



VOLUNTEER FIRE
BRIGADES VICTORIA

Annual Report 2012 - 2013

On the role of CFA volunteers and VFBV

On behalf of the Government of Victoria, I thank CFA volunteers and their Association, VFBV, for the contribution you make to the community of Victoria.

CFA's vast volunteer capacity and community-embedded Brigades are fundamental to emergency management in Victoria so it is vitally important that volunteers are effectively engaged in planning and decision making about matters that affect them.

I applaud the work of VFBV, performing a key role in ensuring CFA and Government are aware of matters affecting the welfare and efficiency of volunteers.

The contribution of volunteers in times of emergency, and in preparation for emergency, is well known, but the contribution of volunteers' knowledge and experience through the work of VFBV is also vitally important to maintaining and strengthening emergency volunteering into the future.

Hon Kim Wells MP
Minister for Police and Emergency Services

CFA relies on the skills, dedication and hard work of our tens of thousands of volunteers to deliver the vital emergency services it provides to the people of Victoria.

In order to maintain and strengthen that essential volunteer capacity, CFA works to make good decisions about matters that affect them through good engagement of volunteers in the decision making process.

I consider VFBV to be a key partner to CFA and a great asset in maintaining and strengthening the vital volunteer resource for Victoria.

Beyond VFBV's formal legislated role to support CFA and Government consultation with volunteers, VFBV networks and forums provide a valuable conduit for ideas, advice and practical solutions.

Claire Higgins
A/Chair, CFA

Volunteers are at the core of Victoria's emergency management capability. They represent large scale response, professional capability and community leadership in every corner of the state.

VFBV is their effective connection with the state's decision makers, providing the experienced advice and frontline knowhow that help to make strategic decisions into local implementation and successes.

Since my appointment to the position of Fire Services Commissioner, I have greatly appreciated the professional approach of VFBV and the willingness of their representatives and volunteers across the state to work at every level to strengthen the effectiveness of the fire and emergency services sector for the benefit of all Victorian communities.

Craig Lapsley PSM
Fire Services Commissioner

CFA's great strength is our people, not just on the fireground but in leadership, command and management roles, and local knowledge networks.

Empowering and supporting CFA members and local level decision making is one of my fundamental aims, and activating CFA's statewide volunteer leadership and knowledge network is essential to achieving this aim.

VFBV's extensive volunteer networks and representative processes are at the core of CFA's ability to effectively involve volunteers.

I deeply value CFA's relationship and partnership with VFBV and its ability to offer effective two way engagement, collaboration, consultation or sharing with volunteers as appropriate for each issue as it arises.

Euan Ferguson AFSM
Chief Officer, CFA

Volunteer Fire Brigades Victoria Inc.

Reg No. A0043424H

ABN 110 830 80403

Advancing the interests of all Victorian fire brigade volunteers.

Annual Report

For the year ended 30 June 2013

9/24 Lakeside Drive
Burwood East Vic 3151

P O Box 453
Mt Waverley Vic 3149

Tel: 03 9886 1141
Fax: 03 9886 1618

Email: vfbv@vfbv.com.au
Website: www.vfbv.com.au

Facebook: <https://www.facebook.com/cfavol>
Twitter: <https://twitter.com/vfbv>

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President's Report



This year, VFBV has more firmly established itself as a successful representative of Victoria's CFA volunteers and a working partner in the emergency management sector.

Affiliations have hit another high, with 89% of Brigades and Groups affiliated, and

our workload of issues, from the strategic level to those affecting just one or two volunteers, is greater than ever.

That workload comes with a greater relevance for VFBV, as perceived by volunteers, CFA, Government and the public.

More and more throughout the year, key decision makers including the Minister for Police and Emergency Services, the CFA board, the Fire Services Commissioner and others actively seek out the views of VFBV.

Our ongoing campaign for presumptive legislation – the firefighters' cancer law – is not only designed to bring enormous relief for the few volunteers who suffer work-related cancer, it is a sign that volunteers will not be left out of any issue that affects them, and a process that keeps volunteers in the thoughts of the State's decision makers.

