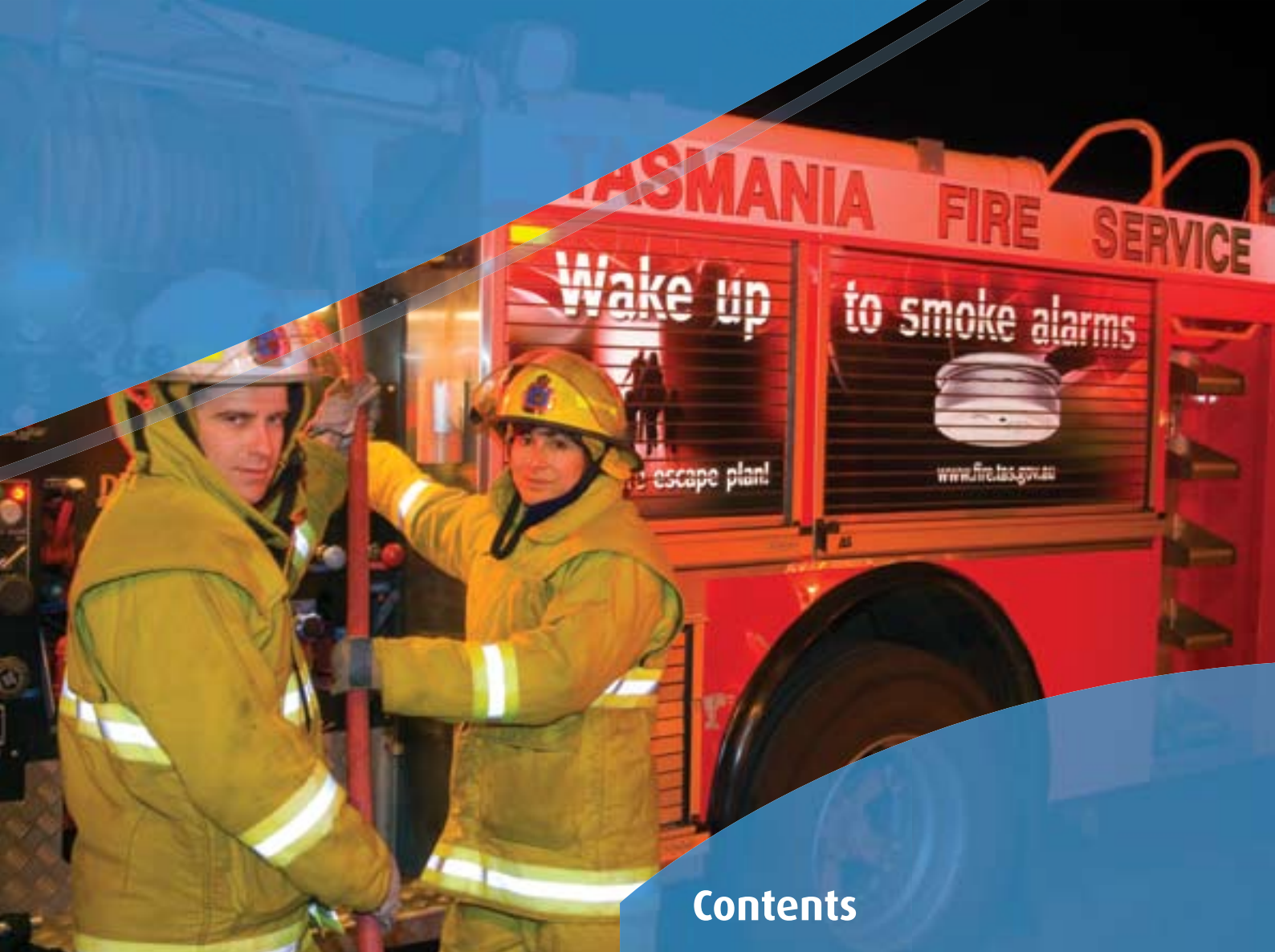
J. B. Gledhill AFSM BSc. F.I.Fire E.

CHIEF OFFICER

28th August 2009

R. G. Bowden OAM

COMMISSION MEMBER



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Tasmania Fire Service Our Vision

Photo courtesy of the Advocate



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

PROFILE

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

Today TFS is an innovative and efficient statewide service that takes pride in its history of service and strives for continuous improvement. TFS provides its services from 233 brigades throughout Tasmania. These services include rapid and effective response to fires and emergencies including rescue and hazardous materials, as well as fire prevention and fire safety education.

Our 5,370 volunteers and career staff work together as an integrated team committed to achieving our strategic goals for a safer Tasmania.

OUR ROLE

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

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

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

OUR GUIDING PRINCIPLES

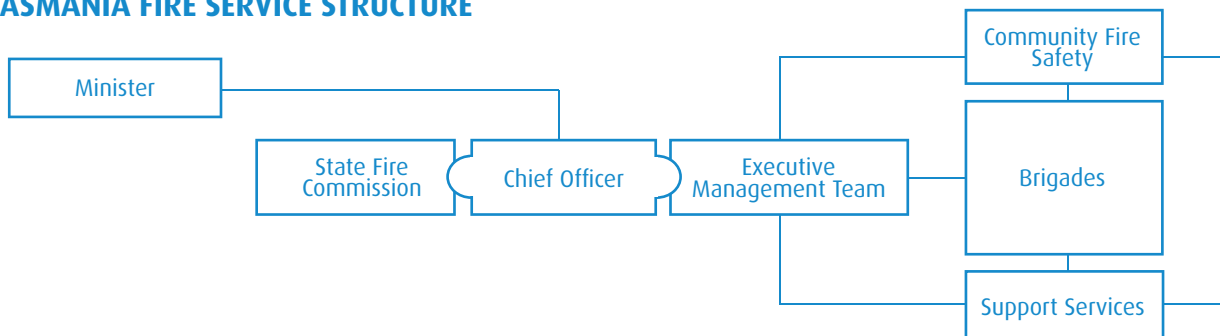
In carrying out this role we demonstrate a commitment to the following key principles:

- Operate in a consistent and fair manner
- Keep in touch with stakeholder expectations
- Provide development opportunities for all members
- Display strength and unity in membership.

MAJOR GOALS AND EXPECTED OUTCOMES

GOAL:	Delivery of an effective and efficient fire service.
OUTCOME:	A rapid response to fires and other emergencies that minimises the social, economic and environmental cost to the community.
GOAL:	Promotion, coordination and delivery of effective fire prevention, and safety education and training to the community.
OUTCOME:	Fewer unwanted fires in a community that is willing and able to respond appropriately when threatened by fire.
GOAL:	Supporting our people.
OUTCOME:	An increase in skill levels, job satisfaction, workplace safety, reduced absenteeism together with a fair harassment-free workplace.
GOAL:	Managing our resources.
OUTCOME:	The provision of adequate and sustainable resources to enable the Commission to discharge its duties under the <i>Fire Service Act 1979</i> .

TASMANIA FIRE SERVICE STRUCTURE





State Fire Commission Chairperson's Report 2008/09

TFS was quick to lend assistance to Victoria immediately following the tragic fires on 7 February 2009. Victoria requested assistance during the afternoon of Black Saturday and by the following day a task force of Tasmanian firefighters had been deployed. Over the next few weeks TFS deployed more than 300 firefighters with 42 firefighting vehicles from across the three agencies (TFS, Parks and Wildlife Service and Forestry Tasmania). Additionally TFS participated with the Bushfire Cooperative Research Centre in the affected fire areas collecting data and information for research to understand many aspects of this extreme event.

Black Saturday will have many implications for future bushfire management in Tasmania and much of Australia. Almost immediately following the fires, senior TFS officers became closely involved through the Australasian Fire and Emergency Service Authorities Council in workshopping community safety issues raised by the fires. These deliberations, informed by research and the Victorian Bushfires Royal Commission will almost certainly cause the introduction of refined and new policies around community bushfire safety beyond Victoria. TFS strongly supports evidence based policy formulation and the need for national consistency wherever possible.

The financial position of the Commission improved significantly in the financial year with better than expected increases in the Insurance Fire Levy, the Motor Vehicle Fire Levy and Fire Prevention Charges. Whilst the increase in revenue from the Motor Vehicle Fire Levy partly reflected a small increase in the levy, the increases in the Insurance Fire Levy and Fire Prevention Charges were market driven. The Commission continued with its high priority fire appliance and fire station building replacement programs in 2008/09 with significant benefits being realised from these two essential programs. Of concern to the Commission was the significant fall in the value of the State Fire Commission Superannuation Scheme and at 30 June 2009 the Scheme was under funded by approximately \$10.7 million. The fall in value of the Scheme was a result of the significant fall in share prices. The Commission was also concerned with the superannuation agreement reached between the State Government and the United Firefighters Union, Tasmania Branch which provides for ex-gratia payments to retired



and pending retirements. The agreement also provides for members to opt out of the defined benefits Scheme and given the current precarious position of the Scheme future separations are likely to worsen its financial viability. The Commission has advised the Departments of Treasury and Finance and Premier and Cabinet as well as the Minister for Police and Emergency Management of its concerns with regard to the financial implications of this agreement and its reluctance to meet these imposed costs.

As I have tendered to the Premier my intention to retire with effect 28 August 2009, this will be my last annual report. As Chairman of the State Fire Commission for the past 14 years I wish to acknowledge the diligence of my State Fire Commission colleagues. Under the governance of the State Fire Commission, TFS has seen great improvements in all areas, particularly noteworthy being the improvement of physical assets and infrastructure in the firefighting appliance fleet, fire stations and regional management and training centres, communications and information technology. Over my time as leader of TFS I have been privileged to have overseen significant beneficial changes. TFS is an emergency service comparable in its capability to any in the world. As Chief Officer of TFS I wish to recognise the many people, past and present, who have worked and continue to work to provide Tasmanians with a highly effective fire service. Regardless of its physical assets and technology, the capability of TFS is dependent on its people, who, whether they are volunteer or career, have a universal commitment to serving the Tasmanian community. It has been an honour and a privilege to serve as Chief Officer.

State Fire Commission Members



L to R

Bruce Corbett AFSM
Jane Hyland BE GAICD
Lyndsay Suhr AFSM
John Gledhill AFSM BSc FIFireE
John LeFevre
Richard Bowden OAM
Leon Dewhurst AFSM

Bruce Corbett AFSM

Tasmanian Retained Firefighters Association representative on the State Fire Commission since November 2006. Commenced with the Wynyard Brigade in 1977 and has held various positions including that of Brigade Chief of the Wynyard Brigade since 1991. Awarded brigade life membership in December 1997.

Jane Hyland BE GAICD

Department of Treasury and Finance representative on the State Fire Commission since July 2007. Ms Hyland is currently Director, Office of the Tasmanian Economic Regulator.

Lyndsay Suhr AFSM

Tasmanian Volunteer Fire Brigades Association representative on the State Fire Commission since July 2007. Commenced with the Glenorchy Central Brigade (now Wellington Brigade) in 1977 and has held various positions including that of Brigade Chief. Mr Suhr is currently a member of the Wellington Brigade and the Group Officer for the Derwent Group.

John Gledhill AFSM BSc FIFireE

Chairperson of the State Fire Commission and TFS Chief Officer, with 35 years experience. A member of the State Fire Management Council and Director on the Bushfire Cooperative Research Centre Governing Board.

John LeFevre

Local Government Association of Tasmania representative on the State Fire Commission since July 2006. Currently a Councillor with the Break O'Day Council. Mr LeFevre has been a volunteer firefighter for over thirty years and a volunteer ambulance officer for over twenty years.

Richard Bowden OAM

Local Government Association of Tasmania representative on the State Fire Commission since June 1993. Former Warden of the Bothwell Municipality and currently Deputy Mayor of the Central Highlands Council. Member of the Forestry Committee for the Tasmanian Farmer and Graziers Association since its inception. Member of the Fire Service Advisory Council from 1986 - 1993.

Leon Dewhurst AFSM

United Firefighters Union (UFU) Tasmania Branch representative on the State Fire Commission since June 1993. Career fire officer with 32 years experience with the Hobart Brigade. Past President of the UFU. Retired from the Commission in December 2008.



Tasmania Fire Service Performance

Executive Management Team Members

Back L to R

Andrew Comer,
Christopher Arnol,
Tony Davidson,
Ken Burns,
John Streets,
Michael Gallagher

Front L to R

Damien Killalea,
Mike Brown,
John Gledhill,
Robyn Pearce



John Bryan Gledhill AFSM BSc FFireE

Chief Officer

Director - Bushfire Cooperative Research Centre
Council Member - Australasian Fire and Emergency Services Authorities Council
Chair - State Fire Commission
Chair - TFS Executive Management Team
Chair - Learning and Development Policy Group
Member - State Emergency Management Committee
Member - State Fire Management Council

Michael Wayne Brown AFSM BSocSc MIFireE EFO

Deputy Chief Officer

Director - National Aerial Firefighting Centre
Chair - Operational Managers Group
Chair - Volunteer State Consultative Committee
Chair - Central Occupational Health and Safety Committee
Chair - Operational Learning & Development Strategy Group
Member - State Road Rescue Committee
Member - State Fire Management Council

Michael William Gallagher RFD BBus(Acc) CPA

Director Corporate Services

Member - Australasian Fire and Emergency Services Council Collaborative Purchasing Group
Chair - Australasian Fire and Emergency Services Authorities Council Business Management Group
Chair - Strategic Information Management Committee
Chair - Learning and Development Reference Group (Divisional)

Damien John Killalea AFSM BBus GIFireE

Director Community Fire Safety

User Leader - Bushfire Cooperative Research Centre Program C
Member - Australasian Fire and Emergency Services Authorities Council Community Safety Group
Member - Natural Disaster Mitigation Program (Tas) Assessment Panel

Robyn Elizabeth Pearce Grad Cert App Mgt MAHRI

Director Human Services

Member - Australasian Fire and Emergency Services Authorities Council Volunteer & Employee Management Group
Chair - Australasian Fire and Emergency Services Authorities Council Occupational Health and Safety Subgroup
Member - Australasian Fire and Emergency Services Authorities Council Employee Management Subgroup

Thomas Anthony (Tony) Davidson AFSM MIFireE

Regional Chief South

Member - Australasian Fire and Emergency Services Authorities Council Urban Strategy Group
Member - Multi Agency Coordination Group
Chair - Tasmanian Hazardous Material Chemical Biological, Radiological and Nuclear Advisory Group
Chair - Operational Resources and Service Committee
Member - Southern Region Emergency Management Committee

Andrew Charles Comer Grad Dip Exec Ldr BBus MIFireE

Regional Chief North

Member - Volunteer Leadership Development Steering Committee
Chair - Learning and Development Reference Group (Career)
Member - Northern Region Emergency Management Committee
Member - State Consultative Committee

Daryl (John) Streets AFSM BM

Regional Chief North West

Member - Australasian Fire and Emergency Services Authorities Council False Alarm Committee
Chair - Alarm Working Group
Chair - Operational Uniform Committee
Chair - Learning & Development Reference Group (Volunteer)

Christopher James Arnol MPM, Grad Cert App Mgt, MIFireE

Deputy Regional Chief South

Churchill Fellow 2007
Member - Australasian Fire and Emergency Services Authorities Council Knowledge Management Group
Member - Biosecurity Emergency Preparedness Steering Committee
Member - Interdepartmental Natural Disaster Relief & Mitigation Planning Working Group

Kenneth Burns

Deputy Regional Chief North

Member - National Aerial Firefighting Centre
Member - Wildfire Aviation Technical Group
Member - Australasian Fire and Emergency Services Authorities Council Volunteer Management Sub Group
Member - Bushfire Cooperative Research Centre Users Group Program A Safe Prevention, Preparation and Suppression

KEY PERFORMANCE INDICATORS

Performance Targets	2007/08 Actual	2008/09 Target	2008/09 Actual	2009/10 Target	2010/11 Target
Operational					
Number of preventable house fires per 100,000 households	160	152	187	150	145
Number of false alarms (DBA)	3,514	<3,000	3,505	3,100	3,000
Percentage of fires of undetermined cause	22%	<16%	23%	20%	19%
Percentage of fires in structures confined to room of origin	74.3%	>79%	74.8%	75%	75%
Financial					
Operating surplus (deficit)	\$4.4M	(\$0.1M)	\$2.6M	(\$0.4M)	(\$0.6M)
Return on assets	4.4%	0.4%	2.4%	0.0%	(0.1%)
Return on equity	5.6%	(0.1%)	3.5%	(0.5%)	(0.7%)
Debt to equity	6.0%	6.4%	6.3%	3.7%	3.7%
Current ratio	72.0%	46.3%	82.2%	63.5%	62.2%
Human Resources					
Average sick days per employee	4.7	4.7	5.3	4.6	4.5
Workers compensation claims	74	<50	45	<50	<50

STATISTICAL INFORMATION

The data used for reporting operational activities was derived from TFS incident reporting system which conforms to Australasian Fire and Emergency Services Authorities Council Standard - Australian Incident Reporting System. All TFS brigades contribute data to the reporting system. Incident reports are compiled from observations made at the scene by responding officers and fire investigators. Of the 11,704 incidents attended by TFS, 98.2% had incident reports completed by brigades. All graphs and tables are based on completed incident reports.