VFBV's public profile through work on summer fire safety and numerous other issues have also contributed not only to those issues but to our standing in the eyes of Victorians, showing them CFA volunteers as essential partners in the emergency services and contributors to the state's future, not just the providers of today's emergency response.

Our hard work this year has strengthened our committees

and the work we are doing at Joint Board level with CFA, and the CFA Board is paying direct attention to issues being worked on through our state level committee and joint VFBV/CFA committee structure, as well as our VFBV CFA Consultative Committee. That formalised structure and CFA Board and Management involvement in the issues gives volunteer advice and concerns a line of sight to CFA's decision makers.

This year's work has brought us successes, including the increased number of Brigades applying for VESEP grants, the arrival of the Volunteer Support Program and its first staff dedicated to providing practical support to Brigades, the continued success of the VFBV Darley Volunteer Leadership Scholarship program which now includes volunteers from other emergency agencies, and our new mini-forums conducted at locations around the state to give volunteers everywhere the chance to talk face to face with the Chief Officer, senior CFA staff and VFBV officials.

VFBV's workload continues, with experienced volunteer representatives working on high level issues affecting volunteers, such as; the State Government's White Paper on the future of the Emergency Services, the practical aspects of the Volunteer Support Program, CFA's proposals for restructured regions and service delivery, and the further development of volunteer representation at the national level. Of course, CFA volunteers that we are, we are also working on the practical issues that affect every volunteer every day, including paggers, trucks, boots and training.

It has been another big year, and I would like to thank everyone involved, VFBV delegates at all levels and every individual volunteer who contributed to VFBV.

I have been honoured to be chosen this year as inaugural Vice President of the new national body, the Council of Australian Volunteer Fire Associations (CAVFA), made up

of delegates from 11 volunteer fire brigade associations around the nation and representing a quarter of a million emergency volunteers. CAVFA concentrates on national issues, and is keen to ensure that volunteer firefighting remains a viable and attractive volunteering choice into the future.

Special recognition this year has gone to three CFA volunteers and two CFA staff members awarded the AFSM, 45 volunteers who have been awarded the VFBV Gold Star for 30 years' service, and three who have been granted VFBV Life Membership. I congratulate them all on these well-earned honours.

To retiring State Councillor Colin Squires and Board Members David Ackland and Frank Zeigler, I say thank you for your contribution on behalf of all volunteers.

I would also like to thank our CEO Andrew Ford for his vision and hard work, and the VFBV staff, most of whom are also CFA volunteers, for their passionate and positive approach to issues and to serving the needs of volunteers.

Hans van Hamond AFSM
President

CEO's Report



Over the past few years I have asked VFBV Board and State Council to reflect on a series of questions that are at the core of the way I believe VFBV needs to be operating if we are to be respected and influential leaders in shaping the future for CFA volunteers.

The questions are about how we stay in touch with volunteers; the ways we operate to achieve results; the ways we stay informed and inform others; the networks and relationships we build to influence on behalf of volunteers; how we are adding value; and how we proactively lead and shape our future.

Throughout 2012/13 this kind of thinking and a lot of hard work have focussed our efforts, strengthened our processes, built our profile and increased our influence on behalf of CFA volunteers. I am extremely proud to be part of VFBV and indebted to the hard work of our Board, staff team and VFBV delegates at State, District and Brigade level. The small VFBV staff team and delegates at all levels do an enormous amount of work, often behind the scenes, to ensure volunteers are strongly represented and issues of interest to volunteers are addressed.

It is very encouraging to experience the continuously increasing engagement of Brigades and individual volunteers with VFBV forums and processes. While many other member based organisations struggle to keep members engaged, the number of Brigades choosing to be financial members of VFBV is at record levels. The number of volunteers participating in our various discussion forums is growing and the level of interest and respect shown by key decision makers is an active demonstration that VFBV is considered to be a key player in shaping the future of volunteer based emergency management in Victoria.

In 2012/13, more than 90% of CFA brigades are financially affiliated with VFBV and this number looks like increasing in 2013/14. Well done and thank you to all Brigades and Groups who engage with and support the work of VFBV.

It is difficult to capture the past 12 months in a snapshot but hopefully this Annual Report provides a meaningful overview of the breadth and depth of work undertaken. For every major issue in this report there are dozens more localised issues that have been dealt with or supported. The big issues might shape the future but the day to day issues are often the most important to that volunteer or Brigade at the time. And for every issue that can be described here there is also an equal amount of less visible work put into influencing, shaping and at times seeking to correct the overall culture and approach of CFA and others in the emergency sector.

There is little doubt that the emergency sector in Victoria and across Australia is changing, Public expectations, accountability, service delivery challenges and the number of players now working in a more joined up approach are driving significant change to the environment in which CFA members work. This change will continue. VFBV is positioned well to play a key role in shaping the future and a vital role in provision of practical advice about what works on the ground, what has or has not worked in past and what needs to be factored in to make sure things keep working into the future.

VFBV is the most effective mechanism to capture the real time input of volunteers on the ground and cascade this input to state level representation. The CFA Act formally recognises VFBV's role in this regard and we have worked hard to be more effective in performing this role. We are also working hard to improve the recognition from government, CFA and other key decision makers about the opportunity and asset that VFBV provides. We want CFA and government to realise the volunteer voice is not just a noise at the door but a vital asset and path to mobilising

the experience of CFA volunteers to help tackle the challenges CFA and emergency management in Victoria face today and tomorrow.

When volunteers are having a say on matters that affect us, it is a sign that volunteer leadership and passion are alive and well. In other words, engaging with volunteers should not be seen as a burden. Engaged and empowered volunteers are tomorrow's volunteers. Engaging and empowering volunteers must become a core mindset of everyone in Victoria's emergency management sector. I think this message is slowly getting through and I am hopeful that this becomes the experience of all CFA volunteers at Brigade level across Victoria.

Once again I would like to thank our Board Members, State Councillors, District Councils, Brigade Delegates and the members of our working groups, consultative committees, Joint Committees and Championship Committees, as well as every individual volunteer who has contributed their knowledge, experience and front line knowhow this year.

Andrew Ford
Chief Executive Officer

A Snapshot Of 2012/13

VFBV's stronger profile as the voice of CFA volunteers has been evident this year, earned by the hard work and issues campaigning of recent years and supported by continually improving our processes, profile and relationships from Brigade to state level.

We have had a greater presence in the minds of the decision makers, with the State Government, CFA Board, Fire Services Commissioner and others coming to VFBV for advice and the active involvement of volunteers through VFBV surveys, working groups, field trials and feedback. The Minister met with VFBV soon after his appointment and the association worked with the Fire Services Commissioner as he established his organisation and took a number of important policies through consultation.

The inclusion of the CFA Volunteer Charter's principles in the CFA Act last year has added to our standing at an official level, and our media profile has helped keep volunteers in the minds of decision makers and the public.

At the same time, VFBV has been strengthening the connections that run from volunteers and Brigades across Victoria through to VFBV's streamlined structure of state level committees linking to CFA's senior management and Board. The introduction of our Field Officers has increased our capacity to work closely at Brigade and District Council level, the activity level of all VFBV delegates has strengthened the association's connections in the Districts, and our volunteer forums and the VFBV Volunteer Welfare and Efficiency Survey have made a direct connection between the issues, advice and concerns of individual volunteers and the actions and policies of VFBV and CFA. The VFBV Darley Leadership Scholarship Program continued, adding SES volunteers to its participants, and the earlier graduates have become a leadership resource,

providing input to various VFBV projects and some of the presenters for the course itself.

During the year, VFBV has represented volunteer views on a range of big issues such as; presumptive cancer legislation, the practical implementation of the Jones Inquiry's recommendations, the volunteers' concerns with CFA's new pagers, and the need for recognition of the contribution of volunteers in the Fire Services Property Levy.

Structural changes to the emergency management sector have been gaining pace and VFBV has been playing its part with detailed submissions to the State Government's Green Paper consultation and the resulting White Paper plan, which proposes new Emergency Management sector arrangements for Victoria that will lead to a more joined up, co-ordinated and networked approach to emergency management, including a volunteer consultative committee called the Volunteer Consultative Forum to give volunteers direct input into the reform process. VFBV has been pressing for this kind of direct volunteer advice to the Minister for some years and believes the many detail decisions that flow from the White Paper must be built on the advice and approval of the people at the front line who have to make it all work.