Responding to and Managing Emergencies

GOAL STATEMENT

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

OBJECTIVES

1. To ensure that appropriately resourced brigade(s) arrive at an incident in the shortest possible response time.

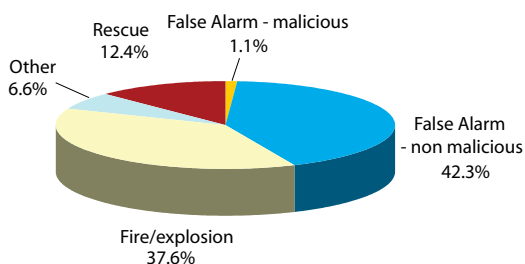
2. Ensure the capacity of brigades to appropriately manage the risks associated with their respective response area.

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

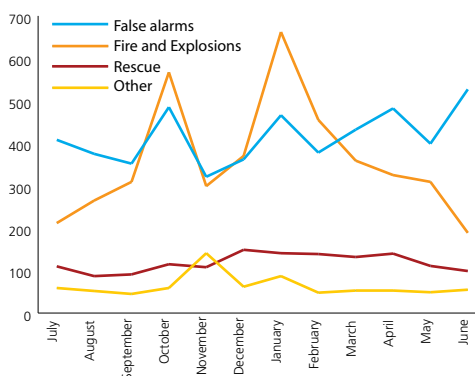
4. To participate in the development of national strategies to improve operational response and management of emergencies.

BRIGADE ACTIVITY

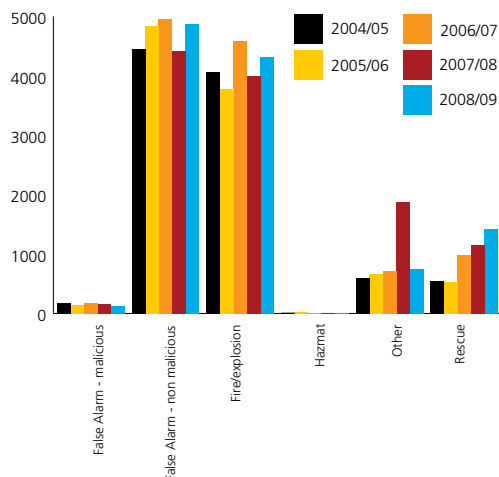
Type of incidents attended 2008/09



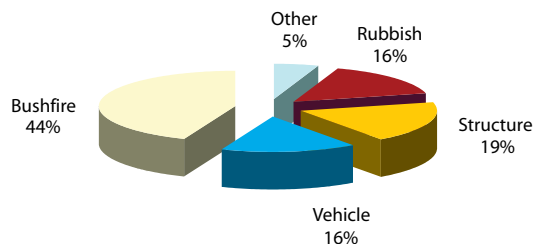
Total incidents by month 2008/09



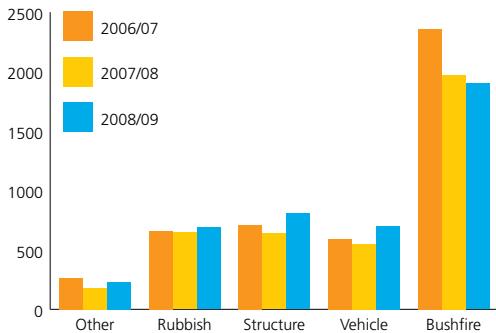
Type of incidents attended 2004/05 - 2008/09



Type of fires attended 2008/09



Type of fires attended 2006/07 - 2008/09



OBJECTIVE 1

To ensure that appropriately resourced brigade(s) arrive at an incident in the shortest possible response time.

RESPONSE TIMES

The continual monitoring of response times and adjustments to response protocols ensures the best equipped and most readily available Brigade is always responded. Career and Volunteer Brigade mobilisation times are carefully monitored and continue to highlight any changing trends so these can be reported and rectified to improve mobilisation times.

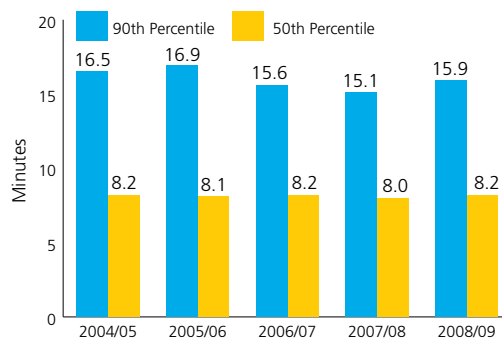
Strategies like 'hot day response' where a minimum of two brigades respond to bushfires during periods of high fire danger, and early deployment of helicopters for reconnaissance and aerial firefighting have been effective in facilitating fast containment and extinguishment of fires in their early stages.

The establishment of predetermined Strike Teams and Incident Management Teams that are available to be rapidly mobilised at short notice on days of higher fire danger has had a positive impact on the effectiveness of initial attack

and incident management at critical times.

The fire appliance build program continues to assist in improving the number of 'fit for purpose' fire appliances across the state. These fire appliances are strategically placed and matched to manage the risks within a brigade area. Thereby improving the reliability and effectiveness of response to even the most remote areas.

Response times (structural fires) 2004/05 - 2008/09

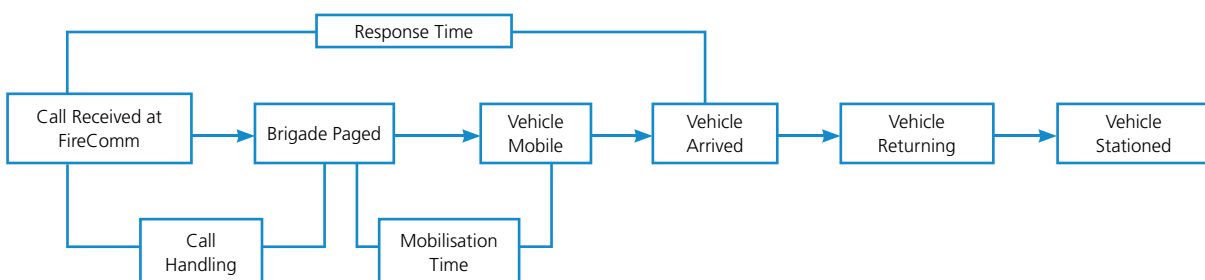


Note: Indicated response times are inclusive of all call handling, brigade mobilisation and vehicle travel times to all structure fires statewide.

PROPERTY FIRES

The total number of structure fires over the last financial year rose by 25% from 639 in 2007/08 to 805 in 2008/09. Of these the number of residential fires increased from 387 in 2007/08 to 488 in 2008/09. The total value of property loss from fire in 2008/09 was approximately \$36.5 million, a significant decrease from last year. The 2007/08 year figure was significantly influenced by the Myer Store and Bridgewater High School fires.

The figure of \$36.5 million is still higher than the average over the last few years, discounting the dollar loss of Myer



Responding to and Managing Emergencies



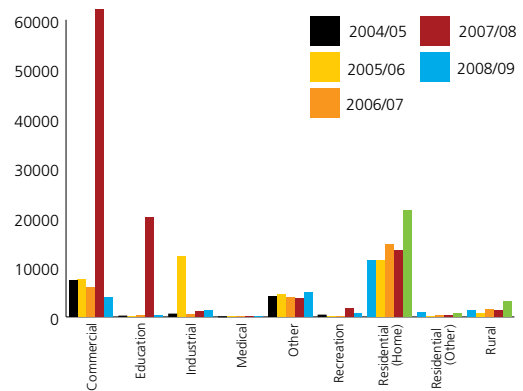
Photo courtesy of the Advocate

Store and Bridgewater High School. The major increase for 2008/09 year was in the residential (home) losses. An \$8 million increase compared to the previous year. A 26% increase in the number of residential (home) fires produced a 59% increase in dollar loss.

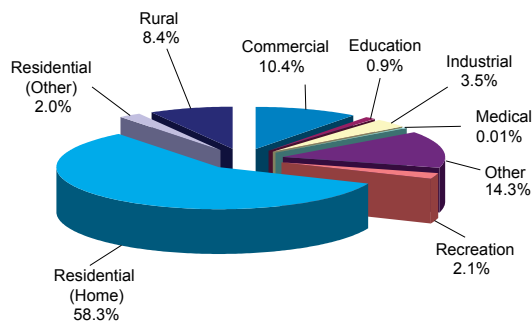
Note 1: In December 2008 a system was implemented where the dollar loss reported by responding officers is checked and reassessed by specialist TFS Fire Investigators. This has resulted in more accurate dollar loss figure and has in part contributed to the increase for the reporting period. Previously dollar losses had been often underestimated.

Note 2: The structure property loss due to bushfires is not captured through the current data analysis process.

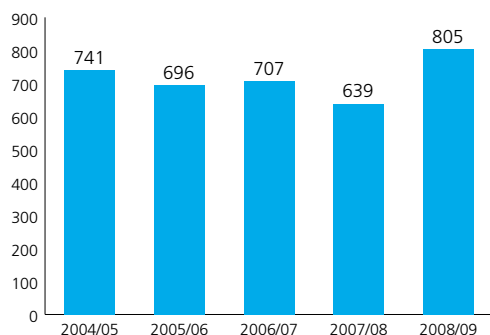
Dollar loss by property type 2004/05 - 2008/09



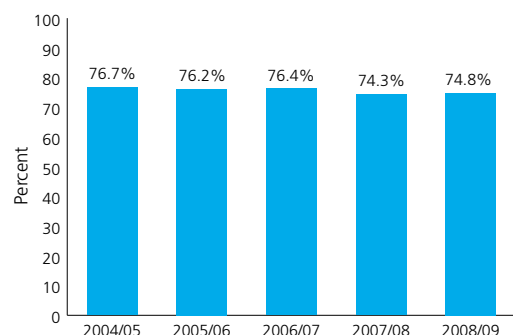
Dollar loss by property type 2008/09



Total structure fires 2004/05 - 2008/09



Structure fires confined to the room of origin 2004/05 - 2008/09



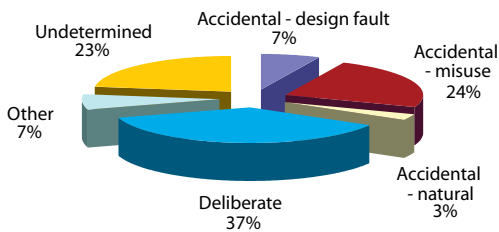
EXTENT OF DAMAGE

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

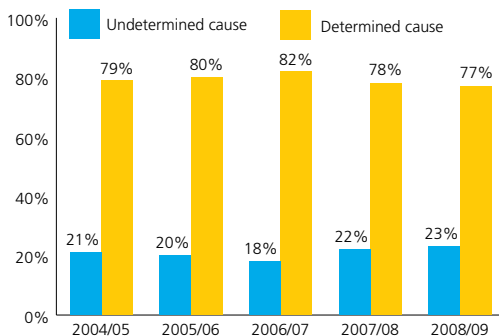
FIRE CAUSE

TFS has the responsibility for determining the cause of fire. Where possible a cause is established by the attending brigade. Where this can not be achieved the incident is passed to a TFS Fire Investigation Officer. When the fire cause is determined to be deliberate, Tasmania Police are notified to investigate the incident further. In such cases there is close collaboration between TFS and Tasmania Police.

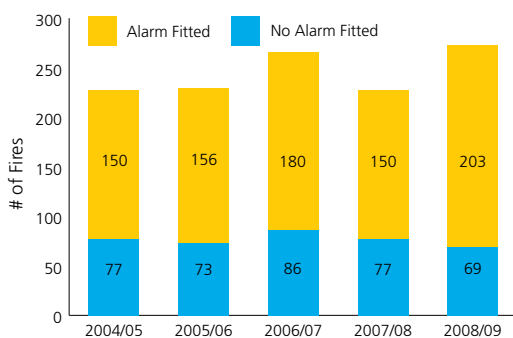
Cause of fires attended 2008/09



Cause of all fires 2004/05 - 2008/09



Domestic property fires - smoke alarm installed 2004/05 - 2008/09

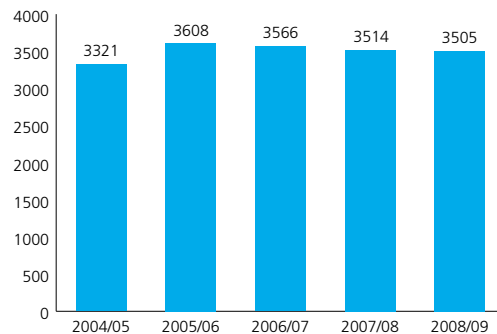


The percentage of fires where the cause has been determined as deliberate or remains undetermined has been relatively stable over the last eight years. The percentages have been 80% +/- 3% for cause determined with 20% +/- 3% undetermined. The percentage of deliberate fires has also been stable at 35% +/- 3%.

The 'false alarms working group' established by the TFS has developed strategies to reduce false alarms in buildings with direct brigade alarms. Those buildings with high false alarm rates are being targeted, so the TFS and building owners/occupiers can work together to eliminate or reduce the false alarm.

Given the number of premises with direct brigade alarms connected is increasing, it is positive to see the continued reduction in the number of false alarms from direct brigade alarms.

False alarms (direct brigade alarms) 2004/05 - 2008/09



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

FIRECOMM

FireComm receives emergency calls, dispatches brigades and resources to emergency incidents and then monitors and records incident information until the incident concludes. FireComm also receives and records all bushfires on land managed by Forestry Tasmania and Parks and Wildlife Service as well as managing the dispatch of State Emergency Service units to road accident rescue and motor vehicle accident incidents.

A total of 11,769 emergency incidents were handled by FireComm in the 2008/09 reporting period. These were made up of 11,704 incidents where TFS resources were deployed, with 48 bushfire incidents where the sole



Responding to and Managing Emergencies

Photographer: Gerald Crawford

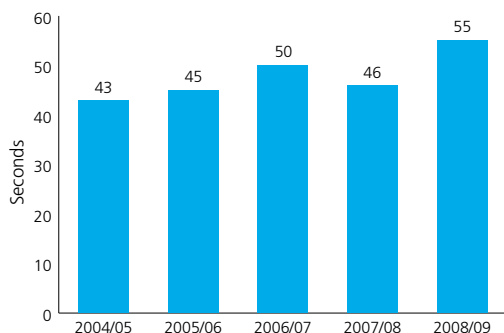
respondent was either Forestry Tasmania or Parks and Wildlife Service and 17 motor vehicle accidents where State Emergency Service were the sole responding agency.

TFS continues to support software upgrading to the FireComm computer aided dispatch system. New technologies continue to be explored to assist with the dispatch of the appropriate resources and the tracking of those resources. Improvements provide efficiencies in call handling, dispatch, incident resourcing and management.

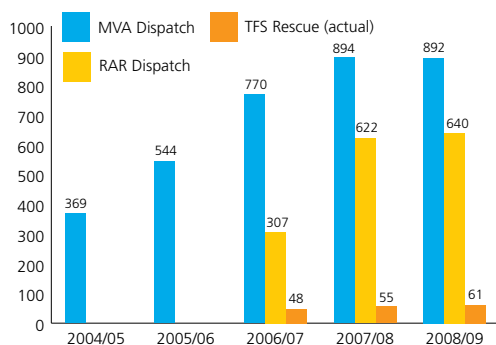
The median call handling time for the reporting period is 55 seconds; the TFS benchmark for call handling is 105 seconds. This increase is in part due to greater interrogation of callers to provide more detailed information about the incident at the time of reporting, in order to ensure the most appropriate response.

The gap between the number of reported road accident rescues and road accident rescues requiring actual rescue (extrication) is currently significant. TFS, Tasmania Police and Tasmanian Ambulance Service are working together on improving call taking and information transfer to reduce this gap.

Median call handling times 2004/05 - 2008/09



TFS motor vehicle accident & road accident rescue dispatches and actual rescues 2004/05 - 2008/09



* Note TFS response for road accident rescue commenced 1 December 2006.

OBJECTIVE 2

Ensure the capacity of brigades to appropriately manage the risks associated with their respective response area.

A renewed focus on officer training, development and leadership is expected to improve the capacity of brigades to manage and develop their members. Firefighters trained and skilled in the appropriate areas are able to respond to incidents in a safe and effective manner and appliances are matched to the risks likely to be encountered in brigade response areas.

TFS and land management agencies are utilising the Bushfire Mitigation Program funding for the establishment and maintenance of fire trails for access for both firefighting and fuel management. Brigades are undertaking pre-incident planning to identify risks within their area and developing plans to manage those risks. These plans cover both the built environment and the natural environment on the urban fringe.

OBJECTIVE 3

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

A number of cooperative bushfire operations involving TFS with support from private forest companies during recent fire seasons has led to the development of improved cooperative arrangements between private forest companies and TFS.

The well established inter-agency arrangements between TFS, Parks and Wildlife Service and Forestry Tasmania has been enhanced through collaborative training and joint fuel reduction programs.

Ongoing joint operations with counter terrorism and chemical biological, radiological and nuclear incidents as well as the review of the State Hazardous Materials Management Plan, have refined interoperability arrangements with other agencies such as Tasmania Police, Tasmania Ambulance Service, State Emergency Service, Workplace Standards Tasmania and the Department of Health and Human Services.

The implementation of road accident rescue on 1 December 2006, led to an increase in the number of attendances by TFS crews to motor vehicle accidents. Collaborative road accident rescue arrangements with State Emergency Service, Tasmania Police and Tasmania Ambulance Service were developed through the State Road Rescue Committee established by the State Government to oversee the transitional arrangements of road accident rescue from Tasmania Ambulance Service to TFS.

TFS has also worked very closely with Tasmania Police in developing and delivering bushfire awareness and training programs for Police officers at all levels.

Multi-agency collaboration has been enhanced through joint counter terrorism training and combined participation in joint exercises that test agencies cooperative arrangements and interoperability at major incidents, including terrorism and chemical biological, radiological and nuclear scenarios.

BUSHFIRE SEASON

The 2008/09 Tasmanian bushfire season did not live up to early seasonal predictions, despite large areas of the state

having “very much below average” to “lowest on record” rainfall. Most of the state experienced close to average summer temperatures. However in late January northern areas experienced record high temperatures. Flinders Island exceeded the old record of 40.8°C, with Ross, St Helens and Scamander setting a new record of 42.2°C the following day. Much of the Fingal Valley experienced temperatures above 40°C for three consecutive days.

The worst day of the season was 22 January where wind gusts of 130km/h were common, high temperatures and low humidities produced a maximum fire danger rating for the state of Extreme 112 in Hobart City.

The milder overall weather led to Bureau of Meteorology fire weather warnings being issued for 25 days as opposed to 42 days the previous year. Total fire bans were declared on three days, including 22 January, as opposed to five days the previous season.

Fewer bushfires (1,899) were reported for the 2008/09 period compared to the very busy 2006/07 season when 2,356 bushfires were reported. Bushfires of significance for this period occurred at Rossarden and Epping on 22 January with other significant fires at Ross, Pioneer, Wattle Hill and Mawbanna on other dates. These fires collectively burnt approximately 5,200 ha.

Due to the lack of significant rain up to mid February, the contract for the medium water bombing helicopter, which is partially funded by the Federal Government through the National Aerial Firefighting Centre was extended to late March. Although Hobart based, the medium helicopter was deployed to other areas of the state which included the Rossarden fire, as well as assisting with firefighting and crew transport into the south west area. With the extensive use of helicopters in supporting firefighting operations TFS has established a working group with Forestry Tasmania and Parks and Wildlife Service to review the efficiency and effectiveness of current practices with helicopter use in Tasmania. This group will continue to review findings from the Bushfire Cooperative Research Centre as well as the ongoing engagement with Tasmanian helicopter companies.

The cooperative arrangements for bushfire management between Forestry Tasmania, Parks and Wildlife Service and TFS has once again proven to be an effective strategy in ensuring the best possible protection for the Tasmanian



Responding to and Managing Emergencies

community. Additional mutual agreements are established with private forest companies to further enhance collaborative arrangements in managing bushfires. Ongoing cooperation and support from Tasmania Police, State Emergency Service and Tasmania Ambulance Service has ensured all the needs of the community are well addressed during bushfires.

TFS website continues to develop and proves to be an effective tool in providing up-to-date information on the fire situation to land managers, the media and the general public. The website has been expanded to list all incidents responded to by the TFS. Information with more specific details is provided for bushfires and major incidents of public interest.

Fuel management is a fundamental responsibility of all land owners/managers and fuel reduction burning, particularly in dry forest country, is an important component of responsible land management. TFS, Forestry Tasmania and Parks and Wildlife Service are currently planning and undertaking cooperative broad area fuel reduction burning on both public and private land as part of the State Government

funded strategic fuel reduction burning program. The Federal Government has also increased its support for the Bushfire Mitigation Program with \$20 million over the four years starting in 2006. This program supports fire trail development and maintenance and bushfire mitigation strategies on a dollar-for-dollar basis with state and local government.

An international deployment to Northern California, USA was undertaken by three TFS personnel to assist in roles as Divisional Supervisors.

A major interstate deployment occurred following the tragic 7 February Victorian Fires. TFS quickly responded to provide assistance in the way of Incident Management staff to assist in managing various fire operations, firefighters involved in fire fighting and containing the fires and staff to assist with the research and assessment of both the properties destroyed by the fires and those that survived.

More than 250 TFS volunteer and career personnel along with more than 20 TFS fire vehicles were involved in what was by far the largest and longest duration task force effort ever undertaken by TFS.

Major fires attended by the TFS occurred at:

NAME	LOCATION	AREA BURNT (hectares)	START DATE	DURATION
Preston Property	Ross	1,000	10/10/2008	26 days
Wattle Hill	Wattle Hill	300	17/10/2008	39 days
Mawbanna	Mawbanna	153	21/10/2008	7 days
Garibaldi Hill	Pioneer	820	15/11/2008	5 days
Rossarden	Rossarden	2,350	22/01/2009	28 days
Epping Forest	Epping Forest	560	22/01/2009	15 days

Number of fire permits issued

REGION	NUMBER OF FIRE PERMITS					
	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09
North West	1,003	990	454	704	512	336
Northern	786	1,211	415	700	580	329
Southern	1,397	1,464	558	1,139	721	694
Total for Tasmania	3,186	3,665	1,427	2,543	1,813	1,359

This reporting period again saw a decline in the number of fire permits issued across Tasmania. The decline in the number of permits can be attributed to two main reasons; the first is increasing restrictions on burning in residential areas by environmental controls through Councils, and a greater focus on issuing permits only for the purpose of clearing vegetation from land. However there was an increase in the number of non permit fires registered by telephone with the TFS. Total number for the reporting period was 2,783. This was encouraging and assisted to limit the number of unnecessary brigade responses.

OBJECTIVE 4

To participate in the development of national strategies to improve operational response and management of emergencies.

TFS plays an important role in the development of national strategies to improve operational response and management of emergencies.

TFS staff are involved with the Bushfire Cooperative Research Centre in areas of research into bushfire, public education, public warning (including the prepare, stay or leave early message), building in bushfire prone areas and human behaviour in fire.

The TFS is an active participant in Australasian Fire and Emergency Services Authorities Council, participating in national committees and working groups covering all aspects of fire and emergency services work. The TFS also have a number of staff who represent Australasian Fire and Emergency Services Authorities Council in other national fire related forums such as Standards Australia.

The TFS are actively involved in the provision and review of aerial firefighting through its involvement in the National Aerial Firefighting Centre.

PLANNED OUTCOMES / ACHIEVEMENTS 2009/10

- Analyse and prioritise recommendations of reviews into FireComm, Emergency Response, Lessons Learnt and Victorian fires and develop appropriate implementation strategies
- Enhance fire fighter safety and operational decision making through the provision of spatial information and incident data
- Identify and action strategies to reduce unwanted alarms and unnecessary false calls
- Review and further develop task force planning and deployment arrangements
- Improve call handling times by FireComm by reviewing and using improved call algorithms



Developing A Fire Safe Community

Photo courtesy of the Launceston Examiner

GOAL STATEMENT

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

OBJECTIVES

1. To assist the community minimise fire risks and act safely when fire occurs in the home and in the workplace.
2. To assist the community minimise bushfire risks and act safely when bushfires occur.
3. To have the business community take responsibility for its fire safety obligations.
4. To participate in the development of national strategies to improve community safety.

General

The TFS delivers a broad range of programs and services to improve the safety of people in the community, with a focus on those most at risk from fire. These programs and services aim to prevent fires and minimise the impact of any fires that occur. The Community Fire Safety Division focuses on delivering programs and services that improve fire safety in the home and in places where people reside temporarily, in healthcare facilities and schools, and in workplaces. The Division also delivers programs to address bushfire risks.

OBJECTIVE 1

To assist the community minimise fire risks and act safely when fire occurs in the home and in the workplace.

Improving fire safety in our homes

There are groups in the community that have a higher risk than others of experiencing a fire and suffering injury from fire in the home. These include children, elderly people, people with disabilities and people from culturally and linguistically diverse communities. To minimise the social impact of fire, the TFS has in the last year focused its community education strategies on these groups.

For children

The School Fire Education Program reached 21,611 primary school children in 109 schools in 2008/09. Children learned about fire safety in and around the home, prepared a home evacuation plan and learned what to do if a fire occurs. New workbooks and other resources for the Program were developed and will be used in schools from the beginning of the 2010 school year.

The Juvenile Fire Lighter Intervention Program is a behaviour change program for young children who engage in unsafe fire-lighting behaviour. During 2008/09, 15 cases were registered.

Juvenile Fire Lighter Intervention Program practitioners received training to enable them to participate more effectively in diversionary processes for young people who have committed fire-related offences. In 2008/09, practitioners represented the TFS at three community conferences and formal cautions.

Reaching the families of young children

TFS is a member of the Child Injury Prevention Coalition, which brings together a cross-section of stakeholders seeking to minimise the rate and impact of childhood injury. Child Injury Prevention Coalition provides a forum for collaboration and advocacy.

The promotion of home fire safety messages by TFS has continued in the winters of 2008 and 2009. Campaign elements include television, radio and print advertising that targets parents of young children. TFS works collaboratively with other agencies to reach the parents of pre-school age children, who are a high risk group for injury from fire in the home. For example, in early 2009, home fire safety information was distributed to 400 families with young children in the Huon area, as a result of collaboration with Huon Valley Children's Services.

Another strategy appealing to children and their parents was the placement of new home fire safety messages on selected fire trucks across the state. The designs were developed in consultation with firefighters, and ultimately included high visibility, high impact messages for families about the value of smoke alarms and home fire escape plans.

For elderly people and people with disabilities

Project Wake Up! aims to improve fire safety for people with disabilities and elderly people living independently in the community. The program offers free home fire safety checks, and in the homes of many participants, smoke alarms and batteries are installed free of charge.

192 community organisations working in the aged and disability care field referred clients to the program in 2008/09. Career and volunteer fire brigade members conduct home fire safety checks, and this year members from 40 brigades visited 553 households. This brings the total number of households participating in the program since its inception in 1999 to 3,812. During 2008/09, 592 smoke alarms were installed, and 351 batteries were replaced.

Older people living independently in the community (often supported by community and health services) are a growing risk group for home fires and fire-related morbidity and mortality. Tasmania's ageing population, combined with deinstitutionalisation, shorter hospital stays and increased demand for the provision of care to people in their own homes makes this issue of particular importance to TFS. A review of *Project Wake Up!* to ensure it remains relevant commenced in 2007/08 and has continued in 2008/09. Two new strategies have developed as a result of the review process.

• Smoke alarms for the deaf

TFS is part of a working group that includes the Tasmanian Deaf Society and representatives of the Department of Health and Human Services. This group considers strategies for improving home fire safety in the deaf community; an identified risk group.

Smoke alarms for the deaf comprise a photoelectric smoke detector, a flashing strobe light alarm and a vibrating alarm to be placed under the pillow. These alarms are relatively expensive, and there is currently no subsidy program in Tasmania. A smoke alarm survey conducted in 2009 by the Tasmanian Deaf Society found that 59% of participants did not have specialised smoke alarms fitted as they were considered too expensive, and a further 22% were not aware of them. This finding raises significant safety concerns for the deaf community, and will be the subject of recommendations by the working group in 2009/10.

• Hard-wired smoke alarm installation in the North West

TFS is negotiating with the Australian Technical College in Burnie to utilise their electrical trade students to install hard-wired smoke alarms in the homes of elderly people and people with disabilities in the North West. This project is expected to be piloted in 2009/10.

Reaching out to new communities in Tasmania

In 2008/09, TFS continued to work collaboratively with migrant support services to improve home fire safety and awareness of emergency services for newly resettled communities.

In July, TFS took part in an inter-agency initiative to familiarise recently arrived communities with emergency services in Tasmania. Firefighters delivered home fire safety information to recently arrived communities from Afghanistan, the Congo, Burundi, and other African countries. This inter-agency project was part of a national series of Action Learning projects funded by the Commonwealth Attorney General's Department and was managed by the Migrant Resource Centre Southern Tasmania. Agencies involved in planning and delivering the workshops included TFS, Tasmania Police, State Emergency Service, Department of Premier and Cabinet, Office of Security and Emergency Management, Department of Health and Human Services (Tasmania Ambulance Service,



Developing A Fire Safe Community

Photo courtesy of the Launceston Examiner

Acute Services - Royal Hobart Hospital and Community Recovery Tasmania)

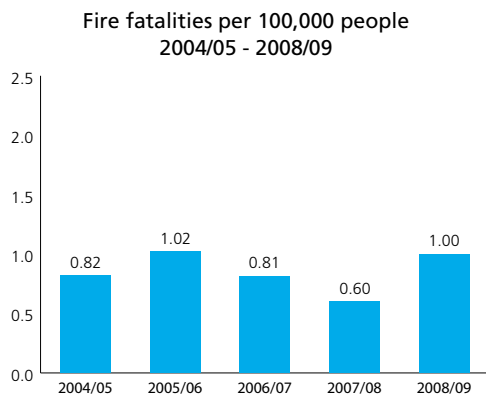
The project's aim was to assist culturally and linguistically diverse (CALD) communities to prepare for, respond to and recover from incidents, crises and other emergencies in Southern Tasmania through education, awareness-raising and capacity-building measures. The feedback from the communities that attended the sessions was very positive - as well as having learnt about home fire safety, they learnt that emergency services are here to help them.

TFS also delivered home fire safety information sessions to support workers at Centacare who assist recently arrived migrants to settle in Tasmania. This will enable the workers to provide a safe environment and home fire safety information to new arrivals while they are living in supported accommodation.

Fatalities as a result of fire

Fire fatalities from accidental causes in Tasmania over the last ten years have varied from a high of ten in 2000/01 and 2003/04 to a low of two in 2001/02 and 2006/07. Five fire-related deaths from accidental causes occurred in 2008/09; all were in dwellings.

The chart below shows the fire fatalities per 100,000 Tasmanians for the last five years; a statistic that can be

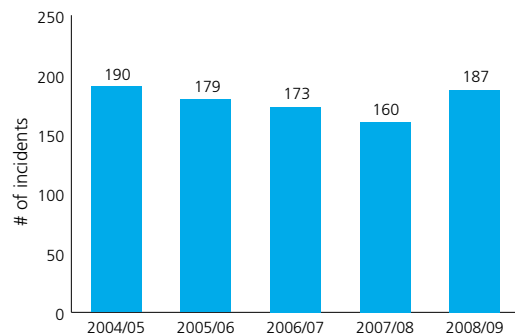


compared with other jurisdictions. The Tasmanian fire fatality rate in 2008/09 was 1.0 person per 100,000 people in the population, compared to the Australian rate of 0.56 (the three year average to 2006; more recent data is unavailable). Unlike the Australian rate, there is great variability in the Tasmanian rate due to our relatively small population.