There have been important changes within CFA, with VFBV responding to reports of budget cuts by securing commitments from CFA and the State Government that there would be no cut to support to volunteers, training or service delivery, and the association taking part and in some cases driving the expansion of volunteer consultation as CFA proposed significant changes to the way training and operations are run in Regions under its Creating Our Future Together strategy.

The year-round nature of CFA volunteering asserted

itself, with crews responding to flooding in Gippsland in mid-Winter and volunteers from District 13 conducting working bees to restore fences on farms hit by earlier flooding in the Goulburn Valley, then warnings of our first real fire season since the grim days of 2009 proved accurate, with a burst of extremely hot weather throughout the state in late December and early January, and major fires continuing through to late March, with a spike in mid-February.

The summer of 2012/13 developed into a very busy season, with a burst of major fires beginning in early February and going all the way to April. They included;

- the Aberfeldy Donnelly's fire burning 75,000 ha over 42 days,
- the 36,000 ha Harrietville Feathertop fire in District 23,
- the 13 day Grampians-Victoria Valley blaze that burned 36,000ha,
- District 14's largest wildfire in 30 years that burned 2,000 ha between Kal Kallo and the northern suburbs of Melbourne,
- the 12,000 ha Nelson fire in District 4, and
- a fire at Dereel in District 7 that burned 1,200 ha in late March.

Volunteer numbers have remained healthy for the year, with a total of 55,417; 44,180 male and 11,237 female, at 30 June 2013. That represents a small increase in overall numbers and in percentages of female and non-operational volunteers and, later in the year, 13 CFA volunteers newly qualified as Level 3 Incident Controllers, under the rigorous new multi-agency selection and accreditation process developed under the IMT Training Project.

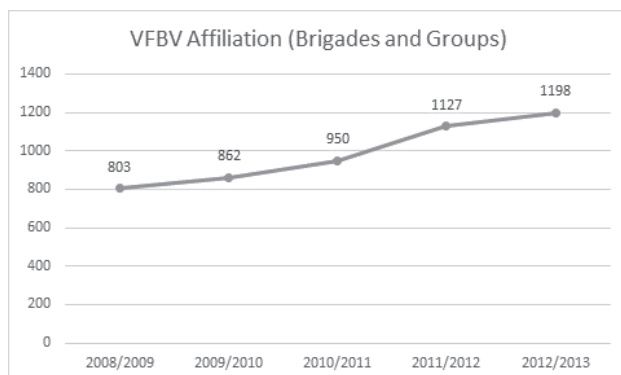
Brigade involvement growing

This year brought growing involvement of Brigades in the many strategic and day to day issues on which VFBV represents them, and Brigades have responded to VFBV's greater involvement in the issues and the greater opportunity for volunteers to get involved, by affiliating with the association in record numbers.

Eighty-nine percent of Brigades and Groups are now affiliated.

Districts 13 and 14 had 100% brigade affiliation. Districts 6, 9, 23 and 24 have over 97% brigade affiliation. Most Districts were around the 90% mark for brigade affiliation, the result of a steady rise since VFBV was formed.

The rise is being attributed to hard work and good face to face representation by District Councils, the growing opportunities for volunteers to have a positive effect on issues that affect them, and the benefit of eligibility for the VFBV Volunteer Welfare Fund that goes with affiliation.



Volunteer Welfare Fund centenary

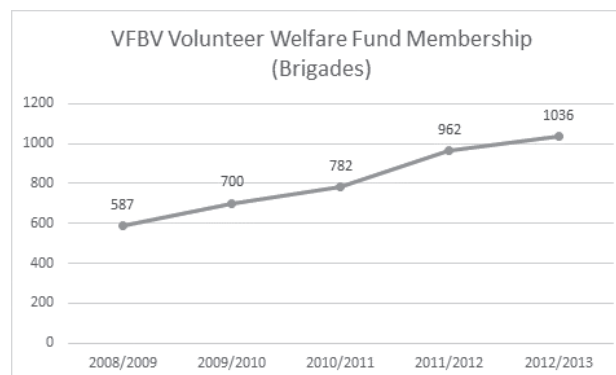
The VFBV Volunteer Welfare Fund is now 100 years old and in good health itself, with steadily growing membership over the past four years, from 587 to 1,036 Brigades.