The house fire rate

Until 2008/09, the accidental house fire rate attended by TFS brigades per 100,000 households in Tasmania declined steadily, by some 40% over the last ten years. The chart below shows the rate for the last five years. Causes of the increase in the rate in 2008/09 are being investigated by TFS.

**Accidental house fires reported to TFS
per 100,000 households 2004/05 - 2008/09**



Other home fire safety activities

TFS and Duracell again teamed up to run a campaign to urge all Tasmanians to *Change Your Clock, Change Your Smoke Alarm Battery* on Sunday 5 April 2009. This campaign links the practice of changing your clock at the end of daylight savings with replacing the batteries in smoke alarms to help keep them in working order. An estimated 84% of Tasmanian homes have a working smoke alarm.

Numerous fire safety information sessions were conducted throughout the state by TFS personnel, engaging more than

1,000 community members. Participating community groups included those representing youth, the elderly and people with disabilities. Additional home fire safety information is communicated through brochures distributed widely throughout the community, as well as on the TFS website. The TFS also maintains a free-call service for general fire safety enquiries.

Two mobile community education display trailers promoting fire safety were used extensively by fire brigades in their local communities during 2008/09.

TFS's TasFire Equipment continues to offer smoke alarms, fire extinguishers and fire blankets for sale to the community through outlets in Hobart, Launceston, Burnie and Devonport.

Improving fire safety in our workplaces

Emergency evacuation

Standards and procedures for the development and approval of evacuation plans for large commercial buildings have been revised to address issues emerging from recent fires. Improvements have been made to the way in which evacuation plans for large buildings housing a number of separate tenancies, such as shopping arcades, are developed and assessed. Additional checks are now included when firefighters oversee practice evacuations to ensure safety in these complexes is adequate.

Training

TFS's TasFire Training unit delivers training in twelve nationally-accredited units of competency to improve safety in workplaces across Tasmania. Course participants are trained in the prevention and management of fires and other workplace emergencies. Occupational health and safety-related training includes working safely in confined spaces and at height, and the use of breathing apparatus.

During the year, TasFire Training conducted 784 courses of different kinds for 7,516 employees from workplaces across Tasmania. A fire investigation course attracted participants from throughout Australasia.

TasFire Training provides subsidised training in at-risk workplaces for employers who have a reduced capacity to pay full commercial fees. TasFire Training delivered subsidised training to eight non-government not-for-profit organisations during 2008/09.

Equipment maintenance

TasFire Equipment unit employs twenty three staff who biannually service fire protection equipment in approximately 7,400 workplaces across Tasmania. Fire Equipment Officers are trained to inspect, install and maintain a broad range of equipment including fire hoses and reels, fire blankets, fire hydrants, fire extinguishers, fire and smoke doors and smoke alarms. Competing with private sector providers, the unit operates workshops in Hobart, Launceston and Burnie where extinguishers are pressure-tested and recharged, hose is coupled and repaired and other maintenance is performed.

Demand for TasFire Equipment services is increasing as business owners become more aware of their obligations under the *Building Regulations 2004* to maintain their fire protection equipment.

OBJECTIVE 2

To assist the community minimise bushfire risks and act safely when bushfires occur.

Community Education

TFS has a statutory responsibility to manage bushfire risks in Tasmania, and has developed and implemented an effective range of strategies for this purpose over many years. A number of measures have been undertaken during 2008/09 to minimise the impact of bushfires on the community:

Taking the message to those at risk: 'Bushfire: prepare to survive'

The three-year bushfire safety campaign focussing on the *Bushfire: prepare to survive* DVD concluded in 2008/09. The DVD provides those at risk from bushfire with information about how to prepare for and respond to bushfires that threaten their homes. Since the launch of the DVD in November 2006, 55,000 copies have been distributed to households in bushfire-prone areas.

The 2008/09 campaign also included television, radio and print advertising. In November 2008 a bushfire preparation checklist was mailed to 50,000 households in bushfire-prone areas. This checklist acted as a prompt for householders to ensure their properties were properly prepared and encouraged them to review the DVD and other resources.



Developing A Fire Safe Community

A further 200,000 checklists have been distributed to the community through print advertisements and by insurance agencies, stock and station agents and local fire brigades. This strategy reinforces the importance of bushfire preparation as an ongoing process.

The effectiveness of the 2008/09 campaign, and the entire three-year campaign was independently evaluated and found to be very successful. The evaluation found that there has been a substantial improvement in knowledge, attitudes and behaviours of those who had received the DVD, and a substantial increase in the number of people in at-risk areas who have made a bushfire plan.

Community development

A two-year pilot for a new community development strategy for bushfire safety commenced in March 2009, to build on the high levels of community awareness created by the *Bushfire: prepare to survive* campaign. Community development is an approach that has been successful in changing behaviour by accessing existing community networks and resources and supporting communities to develop specific local strategies. The aim is to increase the number of people who prepare adequately for bushfires.

A Community Development Officer has been engaged to work closely with four identified bushfire prone communities in Fern Tree, Binalong Bay, Snug Tiers and Huntington Tiers, with the support of TFS staff and volunteer brigades. The pilot is supported by Professor Douglas Paton from the University of Tasmania, who will supervise an independent evaluation of the pilot as part of his research with the Bushfire Cooperative Research Centre.

OBJECTIVE 3

To have the business community take responsibility for its fire safety obligations.

Focus on high life-risk buildings

There has been a focus this year on re-assessing and addressing the standard of fire safety in hotels providing accommodation. These hotels were inspected in 2006/07 and numerous deficiencies were identified and addressed. Due to the increasing number changing hands, inconsistencies with legislative provisions regarding the maintenance of evacuation plans and fire protection equipment have been identified in many.

Inspections to assess fire safety features and measures in back-packer and low budget accommodation were conducted throughout the year. General improvements in fire safety features can be attributed to ongoing efforts to consult with building owners, building surveyors and other stakeholders about the need to maintain adequate levels of safety for building occupants.

The development and approval of evacuation plans for all schools in Tasmania was completed during 2008/09. Efforts will continue to ensure evacuation plans remain relevant and current in every school.

Information about the fire safety obligations of building owners and occupiers arising from the *General Fire Regulations 2000* continues to be distributed through TFS officers, in correspondence and through the TFS website.

Maintenance of fire protection equipment

TFS audits a wide range of buildings to ensure owners and occupiers maintain fire protection equipment installed in their buildings to appropriate standards. These audits also enable the TFS to assess the performance of service providers undertaking fire protection equipment maintenance.

While many problems are found during audits, most were minor in nature and are addressed through consultation with owners or occupiers.

OBJECTIVE 4

To participate in the development of national strategies to improve community safety.

Generally

TFS staff participate in a number of national forums to influence the development of legislation, codes, standards and strategies designed to improve safety from fire in the community.

Staff represent TFS on Australasian Fire and Emergency Services Authorities Council committees influencing fire safety in both the built environment and in the bush. Staff also represent Australasian Fire and Emergency Services Authorities Council on Australian Standards committees addressing the design, installation, commissioning, testing and maintenance of fire detection and alarm systems and emergency communications systems.

Bushfires

Research to address gaps in our understanding of bushfire risk and people's response to it is addressed largely through TFS participation in the Bushfire Cooperative Research Centre's research program. In his role as national user-leader for Bushfire Cooperative Research Centre Program C, TFS's Director Community Fire Safety helps coordinate user-researcher networks across Australia to maximise research outputs and adoption. Program C outputs inform fire agency efforts to engage with people in bushfire-prone areas to encourage them to better manage bushfire risk.

In November 2008, TFS staff were involved in a national workshop to assess the effectiveness with which the national position on community safety and bushfires is being implemented.

In February 2009, TFS staff helped establish and participated in the Bushfire Cooperative Research Centre's research immediately following the Victorian bushfires. Staff have participated in a number of workshops held subsequently to review and refine the national approach to community safety during bushfires. Bushfire Cooperative Research Centre research projects and Australasian Fire and

Emergency Services Authorities Council initiatives in which TFS participates continue to inform, and are informed by, the Victorian Bushfires Royal Commission.

PLANNED OUTCOMES / ACHIEVEMENTS 2009/10

- Increase vulnerable people's participation in relevant fire safety programs.
 - Increase brigades' participation in the delivery of selected fire safety programs.
 - Improve the capacity of vulnerable people to prepare for and respond safely to house-fires, bushfires and workplace emergencies.
 - Increase the rate of compliance in the business community with legislated fire safety provisions.
 - Influence the development of national positions, codes and standards impacting on fire safety.
-



Photo courtesy of the Mercury



Supporting Our People

GOAL STATEMENT

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

OBJECTIVES

1. Attracting and retaining the right people.

2. Shaping our workforce and performance.

3. Leading and managing for the future.

4. Developing and recognising our people capability.

5. Knowing who we are, what we do and why we do it.

6. Participating in the development of national strategies to improve human resource management in the fire industry.

OBJECTIVE 1

Attracting and retaining the right people.

RECRUITING AND RETAINING OUR PEOPLE

Volunteer Recruitment

TFS workforce planning faces two significant challenges. A potentially drier natural environment may lead to more frequent and more intense fires. At the same time, Tasmania's ageing population may reduce TFS' ability to recruit and retain sufficient volunteers. As a result, TFS needs to be able to recruit more volunteers should the need arise at a time when the available 'pool' of people may be shrinking.

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

Building on previous work in support of junior and cadet programs, volunteer brigades have also been provided with a new toolkit and resources to help them to recruit local volunteer members. These resources are being supported by local introductory sessions to help volunteer brigades to use the kits to get the best possible results. The kit and

the materials have been developed with funding from the Commonwealth Government's National Emergency Volunteers Support Fund.

Career Firefighter Recruitment

Due to a number of retirements and resignations from the career firefighter ranks, a decision was made in March 2009 to recruit Trainee Firefighters. Vacancies were advertised with over 470 applications being received. Based on a review of the last recruitment process, changes were made to the recruitment system to streamline and improve the lengthy process. These changes included variations to the physical abilities assessment based on research conducted by the University of Tasmania. Further changes are expected to occur as a result of this selection process.

OBJECTIVE 2

Shaping our workforce and performance.

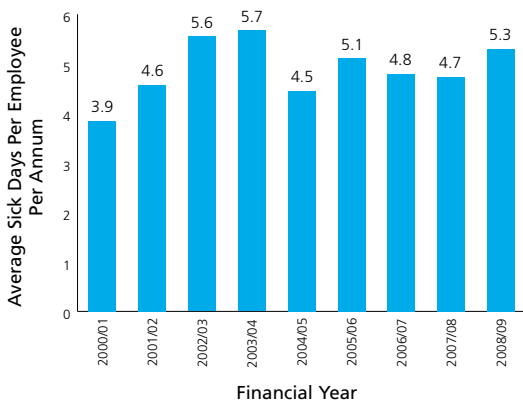
WORKPLACE FEEDBACK AND RECOGNITION

The Workplace Feedback System aims to encourage open and skilful communication about issues and performance, and to enable planned development for all career members.

TFS has been developing its workplace feedback system for a number of years. In 2008/09 the system was implemented across career brigades and divisions. Most career members have been trained and many work groups have commenced using the system. Accountability and reporting structures will be developed to encourage and track the use of the system.

The Workplace Feedback System is the first of its kind in Australasian fire agencies. A number of fire agencies from Australia and New Zealand have sought information from TFS about this innovative system.

Average sick days per employee



OCCUPATIONAL HEALTH AND SAFETY

In conjunction with a number of existing projects and procedures being improved in 2008/09 TFS also implemented a number of new initiatives designed to improve workplace safety across TFS. Some of these initiatives included:

- An extensive review of occupational health and safety priorities being undertaken. Risk assessment methodology was applied resulting in a greater focus on higher risk priorities and a more efficient use of resources.
- The purchase of an occupational health and safety database to enable better management of occupational health and safety activities and reporting.
- Regional occupational health and safety committees being formed which aim to improve communication of safety issues between management and the members they work with. Membership on the committees include elected representatives from career and volunteer firefighters as well as divisional members.

- The endorsement of a large number of risk assessments for medium or high level risk activities. The implementation of the controls identified within the assessments will help to reduce the risk of serious injuries to our people.

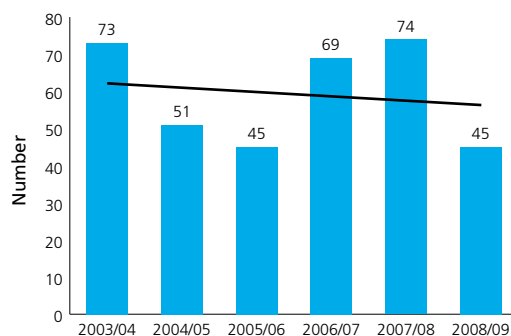
- A new occupational health and safety poster campaign being launched. The *After the Flames the Hazard Remains* posters were created to remind and inform firefighters that even though the fire has been extinguished there are still a number of harmful contaminants in the air.

- Safety Week again took place in 2008. TFS members participated in activities and gained information and benefits from partaking in a low impact walk and eating healthily.

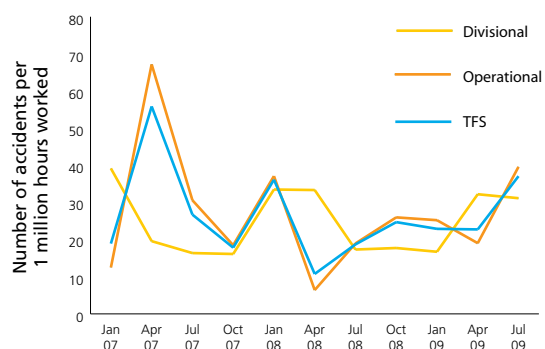
Workers Compensation

During 2008/09, 45 TFS members were injured and needed some form of medical attention. This result demonstrates continued strong performance. Our Statistical trend line shows a gradual drop in yearly claims. Fortunately the number of serious or long term claims was again low as the majority of claims were of a minor injury nature.

Workers compensation claims 2003/04 - 2008/09



Lost time injury frequency rate



The Lost Time Injury Frequency Rate for career members continues to fall with the number of new lost time injuries averaging around 28 injuries per million hours worked.



Supporting Our People

Photo courtesy of The Advocate

MANAGING DIVERSITY

Most TFS career members have now participated in Diversity Awareness training. It is planned that all areas will receive this training by the end of 2009.

The pool of Contact Officers for behavioural issues has been reviewed and revitalised. Existing Contact Officers have been updated and new Contact Officers have been trained. Support documents and publicity materials have been produced ready for launches in each region in July 2009.

During 2008/09, no claims for harassment or discrimination were lodged with the Office of the Anti-Discrimination Commissioner. One claim is still pending resolution by the Anti-Discrimination Tribunal. No complaints were made to the Office of the Ombudsman and two pending complaints were resolved.

COMPETITIONS

The Tasmanian Fire Brigades Competition Association is now the body responsible for all fire service competitions in Tasmania. In previous years, there were two separate competition associations for structural firefighting and bush firefighting. The new Association is open to all brigades across the State. The competition events have been combined in an effort to ensure all brigades can foster camaraderie, and hone and demonstrate their skills in an environment of friendly rivalry. There is a strong focus on the participation of Juniors and Cadets in the events. The competitions are also an opportunity to showcase other areas of the TFS within local communities with community safety displays, information on becoming a member of TFS, special operations demonstrations, and a range of other displays and information booths.

The inaugural combined firefighting competitions were held at Devonport in November 2008. The Junior State Champions were Claremont Brigade, followed closely by Somerset. Senior State Champions were Claremont Brigade and runners up were Kingston.

In April, three regional teams of six young cadets and their supporters travelled to Penrith Lakes in New South Wales to take part in the 2009 Australian National Fire Cadet Championships. The cadets found the unfamiliar equipment and events challenging yet performed well. They showed that they could rapidly adapt their technical skills. More importantly they showed that they had great leadership qualities and that they could work together as a team.

OBJECTIVE 3

Leading and managing for the future.

VOLUNTEER LEADERSHIP RESEARCH

A significant indicator of a volunteer's intention to stay or leave is their perception of the quality of brigade leadership. In response to this, TFS commissioned La Trobe University, as part of the Bushfire Cooperative Research Centre, to research TFS volunteers' experience and expectations of leadership. This research included a survey of all volunteers, focus groups with volunteers and brigade chiefs, as well as interviews with senior officers and staff.

To date, La Trobe University has prepared three draft reports. These have provided detailed insights into our volunteers' experiences in TFS, the leadership attributes they would like to see enhanced, and their preferences for how this might be achieved. The results of this research will help to drive the design and implementation of our volunteer leadership development strategies.

VOLUNTEER LEADERSHIP FRAMEWORK

In consultation with volunteers, the associations and career staff, TFS has designed a Volunteer Leadership Development Framework. This framework describes the principles that will underpin TFS's approach to leadership development. It also outlines the strategies that will be applied and details a range of options that may be introduced over time.

The design of the framework was strongly influenced by input from focus groups with volunteers and the outcomes of the research carried out by La Trobe University through the Bushfire Cooperative Research Centre. Its development was supported by a reference group consisting of representatives from key stakeholders including volunteers and their associations as well as regional officers.

It is intended that specific aspects of the framework will be implemented over time. Two tools have already been developed. One tool is a Brigade Leadership Self Rating Tool. This will enable our leaders to reflect on their performance and how they might build on their strengths. Another is the Annual Brigade Leadership Survey which will enable TFS to measure its progress towards its targets.

This framework and supporting materials have been developed with funding from the Commonwealth Government's National Emergency Volunteers Support Fund.

LEADERSHIP DEVELOPMENT

TFS career and volunteer members again participated in leadership programs developed by Australasian Fire and Emergency Services Authorities Council in partnership with the Australian Institute of Police Management. Career members attended a variety of short leadership courses and conferences, while both career and volunteer members attained nationally accredited leadership competencies.

OBJECTIVE 4

Developing and recognising our people capability.

LEARNING AND DEVELOPMENT

Learning and Development Strategic Direction

The new learning and development direction aimed at improving the way TFS manages the achievement of strategic learning and development outcomes was fully implemented this year. Corporate goals and priorities have been incorporated into learning and development plans. Learning and development is now more consistent between the regions, with less duplication of effort. There has been an overall improvement in the accuracy and speed of recording training outcomes and issuing of certificates. This has been achieved through more effective communication and coordination, and the use of learning and development systems and processes developed as part of the project.

Other major achievements have been the development of corporate learning policies and guidelines; active

participation of volunteer and career members in planning and implementation; incorporation of operational analysis and 'lessons learned' findings into learning design and delivery; the implementation of personal development planning, and the design of new induction and basic training for new volunteer firefighters.

Interagency Training

Joint interagency training continued over the past year with a focus on Australasian Interagency Incident Management System/incident control system functional roles. This training improves joint operational response and improves TFS working relationship with other agencies.

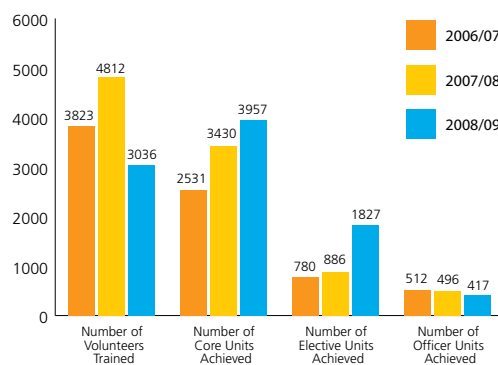
Statistics

There was a large increase in the achievement of Public Safety Training Package units of competency in 2008/09. This can be attributed in part to several cohorts of firefighters finalising qualifications requirements and meeting qualifications gaps from the previous learning and development system. Around half the increase is an anomaly caused by the credit transfer to new versions of Public Safety Training Package units.

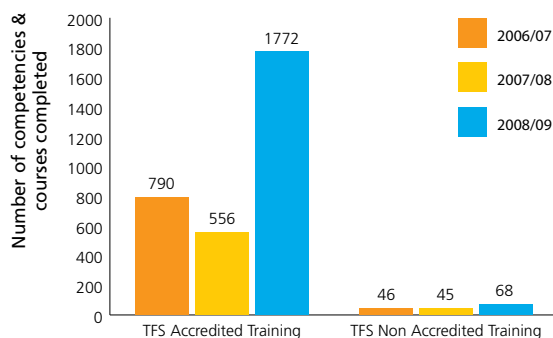
Volunteer Operational Learning and Development

The numbers of volunteers attending training was less than in previous years due in part to operational activity at the Victorian bushfires which delayed the commencement of the training calendar in 2009. The increase in the number of units achieved is an anomaly caused by the credit transfer to new versions of Public Safety Training Package units.

Volunteer training achievements



Career training achievements



Supporting Our People

OBJECTIVE 5

Knowing who we are, what we do and why we do it

TFS STATE CONFERENCE

The biennial TFS Conference was held at the Country Club Resort in Launceston over the weekend of 19/20 July 2008. The theme of the conference was "Your TFS".

Keynote speakers included Gary Morgan, Chief Executive Officer Bushfire Cooperative Research Centre, Phil Cheney, Senior Principal Research Scientist CSIRO, Dr Brad Aisbett, Deakin University Bushfire Cooperative Research Centre Researcher and Tom Lowe, Research Officer Department of Sustainability and the Environment.

The conference included case studies of the St Marys/Scamander fire, the Myer fire and the Bellingham fire as well as presentations on Urban Interface Firefighting and lessons learned from the fires in Greece.

Functional areas of the TFS had information booths and displays providing information to the delegates on the services provided outside firefighting operations.

AWARDS AND MEDALS

Australian Fire Service Medal

This year's Australian Fire Service Medal recipients were invested with their awards by the Governor in May 2009.

His Excellency, the Honourable Peter Underwood AO Governor of Tasmania presented the Australian Fire Service Medal to Greg Williams, Volunteer Firefighter/Fire Education Officer; Gerald Aulich, Group Officer Golden Gate; and Garry Sullivan, Manager Communications.

Greg Williams

Greg Williams joined the TFS as a volunteer firefighter with the Devonport Brigade in 1982. For 12 years Greg served in the role of First Officer at Devonport (from 1994 - 2006).



Greg Williams, Gerald Aulich and Garry Sullivan Senior Firefighter Scott Vinen

Greg remains as a volunteer member at Devonport today. Since 2000 Greg has worked full time for the TFS as a Fire Education Officer. Greg is well known by school children throughout North West Tasmania. Feedback from teaching staff and parents has always been supportive of the school education programs and Greg's professional and enthusiastic approach. Greg also held a number of senior postings with the Aviation Fire Service from 1973 until 1992.

Gerald Aulich

Gerald Aulich joined the St Marys Brigade in September 1960 and has maintained continuous active membership since that time. In 1998 he was appointed as permit officer. Gerald achieved the wider leadership role of Group Officer in 2005 when he was elected to the role by the brigades of the Golden Gate Group. Gerald's leadership and guidance during the 2006/07 North East fires was exemplary. Since the fires he has also played a leading role in the St Marys community recovery process.

Garry Sullivan

Garry Sullivan joined the TFS as a volunteer firefighter with the Fern Tree Brigade in December 1980. In 1992 Garry commenced a full time career with the TFS as a Senior Communications Officer. Currently Garry leads TFS's Communications Services as Manager Communications and continues with his volunteer commitment at the Fern Tree Brigade where he is third officer and fire permit officer.

Garry has made a significant contribution to establishing and maintaining a reliable and effective statewide communications network for Tasmania's 233 brigades. Garry also leads the project enabling TFS's 5,000 members to respond using alpha-numeric pagers.

Royal Humane Society of Australasia bronze medal for bravery

His Excellency, the Honourable Peter Underwood AO, Governor of Tasmania, presented Senior Firefighter Scott Vinen with the Royal Humane Society of Australasia bronze medal for bravery, for responding to an emergency call for assistance from two fellow crew members trapped in the fire at Hobart's Myer store in September 2007.

Scott's courage and presence of mind were clearly demonstrated when he returned to the first floor of the store to locate and assist his fellow crew members to safety after they encountered thick smoke during fire operations, their BA air cylinder supply was at dangerously low levels and they were unable to find a way to safety.

AWARDS AND MEDALS

National Medals

The National Medal recognises long and diligent service by members of recognised organisations that help the community during times of crisis.

National Medals

- were awarded for 15 years service - 45 recipients

1st Clasp

- awarded for additional 10 years service - 28 recipients

2nd Clasp

- awarded for further 10 years service - 3 recipients

3rd Clasp

- awarded for a further 10 years service - 1 recipient

Chief Officer's Commendation

Bell Bay Brigade Third Officer Belinda Taylor was presented with a Chief Officer's Commendation.

This commendation was for demonstrating leadership and providing clear direction to ensure the safety of her crew members when their fire vehicle was overtaken and entrapped by a fast moving bushfire at Bellingham on 16 January 2008.

OBJECTIVE 6

Participating in the development of national strategies to improve human resource management in the fire industry.

TFS has continued to be an active participant in the research and development of national human resource management strategies in the fire industry. In 2008/09, TFS has:

- Participated directly in research with TFS members through the Bushfire Cooperative Research Centre into:
 - the leadership needs of volunteer fire brigades; and
 - the physical demands of tanker-based firefighting for volunteer firefighters.
- Participated in research to determine the feasibility of conducting a cohort study into mortality and cancer risk in firefighters.
- Participated in national meetings identifying trends and issues in managing people in the fire industry to enable agencies to identify strategies to address emerging issues.

PLANNED OUTCOMES / ACHIEVEMENTS 2009/10

- Commence implementation of leadership strategy for volunteer members.
 - Develop and commence implementation of a leadership strategy for career members.
 - Improve learning and assessment resources to support public safety training package competencies.
 - Implement the new volunteer induction and basic training packages.
 - Improve occupational health and safety reporting through the implementation of a new database.
 - Review and improvement of recruitment, selection and promotion strategies and procedures.
 - Implement strategies to assist in the development of supportive brigade practices for volunteer members.
 - Complete the implementation of the TFS values workshops for career members.
 - Create, review and implement procedures for systems including probation, performance improvement, grievance resolution and investigations.
-



Managing Our Resources

Photo courtesy of the Advocate

GOAL STATEMENT

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

OBJECTIVES

1. Provide a flexible communications system that meets the needs of our end users.
2. Provide adequate maintenance and protection for our resources.
3. Effectively manage major assets.
4. Provide adequate funding to ensure the State Fire Commission is able to achieve its corporate objectives.
5. To participate in the development of national strategies to improve fire service business practices.

OBJECTIVE 1

Provide a flexible communications system that meets the needs of our end users.

TFS Online, our Internet website, has continued to receive accolades from the public this year. The site has undergone significant changes to provide the public, volunteers and staff with a greater variety of information in a more accessible format.

All the incidents that TFS attends are now displayed live from the dispatch system (Fire Incident Response Management) with information including incident type, current status and the number of vehicles in attendance. The mobile device version of the website, designed for the small screens on mobile phones, has also been updated to reflect these changes. Other changes to TFS Online include: the way additional information screens are displayed; changes in the popup information on the Google Maps display; changes to streamline the entry of the additional information; a new look and feel making it easier to find content and a new content management system to improve the timeliness of information. Systems changes have also been undertaken to improve business continuity, security and response under load.

Following the successful broadband satellite data

communications trial last year, the development of a mobile platform for the satellite dish commenced this year and is planned to be completed by the 2009 bushfire season. The satellite data network provides high bandwidth and has a good footprint over Tasmania, which will also enable TFS to provide voice services via Voice over Internet Protocol.

Extension of the video conferencing capability commenced this year with the project planned to be completed in the second half of 2009. Changes include a permanent installation in the training facility at Cambridge; mobile installations at State Headquarters Hobart and the Northern Regional Headquarters Youngtown; and the ability to video conference with personal computers.

OBJECTIVE 2

Provide adequate maintenance and protection for our resources.

Expenditure of \$1.5 million was incurred by the Commission in 2008/09 maintaining and protecting its buildings, vehicles and equipment. The Commission maintains a vehicle fleet of 467 fire appliances and 176 passenger vehicles. The fire appliance maintenance program is managed by Engineering Services at three sites around the State. Passenger vehicles are currently serviced by outside providers. The Commission

owns and services 1,350 radios and 4,210 pagers. In addition it provides repairs to radios and pagers that Tasmania Ambulance Service and the State Emergency Service operate. The Commission also owns and services 53 radio and pager transmitter sites throughout Tasmania. The Commission also owns and maintains 380 desktop and laptop computers and 50 computer servers.

OBJECTIVE 3

Effectively manage major assets.

The Commission continued to effectively manage its major assets in 2008/09 through well developed fire appliance and building replacement programs. The establishment of a five year appliance fabrication program determined by organisational need has ensured appliances are designed, fabricated, commissioned and specifically matched to defined roles and functionality. Maximising safety, effectiveness and cost efficiency in both the fabrication process as well as ongoing repairs and maintenance costs is a key feature of the program. Through its repair and maintenance programs, user training courses, risk assessments of new and/or modified assets as well as the timely disposal and replacement of its major assets effective management was maintained.

OBJECTIVE 4

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

The corporate and financial plan for 2008/09 was approved by the Minister for Police and Emergency Management on 10 June 2008. The financial plan included a five per cent increase in the Fire Service Contribution. The increase assisted the Commission cover wages and other expenses as well as funding capital expenditure projects of \$5.8 million. The allocation enabled the Commission to achieve its corporate objectives.

OBJECTIVE 5

To participate in the development of national strategies to improve fire service business practices.

TFS staff continues to support and actively participate in Australasian Fire and Emergency Services Authorities Council's Business Management Group. For over three years the TFS has chaired this body and significant benefits have been realised through the development and sharing of business practices. Current topics include the Report on Government Services by the Productivity Commission and the Total Cost of Fire and Cross Border Deployments. The Business Management Group meets bi annually and has representatives from each state and territory.

FINANCIAL OVERVIEW

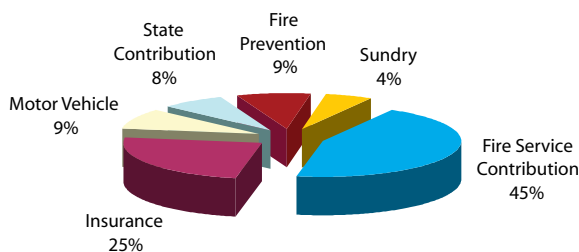
The Net Surplus for the State Fire Commission for 2008/09 was \$2.6 million, compared to a surplus of \$4.4 million for 2007/08, a decrease of \$1.8 million. Income for the twelve months to June 2009 was \$62.9 million compared to \$60.2 for the same period last financial year. The major positive variations related to the Fire Service Contribution, the Insurance Fire Levy, Fire Prevention Charges and Sundry Income. State Government wildfire reimbursements reduced by \$1.3 million in 2008/09 due to a quieter wildfire season. The reduction in the Commonwealth Government Contribution for 2008/09 of approximately \$0.7 million was a result of the completion, in 2007/08, of Urban Search and Rescue funding. Expenses from Ordinary Activities for the twelve months to June 2009 were \$60.3 million compared to \$55.9 million for the same period last financial year. The major variation related to Employee Related Expenses which increased by \$2.4 million as a result of enterprise bargaining agreements. Financial and Other Expenses increased by \$0.9 million due to the cost of sales of communication alarm equipment and increases in Local Government Collection Fees and Pensioner Rebates.



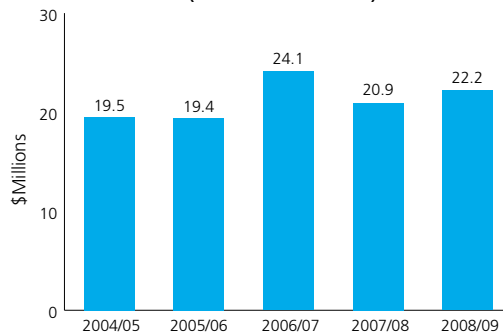
Managing Our Resources

Photographer: David van Geytenbeek

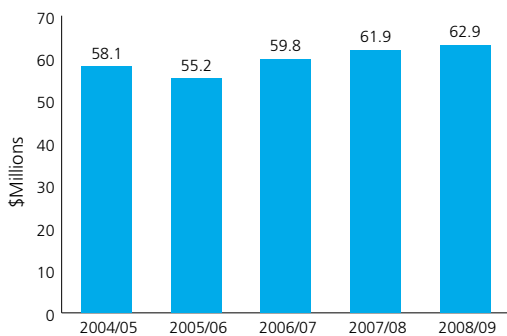
Revenue 2008/09 (\$62.9 Million)



Other Operating Expenses 2004/05 - 2008/09 (In 2008/09 Dollars)



Total Revenue 2004/05 - 2008/09 (In 2008/09 Dollars)



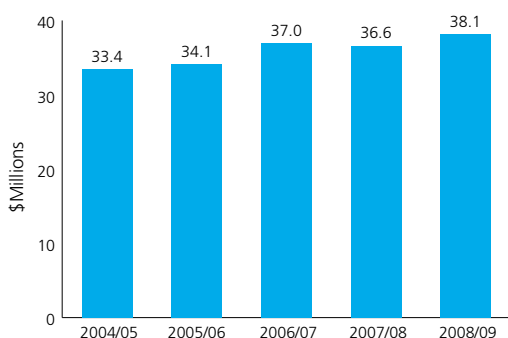
Net Assets for 2008/09 totalled \$74.2 million as compared to \$77.8 million for 2007/08, a decrease of \$3.6 million due to a significant fall in the value of the State Fire Commission Superannuation Scheme which fell by \$9.4 million. This was offset by an increase in non current assets of \$4.2 million which included asset revaluations of \$3.2 million.

An overview of the major revenue sources is detailed below.

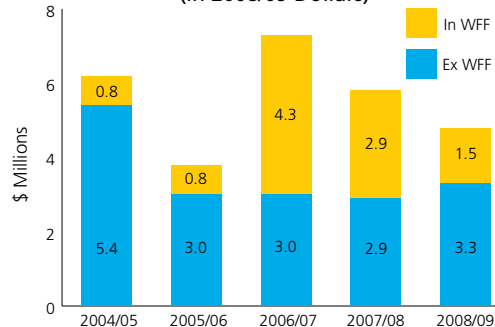
State Government Contribution

The Treasurer must pay to the State Fire Commission, out of money appropriated by the Parliament for the purpose, such amount as the Treasurer determines is appropriate towards defraying the operating costs of the Commission. The contribution in 2008/09 was \$4.8 million and represented eight per cent of the total revenue of the Service for 2008/09.

Salaries 2004/05 - 2008/09 (In 2008/09 Dollars)



State Contribution 2004/05 - 2008/09 (In 2008/09 Dollars)



The cost of wildfires is mostly reimbursed by the State Government. From 1 July 1987, these costs have been reimbursed by the State Government in the same year in which the expenditure was incurred. By arrangement with the Department of Treasury and Finance, the Commission is required to meet the first \$35,000 for wildfire fighting costs and the State Government meets the remainder. In 2008/09, the State Government reimbursed the Commission \$1.5 million for wildfire fighting costs and \$0.5 million for the purchase of two special operations fire appliances. These amounts are included as part of the total State Government Contribution of \$4.8 million.

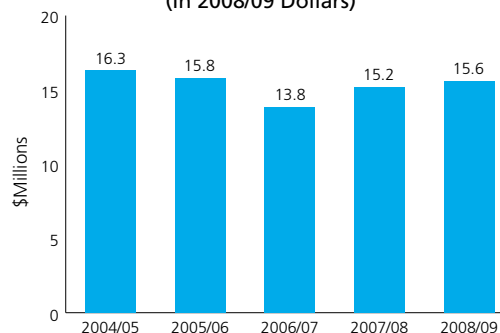
Commonwealth Government Contribution

The total Commonwealth Government Contribution of \$0.6 million comprised one per cent of the total revenue received by the Commission. A general contribution of \$158,000 was provided. The major purpose of the general contribution is to meet the costs associated with providing fire prevention and protection to Commonwealth Government properties in Tasmania. As part of the National Aerial Firefighting strategy Tasmania also received \$318,000 from the Commonwealth through the National Aerial Firefighting Centre towards the standing charges of a medium capacity helicopter assigned to Tasmania during January and February. Funds totalling \$62,000 were provided by the Commonwealth for a Bushfire Mitigation Program and \$35,000 through Emergency Management Australia for a volunteer recruitment program.

Insurance Fire Levy

Insurance companies are responsible for the collection of the Insurance Fire Levy. Collections for 2008/09 were \$15.6 million which equated to 25% of total revenue. The contribution rate is an amount equal to two per cent of gross premium income on marine cargo insurance, 14% on aviation hull insurance and 28% of gross premium income on all other prescribed classes of insurance.

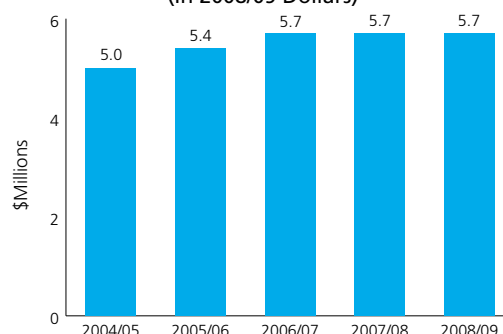
Insurance Fire Levy 2004/05 - 2008/09
(In 2008/09 Dollars)



Motor Vehicle Fire Levy

The motor vehicle levy contribution of \$5.7 million collected by the Department of Infrastructure, Energy and Resources represents 9% of total revenue. The general levy for motor vehicles was \$14, effective from 1 July 2006 and for pensioners \$9 per vehicle, effective from 1 July 2004. Motor cycles are exempt.

Motor Vehicle Fire Levy 2004/05 - 2008/09
(In 2008/09 Dollars)



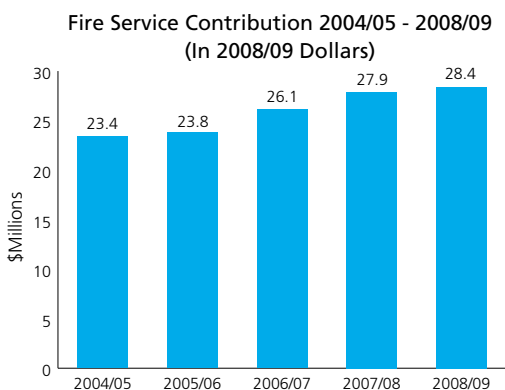
Fire Service Contribution

The Fire Service Contribution is collected by local councils on behalf of the State Fire Commission. Fire Service Contributions on properties for 2008/09 amounted to \$28.4 million and represented 45% of total revenue. The levels of contribution payable by ratepayers vary throughout



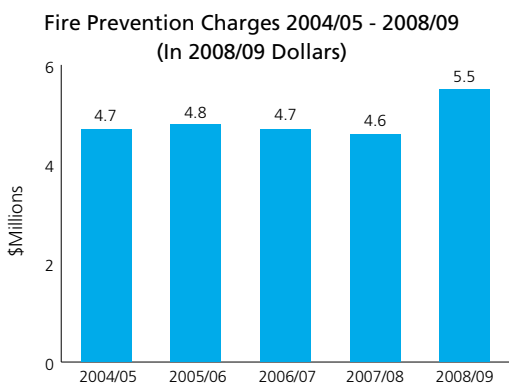
Managing Our Resources

the State according to whether ratepayers are in urban or country areas. The objective of the demand on ratepayers is to ensure equitable contributions are applied to ratepayers, based on the assessed annual values of their respective urban or country properties and the level of fire protection provided. Local authorities are paid a 4% collection fee by the State Fire Commission and this amounted to \$1.1 million in 2008/09.



Fire Prevention Charges

The State Fire Commission generates revenue through its community fire safety activities including the sale and servicing of fire safety equipment, commercial training, alarm rentals, inspection fees and avoidable false alarm fees. Revenue raised in 2008/09 was \$5.5 million or 9% of total revenue.



Sundry Income

Sundry income is derived from a number of sources including profit on sale of non-current assets, donations, interest received, reimbursement of occupancy costs from co-located emergency services and other sundry sources. Revenue raised in 2008/09 was \$2.3 million or 4% of total revenue.

PHYSICAL RESOURCE MANAGEMENT

The State Fire Commission allocated \$5.8 million for its capital program for the 2008/09 financial year. The allocation included \$4.4 million for fire appliances and vehicles, \$0.6 million for land and buildings and \$0.8 million for plant and equipment.

Building Program

A total of \$0.6 million was allocated for land and buildings in 2008/09. The fire station build program continued to be an important priority for the State Fire Commission. Allocations for major works for 2008/09 included the St Marys Fire and Emergency Services facility and substantial upgrading of the Gravelly Beach Fire Station. Funding also included the construction of fire stations at Parattah and Weldborough, upgrading of Beaconsfield Fire Station and station amenities at Ellendale, Broadmarsh and Jericho. A number of smaller volunteer brigade building projects were also undertaken.

Appliance Replacement Program

Funding of 30 medium tankers was provided for in 2008/09 with these appliances being fabricated at the TFS workshop at Cambridge at a cost of \$3.1 million. Two special operations appliances were purchased and fabrication commenced at a total cost of \$0.5 million. The special operations appliances are being developed to undertake a broad range of functions. These appliances will replace more traditional older vehicle types which had a limited response role. TFS now undertakes a broader range of responsibilities in such areas as road accident rescue, hazardous materials

incidents, and a range of technical rescue roles including vertical, domestic and industrial rescue. The purchase of these two appliances will compliment the two provided for in 2007/08 with each being allocated to a major centre in Tasmania.

The 2008/09 financial year was the fifth year of the initial five year fire-fighting appliance replacement program. During this period 12 Hino GT crew cab pumper tanker appliances from the 2007/08 build were completed. Significant additional jobs completed during the year include the design and fabrication of an adaptation of the Hino pumper tanker as a rescue appliance for Triabunna Fire Brigade, three new Urban Search and Rescue modules and the remounting of Isuzu and Mercedes three point tray mounts on heavy tankers and replacement of corroded manifolds and associated components on tankers.

Plant and Equipment Program

The plant and equipment allocation of \$0.8M included communications equipment, computer hardware and software and other plant and equipment. Details of various upgrades and replacements are provided below.

System Upgrades

This year TFS continued to upgrade both radio and paging networks with the installation of two replacement multi-channel, multiplexed, radio link equipment that connects TFS regional hubs with TFS mountain-top radio sites. The links from our State Headquarters to Mt Faulkner and from Launceston fire station to Mt Dismal carry several radio channels for both TFS and Tasmania Ambulance Service and this upgrade will ensure reliability as well as expand the capacity of the links.



Photo courtesy of the Mercury



Managing Our Resources

Brigade station base radios and building security systems have been upgraded or replaced this year as older systems reach the end of their service lives. The replacement program for both mobile and handheld radios continued across the state as required with forty radios replaced this year. In the southern region eighteen stations had security system upgrades with replacement of older systems.

The main power system for our critical communications system at the State Headquarters was replaced this year. The replacement uninterruptible power supply has greater capacity than the one it replaced and is integrated with our standby power systems.

Fire Alarm System Replacement

New fire alarm infrastructure within TFS has been installed and commissioned to support the new wireless fire alarm system that was installed as a consequence of Telstra withdrawing the point to point two wire lines previously used for fire alarms. The new TFS controlled, Virtual Private Network within the Telstra wireless network was built and commenced operation in May 2009. It is now possible for all alarms to migrate across to the new system. There was a rapid uptake by those premises that had been waiting for the commencement of this new system but by end of the financial year end conversions had slowed to a steady stream.

Business Continuity

Business continuity continued to be improved this financial year with changes across the entire computing infrastructure. Additional infrastructure has been installed, and when commissioned early in 2009/10, will allow high availability of some of our most important systems.

Fire Appliance Resource Kit Trial

The trial of the Fire Appliance Resource Kit commenced this year and allows access to pre-incident plans; car manufacture road accident rescue information; fire alarm data sheets; fire prediction tools; incident control system

forms and incident action plans; chemical data sheet database; and mapping software.

Computer System Upgrades

The computer aided dispatch system (Fire Incident Response Management) was successfully modified to better handle the new Internet Protocol fire alarm system. Another group of changes has commenced which are due to be completed before the 2009 bushfire season.

The false alarm process application were successfully modified to allow for the early notification of alarmed premises following false alarms and to better handle errors in data.

The computer replacement program is proceeding as planned with the upgrade of 230 desktop computers expected to be completed early 2009/10.

The operational server replacement program that has upgraded server infrastructure, operating system and database management system is proceeding well and is expected to be completed early in 2009/10.

PLANNED OUTCOMES/ ACHIEVEMENTS 2009/10

- Select and implement a new financial system.
 - Identify current resource allocation models and their appropriateness.
 - Continue to assess and report on budget performance against set targets.
 - Continue to update and implement five year capital rolling build programs for fire appliances and buildings.
 - Continue to enhance intranet and internet services.
 - Continue to develop and implement a business continuity plan.
-

STATE FIRE COMMISSION FINANCIAL STATEMENTS 2008/09

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.

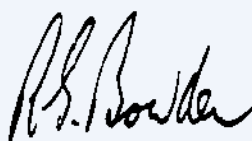
In the opinion of the Commissioners of the State Fire Commission;

- 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 2008 to 30 June 2009 and the statement of affairs at 30 June 2009 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.



J. B. Gledhill AFSM BSc. F.I.Fire E.
CHIEF OFFICER



R. G. Bowden OAM
COMMISSION MEMBER

28th August 2009



Financial Report 2008/09



Tasmanian Audit Office

STRIVE | LEAD | EXCEL | TO MAKE A DIFFERENCE

INDEPENDENT AUDIT REPORT

To Members of the Parliament of Tasmania

STATE FIRE COMMISSION

Financial Statements for the Year Ended 30 June 2009

Report on the Financial Statements

I have audited the accompanying financial statements of the State Fire Commission (the Commission), which comprise the balance sheet as at 30 June 2009, the income statement, statement of changes in equity and cash flow statement for the year ended on that date, a summary of significant accounting policies, other explanatory notes and the certification by the members of the Commission.

The Responsibility of the Member's for the Financial Statements

Members of the Commission are responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and Section 107D of *Fire Service Act 1979*. This responsibility includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial statements that are 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 statements 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 statements are free of material misstatement.

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

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

Making a Difference

made by the members of the Commission, as well as evaluating the overall presentation of the financial statements.

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

Independence

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

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

Auditor's Opinion

In my opinion the financial statements of the State Fire Commission:

- (a) present fairly, in all material respects, the financial position of the State Fire Commission as at 30 June 2009, and of its financial performance, cash flows and changes in equity for the year then ended; and
- (b) are in accordance with the *Fire Service Act 1979* and Australian Accounting Standards (including Australian Accounting Interpretations).

TASMANIAN AUDIT OFFICE



E R De Santi
DEPUTY AUDITOR-GENERAL
Delegate of the Auditor-General
HOBART
21 September 2009

To provide independent assurance to the Parliament and Community on the performance and accountability of the Tasmanian Public sector.
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Making a Difference



Financial Report 2008/09

INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2009

	Note	2009 \$'000	2008 \$'000
INCOME			
Fire Service Contribution	1(p)	28,434	27,080
Insurance Fire Levy	1(o)	15,574	14,793
State Government Contribution	11	4,821	5,600
Motor Vehicle Fire Levy	1(q)	5,739	5,544
Fire Prevention Charges	12	5,480	4,492
Sundry Income	13	2,276	1,480
Commonwealth Government Contribution	11	573	1,258
Total Income		62,897	60,247
EXPENSES			
Employee Related Expenses	1(j),(k), 14	38,079	35,633
Public Relations, Subscriptions and Consultants	15	1,350	942
Learning and Development		547	476
Operations Expenses	16	6,889	6,787
Protective Clothing and Uniforms	17	1,134	657
Depreciation	7	4,591	4,803
Financial and Other Expenses	18	4,298	3,368
Insurance		618	670
Borrowing Costs	19	337	397
Repairs and Maintenance	20	1,490	1,454
Minor Equipment	21	953	706
Total Expenses		60,287	55,893
Net Surplus/(Deficit)	22	2,610	4,354

STATEMENT OF RECOGNISED INCOME AND EXPENSE

FOR THE YEAR ENDED 30 JUNE 2009

	Note	2009 \$'000	2008 \$'000
Income and Expenses Recognised Directly in Equity			
Gain/(Loss) on movement in State Fire Commission Super Scheme obligation	9, 22	(9,394)	(6,397)
Increase/(Decrease) in Asset Revaluation Reserve	23	3,171	6,292
Net Income Recognised Directly in Equity		(6,223)	(105)
Net Surplus/(Deficit) for the Year	22	2,610	4,354
Total Recognised Income/(Expense) for the Year	24	(3,613)	4,249

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

BALANCE SHEET

AS AT 30 JUNE 2009

	Note	2009 \$'000	2008 \$'000
CURRENT ASSETS			
Cash and Cash Equivalents	1(n),2,10,27(a)	6,884	6,846
Receivables	1(e),3,10	1,863	1,042
Inventories	1(d)	2,713	1,360
Other Current Assets	4	1,857	1,610
Total Current Assets		13,317	10,859
NON-CURRENT ASSETS			
Work in Progress	1(f)	5,851	6,331
Property, Plant and Equipment	1(g),(h),(i), 7	85,920	81,266
Total Non-Current Assets		91,772	87,597
TOTAL ASSETS		105,088	98,456
CURRENT LIABILITIES			
Payables	1(m), 8,10	4,770	5,016
Provision for Employee Related Expenses	1(j), 9	9,604	8,556
Borrowings	1(m), 10	1,830	1,500
Total Current Liabilities		16,204	15,072
NON-CURRENT LIABILITIES			
Provision for Employee Related Expenses	1(j), 9	1,123	1,075
State Fire Commission Superannuation Fund Net Liability	1(k), 9	10,741	1,347
Borrowings	1(m), 10	2,868	3,198
Total Non-Current Liabilities		14,732	5,619
TOTAL LIABILITIES		30,936	20,691
NET ASSETS		74,152	77,765
EQUITY			
Retained Operating Surpluses	22	60,659	67,443
Reserves	23	13,493	10,321
TOTAL EQUITY	24	74,152	77,765

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



Financial Report 2008/09

CASH FLOW STATEMENT

FOR THE YEAR ENDED 30 JUNE 2009

	Note	2009 \$'000	2008 \$'000
Cash Flows from Operating Activities			
Cash Receipts from Operating Activities		60,425	59,320
Cash Payments from Operating Activities		(54,489)	(47,027)
Interest Paid		(337)	(397)
Interest Received		165	57
Net Cash provided by Operating Activities	27(b)	5,764	11,954
Cash Flows from Investing Activities			
Proceeds from Sale of Equipment		323	140
Payments for Property, Plant and Equipment		(6,049)	(6,159)
Net Cash used in Investing Activities		(5,726)	(6,019)
Cash Flows from Financing Activities			
Repayment of loan		(1,500)	(1,368)
Proceeds from loan		1,500	1,368
Net Cash used in Financing Activities		-	-
Net Increase/(Decrease) in Cash and Cash Equivalents		38	5,935
Cash and Cash Equivalents at the Beginning of the Financial Period		6,846	912
Cash and Cash Equivalents at the End of the Financial Period	27(a)	6,884	6,846

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

1. Statement of Accounting Policies

(a) Business Details of the State Fire Commission

The State Fire Commission (the Commission) is a Statutory Corporation created under Section 7 of the *Fire Service Act 1979* (the Act) of Tasmania, Australia. The Tasmania Fire Service was created under Section 6 of the Act and is under the control of the Commission.

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

The Australian Business Number for the Commission and its operating entities is 68 039 681 690. The Head Office of the Commission is on the Corner of Melville and Argyle Streets, Hobart, Tasmania.

At 30 June the Commission had 462.1 employees (full time equivalents). Last year it had 458.7 employees.

(b) Basis of Financial Statements

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

Australian Accounting Standards include Australian Equivalents to International Financial Reporting Standards (AEIFRS). Compliance with AEIFRS may not result in compliance with International Financial Reporting Standards (IFRS), as AEIFRS includes requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Commission is considered to be not-for-profit and has adopted some accounting policies under AEIFRS that do not comply with IFRS.

(c) System of Accounting

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

(d) Inventories

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

(e) Receivables

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

(f) Work in Progress

Capital Work in Progress is valued at the cost of material, labour and labour oncosts for work to date. Capital Work in Progress excludes certain commitments for outstanding purchase orders and unperformed work under existing contracts (Note 6).

(g) Plant, Property and Equipment

Asset Revaluation

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

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

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

Land and Buildings

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

During the year ended 30 June 2009, Land was revalued upwards by \$1.566M and Buildings were revalued upwards by \$1.605M. These revaluation increments were credited 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,



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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

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

Provision for Depreciation

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

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

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

(h) Impaired Assets

Assets are reviewed at balance date for impairment using a range of impairment indicators. Where an asset is deemed to be impaired, its recoverable amount is estimated, and if materially lower than its carrying amount, the carrying amount is reduced to its recoverable amount. Any resulting impairment loss (or gain) is recognised in the Income Statement in *Financial and Other Expenses (or Sundry Revenue)* 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 5)

(j) Provision for Employee Related Expenses

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

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

In determining the liability for expected future entitlements, consideration has been given to known future increases in wage and salary rates, and experiences with staff separations. Estimated future accrued leave has been discounted using the rates applied to national government securities at balance date, which best match the terms of maturity of the related liabilities.

The current provision is the sum of the present entitlements to leave (i.e. the liability relating to employees with 10 or more years' service) and the balance of the provision is treated as the non-current provision.

The **Provision for Annual Leave** represents employee entitlements due and accrued as at 30 June. The provision has been calculated using the remuneration rates the Commission expects to pay when the obligations are settled.

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

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

(k) Superannuation

The Commission up until 30 April 2006, by virtue of the *State Fire Commission Superannuation Scheme Act 1994*, 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 Scheme is now administered by the Retirement Benefits Fund Board and the defined benefits component of the Scheme is now a sub-fund of the Retirement Benefits Fund. The accumulation benefits component was transferred to

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

the Tasmanian Accumulation Scheme and forms part of the Retirement Benefits Fund. The Commission remains 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 State Fire Commission Superannuation Fund Net Liability if it is a liability or in State Fire Commission Superannuation Fund Net Asset if it is an asset and net movement in the obligation is recorded in the Statement of Recognised Income and Expense. Actuarial gains and losses in relation to this fund are recognised in the year they are incurred. (Note 9)

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

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

(l) Investments

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

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

(m) Financial Liabilities

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

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

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

(n) Cash and Short Term Deposits

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

Cash and short-term deposits are carried at fair (face) value. Interest revenue is accrued at the market or

contractual rate.

(o) Insurance Fire Levy

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

(p) Fire Service Contribution

Contributions are received from Local Councils through a fire service contribution raised on properties. A minimum contribution was initially implemented in 1991 to provide additional funds to re-equip volunteer brigades. The minimum contribution is \$32 for the current year and this was increased from \$31 on 1 July 2008.

(q) Motor Vehicle Fire Levy

The State Fire Commission receives income raised through a fire levy applied to all registered vehicles. This is collected by the Registrar of Motor Vehicles via the vehicle registration fee and forwarded to the State Fire Commission. The current fire levy raised through vehicle registration is \$14 per vehicle and this was last increased from \$13 in July 2006.

(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 Balance Sheet. In the Cash Flow Statement, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the ATO is classified within operating cash flows.

(s) Borrowing Costs

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

(t) Changes in Accounting Policies

The State Fire Commission has adopted all of the new and revised accounting standards and interpretations issued by the Accounting Standards Board that are relevant to its operations and are effective for the current annual reporting period. The adoption of new and revised accounting standards has had no material financial impact on the financial statements of the Commission.

The accounting standards adopted this year are:

- AASB 2008-10 *Amendments to Australian Accounting Standards: Reclassification of Financial Instruments* permits the reclassification of certain non-derivative



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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

financial assets. The Commission does not intend on reclassifying its financial assets in the current period, accordingly there will be no financial impact.

- AASB Interpretation 14 AASB 119 *the Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction* - The interpretation clarifies when refunds or reductions in future contributions in relation to defined benefit assets should be regarded as available and provides guidance on the impact of minimum funding requirements on such assets. It also gives guidance on when a Minimum Funding Requirement might give rise to a liability. The Interpretation will not have a financial impact on the Financial Statements.

The following new standards have been issued by the AASB and are yet to be applied:

- AASB 2007-8 *Amendments to Australian Accounting Standards Arising from AASB 101* - revised Standard to be applied in reporting periods beginning on or after 1 January 2009. The Standard will not have a financial impact on the Financial Statements but will require a number of changes in disclosures.
- AASB 2007-10 *Further Amendments to Australian Accounting Standards arising from AASB 101* revised Standard to be applied from reporting periods beginning on or after 1 January 2009. This Standard changes the term "general purpose financial report" to "general purpose Financial Statements" and the term "financial report" to "Financial Statements", where appropriate, in Australian Accounting Standards (including Interpretations) and the Framework to better align with IFRS terminology. The Standard will not have a financial impact on the Financial Statements.
- AASB 2008-5 *Amendments to Australian Accounting Standards arising from the Annual Improvements Project* – revised Standard to be applied from reporting periods beginning on or after 1 January 2009. The amendments to some Standards result in accounting changes for presentation, recognition or measurement purposes, while some amendments that relate to terminology and editorial changes are expected to have no or minimal effect on accounting. The Standard will not have a material financial impact on the Financial Statements.
- AASB 2009-1 *Borrowing Costs of Not-for-Profit Public Sector Entities* – revised Standard to be applied from reporting periods beginning on or after 1 January 2009. The amendments to some Standards result in accounting changes allowing not-for-profit public sector entities to choose whether to expense or capitalise borrowing costs attributable to qualifying assets. The Standard will not have a material financial impact on the Financial Statements.
- AASB 2009-2 *Improving Disclosures about Financial Instruments* – revised Standard to be applied from reporting periods beginning on or after 1 January 2009. The amendments to some Standards result in disclosure requirements in relation to financial instruments. The Standard will not have a material financial impact on the Financial Statements.

- AASB 2009-5 *Further Amendments to Accounting Standards arising from the Annual Improvements Project* – revised Standard to be applied from reporting periods beginning on or after 1 January 2010. The amendments to some Standards result in accounting or disclosure requirements in relation to:

- Disclosure of non-current assets held for sale or discontinued operations;
- Disclosure of information about segment assets;
- Current/Non-Current classification of convertible instruments;
- Classification of expenditure on unrecognised assets;
- Classification of leases of land and buildings;
- Determining whether an entity is acting as a principal or agent;
- Unit of accounting for goodwill impairment test; and
- Recognition and measurement of certain financial instruments.

The Standard will not have a material financial impact on the Financial Statements.

- AASB 2009-7 *Amendments to Australian Accounting Standards* – revised Standard to be applied from reporting periods beginning on or after 1 July 2009. The amendments to some Standards and one Interpretation are to implement a number of editorial corrections. The Standard will not have a material financial impact on the Financial Statements.

(u) Judgements and Assumptions

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

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

Judgements made by the Commission that have significant effects on the financial statements are disclosed in the relevant notes to the financial statements. The Commission has made no assumptions concerning the future that may cause a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

	2009 \$'000	2008 \$'000
2. Cash and Cash Equivalents		
Cash on Hand	9	9
Cash at Bank	6,875	6,838
Total	6,884	6,846
3. Receivables		
Trade Debtors	1,463	820
GST Receivable	410	232
Less Provision for Doubtful Debts	(10)	(10)
Total	1,863	1,042
Ageing of Trade Debtors		
Current	1,159	653
30 - 60 days	245	125
60 - 90 days	24	18
90 - 120 days	34	25
Total	1,463	821
4. Other Current Assets		
Accrued Revenue	1,124	901
Prepayments	733	710
Total	1,857	1,610
5. Assets Held for Sale		
Assets held for sale at year end were not material.		
6. Capital Commitments		
Capital expenditure contracted but not provided in the accounts, and payable within one year:	279	471
Total	279	471
7. Property, Plant and Equipment		
Land		
At Fair Value at 30 June	13,344	11,718
Total	13,344	11,718
Buildings		
At Fair Value at 30 June	42,582	40,372
Accumulated Depreciation	(3,844)	(3,728)
Written Down Value	38,738	36,644
Motor Vehicles		
At Cost	5,726	5,591
Accumulated Depreciation	(3,278)	(2,809)
Written Down Value	2,448	2,783
Fire Appliances		
At Cost	48,423	46,512
Accumulated Depreciation	(22,068)	(20,911)
Written Down Value	26,355	25,601
Plant and Equipment		
At Cost	23,211	21,643
Accumulated Depreciation	(18,175)	(17,123)
Written Down Value	5,035	4,520
Total Property, Plant and Equipment		
Total Gross Value	133,285	125,838
Accumulated Depreciation	(47,365)	(44,571)
Written Down Value	85,920	81,266



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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

7. Property, Plant and Equipment (Continued)

Reconciliation of Property, Plant and Equipment as at 30 June 2009

	Land \$'000	Buildings \$'000	Motor Vehicles \$'000	Fire Appliances \$'000	Plant and Equipment \$'000	Total \$'000
Carrying Amount 30 June 08	11,718	36,644	2,783	25,601	4,520	81,266
Transfer between Asset Classes	-	(389)	21	(21)	389	-
Additions	59	1,772	639	2,809	1,220	6,499
Revaluations	1,566	1,605	-	-	-	3,171
Depreciation Expense	-	(878)	(658)	(1,970)	(1,085)	(4,591)
Disposals	-	(16)	(337)	(65)	(8)	(425)
Carrying Amount 30 June 09	13,344	38,738	2,448	26,355	5,035	85,920

Reconciliation of Property, Plant and Equipment as at 30 June 2008

	Land \$'000	Buildings \$'000	Motor Vehicles \$'000	Fire Appliances \$'000	Plant and Equipment \$'000	Total \$'000
Carrying Amount 30 June 07	8,213	34,069	3,091	26,219	4,912	76,504
Additions	2	640	485	1,290	1,054	3,472
Revaluations	3,503	2,789	-	-	-	6,292
Depreciation Expense	-	(854)	(662)	(1,844)	(1,444)	(4,803)
Disposals	-	-	(132)	(65)	(2)	(198)
Carrying Amount 30 June 08	11,718	36,644	2,783	25,601	4,520	81,266

	2009 \$'000	2008 \$'000
8. Payables		
Accrued Expenses	785	1,378
Trade Creditors	3,973	3,596
Capital Works Payables	12	43
Total	4,770	5,016

9. Provision for Employee Related Expenses

Current Provisions

Provision for Long Service Leave	5,201	4,783
Provision for Annual Leave	2,785	2,323
Provision for Superannuation (1)	1,067	958
Provision for Payroll Tax (1)	551	492
Total	9,604	8,556

Non-Current Provisions

Provision for Long Service Leave	935	894
Provision for Superannuation (1)	123	119
Provision for Payroll Tax (1)	65	62
Total	1,123	1,075

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

9. Provision for Employee Related Expenses (continued)

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

	2009	2008
Number of defined benefit members at 30 June	289	300
	\$'000	\$'000
Total Annual Salaries	\$19,940	\$19,151
Total Accumulation Accounts	(\$851)	(\$702)

Assumptions

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

	2009	2008
<i>Discount rate p.a.</i>		
Gross of Tax	5.60%	6.40%
Net of Tax	4.80%	5.40%
<i>Salary increases p.a.</i>		
2009/2010	5.0%	4.5%
2010/2011 and after	3.5%	4.5%
<i>Crediting interest rate</i>	Equal to discount rate	<i>Equal to discount rate</i>
<i>Return on investments p.a.</i>	7.5%	7.5%
Tax on investment income (adjustment to discount rate)	15%	15%
<i>Tax on employer contributions</i>	15%	15%
<i>Member movements</i>	As per actuarial review at 30 June 2003	As per actuarial review at 30 June 2003

	2009	2008
Assets and Liabilities Recognised	\$'000	\$'000
Present value of defined benefit obligation at end of year	(62,050)	(63,670)
Fair value of plan assets at end of year	51,309	62,323
Net Asset/(Liability) Recognised	(10,741)	(1,347)

	2009	2008
Income/Expense Recognised		
Current service cost	1,097	1,052
Interest cost	3,240	3,032
Expected return on plan assets (2)	(4,535)	(4,899)
Net Actuarial (gains)/losses	12,349	9,925
Net (Income)/Expense Recognised	12,151	9,110

Note (2) The expected return on plan assets is determined by weighting the expected long term return for each asset class by the expected long term allocation of assets to each asset class. Returns are net of investment tax and investment fees.

Reconciliation of Income/Expense Recognised

Gain/(Loss) on movement in State Fire Commission Super Scheme obligation (Disclosed in Statement of Recognised Income and Expense)	(9,394)	(6,397)
Employer Contributions (Defined Benefit) (Disclosed in Employee Related Expenses)	(2,757)	(2,713)
Net Income/(Expense) Recognised	(12,151)	(9,110)



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NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

9. Provision for Employee Related Expenses (continued)

	2009 \$'000	2008 \$'000
Movement in Recognised Liability/(Asset)		
Superannuation Liability/(Asset) at Beginning of Year	1,347	(5,050)
Recognised in Statement of Recognised Income and Expense	9,394	6,397
Superannuation Liability/(Asset) at Year-end	10,741	1,347

Asset allocation

The table below shows the benchmark (target) asset allocation of the Scheme assets as at 30 June 2009.

Strategic Asset Allocation

	Actual Allocation 30 June 2009 %	Scheme Benchmark 2009 %	Scheme Benchmark 2008 %
Australian shares	26%	25%	30%
International shares	22%	21%	25%
Property	16%	16%	15%
Alternative Investments	17%	16%	10%
Fixed Interest (Australian and International)	11%	10%	10%
Cash	8%	12%	10%
Total	100%	100%	100%

	2009 \$'000	2008 \$'000
Reconciliation of the Present Value of the Defined Benefit Obligation		
Present value of defined benefit obligation at start of year	63,669	59,126
Current service cost	1,097	1,052
Interest cost	3,240	3,032
Member contributions and transfers from other funds	267	888
Actuarial (gains)/losses	(90)	880
Benefits and tax paid	(6,134)	(1,309)
Present value of defined benefit obligation at end of year	62,050	63,669

Reconciliation of the Fair Value of Plan Assets

	2009 \$'000	2008 \$'000
Fair value of plan assets at start of year	62,323	64,177
Expected return on plan assets	4,535	4,899
Actuarial gains/(losses)	(11,848)	(9,045)
Employer contributions	2,166	2,713
Member contributions and transfers from other funds	267	888
Benefits and tax paid	(6,134)	(1,309)
Fair value of plan assets at end of year	51,309	62,323

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

9. Provision for Employee Related Expenses (continued)

General plan information

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

Members of the Scheme are entitled to receive lump sum benefits on leaving service due to retirement, death, total and permanent disablement and resignation. An actuarial investigation into the Scheme was performed as at 30 June 2003 by David Quinn-Watson BSc(Hons) FIAA for Financial Synergy Actuarial Pty Ltd. The investigation showed the following figures determined in accordance with AAS 25 Financial Reporting by Superannuation Plans:

	\$'000
Defined Benefits	\$51,977
Accumulation Benefits	\$574
Total Accrued Benefits	\$52,551

The actuary recommended that the Employer contribute at the following rates:

- 14% of salaries, being 11% of salaries towards the defined benefits and 3% of salaries to an accumulation account in each member's name, in accordance with the relevant award(s), plus
- Additional contributions to improve the financial position of the Scheme.

The funding method used to make the contribution recommendation was the "entry age normal method".

The economic assumptions used in the investigation were:

Rate of investment return	7.0% p.a.
Rate of inflationary salary increases	4.0% p.a.

	2009	2008
	\$'000	\$'000
Present value of defined benefit obligation at end of year	62,050	63,670
Fair value of plan assets at end of year	(51,309)	(62,323)
(Surplus)/Deficit in plan	10,741	1,347
Experience adjustments - plan liabilities	(873)	(1,143)
Experience adjustments - plan assets	(11,848)	(9,045)
Actual return on Scheme Assets	(7,313)	(4,146)

Expected Contributions

The expected contributions to the Scheme for the year ending 30 June 2009 are as follows.

	\$'000
Expected employer contributions	\$2,791
Expected member contributions (including deemed member contributions)	\$997

In-house Assets

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

Effect of Curtailments and Settlements

No material curtailments or settlements occurred during the year.

A *curtailment* is an event that significantly reduces the expected years of future service of present employees or reduces the accrual of defined benefits for a significant number of employees for some or all of their future services. A curtailment will occur when there is a significant reduction in the number of employees covered by the plan or where the plan is amended resulting in a reduction of benefits associated with the future service of current employees. Events causing a curtailment may include the termination or suspension of a plan.

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



Financial Report 2008/09

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

10. Financial Instruments Disclosures

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

2008-09

	Weighted Average Interest Rate	Less than 1 month \$'000	1 - 3 months \$'000	3 months to 1 year \$'000	1 - 5 years \$'000	5 + years \$'000	Total \$'000	Market Value \$'000
Financial Assets								
Non-interest bearing		9	1,863	-	-	-	1,872	1,872
Variable interest rate instruments	2.97%	6,875	-	-	-	-	6,875	6,875
		6,884	1,863	-	-	-	8,747	8,747
Financial Liabilities								
Non-interest bearing		4,770	-	-	-	-	4,770	4,770
Fixed Rate Interest Bearing Liabilities	7.06%	-	-	1,830	2,868	-	4,698	4,920
		4,770	-	1,830	2,868	-	9,468	9,690

Comparative figures for 2007-08 are detailed below:

	Weighted Average Interest Rate	Less than 1 month \$'000	1 - 3 months \$'000	3 months to 1 year \$'000	1 - 5 years \$'000	5 + years \$'000	Total \$'000	Market Value \$'000
Financial Assets								
Non-interest bearing		9	1,042	-	-	-	1,051	1,051
Variable interest rate instruments	7.42%	6,838	-	-	-	-	6,838	6,838
		6,846	1,042	-	-	-	7,889	7,889
Financial Liabilities								
Non-interest bearing		5,016	-	-	-	-	5,016	5,016
Fixed Rate Interest Bearing Liabilities	7.08%	-	-	1,500	3,198	-	4,698	4,677
		5,016	-	1,500	3,198	-	9,714	9,693

Financial Risk management

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

Credit Risk

The largest exposure to credit risk to the financial assets of the Commission relates to Trade Debtors. This exposure relates to the risk of financial loss due to debtors failing to discharge their financial obligations. This risk is significantly mitigated by the nature of the Commission's revenue, most revenue is collected by the Commission or other Government agencies as a legislative requirement and has virtually no credit risk. Sales to the public which carry credit risk are a small part of the Commission's revenue and bad debts have been immaterial in the past. The maximum credit risk exposure in relation to Trade Debtors is the carrying amount less the provision for doubtful debts (Notes 1(e), 3). The Commission is not materially exposed to any individual or group. Trading terms for the Commission's Trade Debtors is 30 days.

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.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

10. Financial Instruments Disclosures (Continued)

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 2008-09:

	Carrying Amount \$'000	Interest Rate Risk			
		-1%		+1%	
		Impact on Operating Result \$'000	Impact on Equity \$'000	Impact on Operating Result \$'000	Impact on Equity \$'000
30 June 2009					
Financial Assets					
Cash	6,875	(69)	(69)	69	69
Trade Debtors	1,863	n/a	n/a	n/a	n/a
Total Financial Assets	8,738	(69)	(69)	69	69
Financial Liabilities					
Interest Bearing Liabilities	4,698	47	47	(47)	(47)
Payables	4,770	n/a	n/a	n/a	n/a
Total Financial Liabilities	9,468	47	47	(47)	(47)

Comparative figures for 2007-08 are detailed below:

	Carrying Amount \$'000	Interest Rate Risk			
		-1%		+1%	
		Impact on Operating Result \$'000	Impact on Equity \$'000	Impact on Operating Result \$'000	Impact on Equity \$'000
30 June 2008					
Financial Assets					
Cash	6,838	(68)	(68)	68	68
Trade Debtors	1,042	n/a	n/a	n/a	n/a
Total Financial Assets	7,889	(68)	(68)	68	68
Financial Liabilities					
Interest Bearing Liabilities	4,698	47	47	(47)	(47)
Payables	5,014	n/a	n/a	n/a	n/a
Total Financial Liabilities	9,712	47	47	(47)	(47)

	2009 \$'000	2008 \$'000
Bank Overdraft Facility		
Total Facility (unsecured and subject to an annual review)	3,000	3,000
Unused Facility	3,000	3,000
Credit Card Facility		
Total Facility	400	400
Allocated Facility	283	255
Facility Available	117	145

Loans

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

Security on Borrowings

All borrowings are unsecured.



Financial Report 2008/09

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

11. Contributions from State and Commonwealth Governments

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

Funds provided to the Commission are detailed below:-

	2009 \$'000	2008 \$'000
State Government Contributions		
General Contribution	2,810	2,810
Capital Contribution	500	-
Wildfire Fighting Reimbursements	1,511	2,790
Total	4,821	5,600

Commonwealth Government Contributions

General Contribution	158	139
Helicopter Hire	318	329
Urban Search and Rescue	-	752
EMA (Volunteer Recruitment Program)	35	38
Bushfire Mitigation Programme	62	-
Total	573	1,258

12. Fire Prevention Charges

Income is earned by the Commission's Service Divisions 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:-

	2009 \$'000	2008 \$'000
Sale of Fire Safety Services and Equipment	1,603	1,569
Sale of Alarm Equipment	577	-
Alarm Rental	826	774
Alarm Network Fee	9	-
Avoidable False Alarms	128	89
Commercial Training	1,146	1,039
Inspection Fees - TasFire Equipment	1,040	856
Inspection Fees - Building Safety	151	165
Total	5,480	4,492

13. Sundry Income

Reimbursement by Tasmanian Ambulance Service (1)	188	181
Road Accident Rescue	296	256
Interest Received	166	58
Wildfire Fighting Reimbursements (2)	219	311
Worker's Compensation Refunds	78	87
Reimbursement of Interstate & Overseas deployments	752	-
Communications	99	-
Other	478	587
Total	2,276	1,480

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

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

	2009 \$'000	2008 \$'000
14. Employee Related Expenses		
Salaries, Wages and Allowances	27,141	25,956
Payroll Tax	2,153	2,028
Annual Leave	3,866	3,118
Long Service Leave	1,083	942
Superannuation (1)	3,836	3,589
Total	38,079	35,633
(1) Superannuation Contributions:		
State Fire Commission Superannuation Scheme	2,757	2,713
Retirement Benefits Fund	879	808
Other Funds	86	63
Superannuation related to movement in provisions for Long Service Leave and Annual Leave	114	5
Total Superannuation Expense	3,836	3,589
15. Public Relations, Subscriptions and Consultants		
Advertising	484	512
Functions	44	51
Grants and Donations	36	27
Other	38	48
Professional Fees	493	164
Subscriptions	255	139
Total	1,350	942
16. Operations Expenses		
Communication Expenses	1,351	1,239
Computer Expenses	671	581
Consumables	270	331
Electricity	467	436
Fire Suppression & Control	94	175
Hire of Equipment	73	33
Motor Vehicle Expenses	1,101	1,177
Municipal Rates	346	333
Office Cleaning	149	132
Printing and Stationery	169	167
Travel Expenses	626	312
Wildfire Fighting Equipment Hire	1,342	1,585
Other	229	286
Total	6,889	6,787
17. Protective Clothing and Uniforms		
Protective Clothing	443	351
Uniforms	692	306
Total	1,134	657



Financial Report 2008/09

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

	2009 \$'000	2008 \$'000
18. Financial and Other Expenses		
Audit Fees	40	32
Cost of Goods Sold		
Sale of Fire Safety Services and Equipment	888	841
Sale of Alarm Equipment	550	-
Fringe Benefits Tax	114	102
Local Government Collection Fees	1,138	1,075
Loss on Sale of Assets	102	59
Pensioner Rebates (Municipal)	830	780
Pensioner Rebates (Transport)	457	419
Stock Expenses and Write Offs	9	30
Other	170	30
Total	4,298	3,368
19. Borrowing Costs		
Interest on Bank Overdraft	4	91
Interest on Interest Bearing Liabilities	333	306
Total	337	397
20. Repairs and Maintenance		
Communication Expenses	105	161
Computer Equipment	10	13
Fire Fighting Equipment	97	85
Land and Buildings	520	477
Motor Vehicles	714	668
Office Furniture	16	9
Workshop Equipment	27	40
Total	1,490	1,454
21. Minor Equipment		
Communication Equipment	176	38
Computer Equipment	38	33
Fire Fighting Equipment	423	279
Office Furniture and Related Equipment	147	141
Tasmanian Ambulance Service Communications Equipment (Note 13)	72	76
Workshop Equipment	77	78
Other	18	62
Total	953	706
22. Retained Operating Surpluses		
Accumulated Surplus/(Deficit) at the beginning of the year	67,443	69,486
Net Surplus/(Deficit) for year	2,610	4,354
Other movements in Retained Operating Surpluses reported in the Statement of Recognised Income and Expense	(9,394)	(6,397)
Retained Operating Surpluses at year end	60,659	67,443
23. Reserves		
Asset Revaluation Reserve		
Balance at beginning of year	10,321	4,029
Add/(Less) Net Revaluation Increment/(Decrement)	3,171	6,292
Balance at year end	13,493	10,321

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

	2009 \$'000	2008 \$'000
24. Reconciliation of Total Equity		
Total Equity at the beginning of the year	77,765	73,515
Total changes in equity reported in the Statement of Recognised Income and Expense	(3,613)	4,249
Total Equity at year end	74,152	77,765

25. Remuneration of Commissioners

Under Section 7(3) of the *Fire Service Act 1979*, the Commission comprises seven members. Commission members who are not employed under the *Tasmanian State Service Act 2001* are remunerated on an annual basis and superannuation is also paid in accordance with the superannuation guarantee legislation. All Commission members are reimbursed reasonable out-of-pocket expenses.

Commissioners were paid the following remuneration:

	2009 \$'000	2008 \$'000
Annual Remuneration	30	26
Superannuation	2	2
Total Remuneration	32	28

26. 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 \$40,300 and \$31,850 in 2008.

27. Notes to the Cash Flow Statement

(a) Reconciliation of Cash and Cash Equivalents

For the purpose of the Cash Flow Statement, cash includes cash on hand and at bank.

Cash at the end of the financial year shown in the Cash Flow Statement is reconciled to the related items in the Balance Sheet as follows.

	2009 \$'000	2008 \$'000
Bank Account	1,025	1,538
11am Call Account	5,850	5,300
On hand	9	9
Cash and Cash Equivalents in the Balance Sheet and Cash Flow Statement	6,884	6,846

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

Net Surplus	2,610	4,354
Add (Less) Non-Cash Items:		
Depreciation	4,591	4,803
(Profit)/Loss on disposal of assets	102	59
Net cash used in operating activities before change in assets and liabilities	7,303	9,216
Changes in Assets and Liabilities during the financial period		
(Increase)/Decrease in receivables	(821)	(22)
(Increase)/Decrease in accrued revenue	(224)	385
(Increase)/Decrease in inventory	(1,353)	(50)
(Increase)/Decrease in prepayments	(23)	26
Increase/(Decrease) in payables/accruals	(216)	2,382
Increase/(Decrease) in provisions	1,097	17
Net Cash from Operating activities	5,764	11,954



Financial Report 2008/09

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2009

28. Events After Reporting Date

During the financial year the Departments of Treasury and Finance and Premier and Cabinet entered into negotiations with the United Fire Fighters Union, Tasmanian Branch, and these were finalised in June 2009. As a result of the negotiations, members of the State Fire Commission Superannuation Scheme who retired between 1 July 2005 and 31 July 2009 were entitled to an additional ex-gratia payment in addition to their superannuation benefits. The total amount of ex-gratia payments due under this arrangement was \$832,988. The State Fire Commission agreed to the liability in August 2009.

As the State Fire Commission did not agree to the liability until post 30 June 2009 and the ex-gratia payments were not paid by 30 June, the amount has not been recognised in these accounts. Payment of the ex gratia payments will be made prior to 30 June 2010 and will be recognised in the accounts for that period.

STATE FIRE MANAGEMENT COUNCIL

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

Council Members:

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

Nominees:

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

2008/09 Chairperson's Annual Report

As Chairman of the State Fire Management Council I am pleased to report on the activities of the Council, which met four times in the year ended 30 June 2009.

The major task of the Council this year has been the revision and rewriting of the State Vegetation Fire Management Policy. The Committee has conducted a number of workshops through the year to progress the Policy.

The advice of the Council continues to be sought on matters relating to air quality and fire management this saw the trial of the Coordinated Smoke Management Strategy by the Forest Practises Authority during the 2009 burning season.

The Council is also involved in other vegetation fire related issues such as the impact of the Victorian Royal Commission into the February 7 bushfires and the use of agricultural machinery (especially mowers, slashers and harvesters) on days of total fire bans.



S D Geard,
CHAIRMAN
26 August 2009

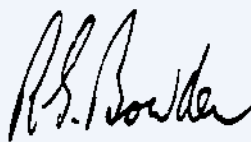
Compliance and Certification - Superannuation

Superannuation Declaration

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



J. B. Gledhill AFSM BSc. FI.Fire E.
CHIEF OFFICER
28th August 2009



R. G. Bowden OAM
COMMISSION MEMBER



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