The Fund has helped more than 1,000 volunteers in need and distributed more than a million dollars since it was set up as the Victorian Country Fire Brigades Relief Fund a century ago.

In 2012/13, the Fund distributed \$104,000 to 37 volunteers in financial difficulty, with an average support amount of \$2,800. Most CFA Brigades subscribe; 1,022 of them in 2012/13.

The fund was set up in 1913 with 200 pounds from the urban fire brigades association and the Country Fire Brigades Board, along with subscriptions from urban Brigades.

It took a significant step in 2008, expanding its offer of coverage to all Brigades, as the urban and rural associations formed VFBV and the State Government added \$2 million to the Fund's investments.



The Welfare Fund is run under Australian Tax Office rules, independently audited, uses only State Government approved investments, and the welfare grant and investment decisions are made by a committee of long serving CFA volunteers. VFBV covers the operating costs, so any money the Fund receives is used entirely to help volunteers in need.



Protecting and Supporting Our Members

VFBV's work has covered a wide range of issues affecting volunteers' health, safety, roles, sources of funding and support, as well as the myriad day to day issues that directly affect a Brigade's ability to protect its community.

Pagers

Proposed new emergency services pagers presented practical issues and VFBV signalled likely concerns after an appalling consultation process and real concern that the selected pager was not up to scratch.

The first trial ended in September with volunteers reporting significant usability issues, particularly with the font size and message format. Many volunteers were ready to reject the new pager outright.

When initial improvements were made, VFBV pressed hard to have the second trial expanded from 25 pagers to several hundred, to ensure proper testing and build volunteer confidence in the units.

The year ended with the new pagers being implemented by CFA despite reservations by VFBV and volunteers. There is an agreement that the pagers will be subject to an ongoing improvement process through a reference panel involving CFA, ESTA, SES and VFBV, and a number of commitments made by CFA and ESTA will be subject to VFBV's attention in the coming year.



Tankers

Volunteers played an important role in the assessment of new tankers, with VFBV successfully proposing improvements to the medium tanker, monitoring early work on new ultra-light and sand tankers, and going to the Chief Officer with concerns about the proposed Heavy Tanker's pump-and-roll limitations and lack of a rear deck.

At year end, volunteer delegates continue to raise concerns about the need for a rear deck on the heavy tanker, and have written to the Chief Officer with objections to a gearbox change that limits its pump-and-roll speed to 10 kph, which may present problems when fighting grass fires.

Volunteers initiated significant improvements to the new medium tanker (pictured left), with the Chief Officer agreeing to all 15 of VFBV's requests. The process went a long way to meet VFBV's request for wider consultation with frontline volunteers on new equipment; prototypes had been inspected by 112 Brigades, bringing 330 written responses.

Volunteers are involved in evaluating a prototype heavy tanker equipped to automatically deflate/inflate its tyres for sandy conditions, and a joint trial of six new light tankers and slip-ons is under way with the Department of Environment and Primary Industries.

Crew Protection retrofit

All 844 tankers identified for retrofitting with crew protection sprays were completed during the year, so the entire tanker fleet now has sprays and safety curtains, successfully completing what began as quite an ambitious project.

CFA is now looking at the possibility of extending the program to other vehicles and VFBV, through the Joint Committee, is pursuing the issue.

Scanners/Listening sets

VFBV first raised the issue in 2010 when our Scanner and Listening Set Stocktake showed Brigades and volunteers are using thousands of the devices that will become obsolete as CFA radio communications go digital.

VFBV delegates on the Joint Communications & Technology Committee report CFA is looking at making radio traffic available via the internet and researching suitable radio scanners. Volunteer delegates are continuing to press for a digital scanner solution to be ready as the Regional Radio Dispatch Project (RRDS) rollout begins.

Proposed uniforms

VFBV continues to advocate for fair and equitable access to field apparel and/or uniforms for volunteers who wish to wear it, and discussion continues with the CFA Chief Officer on determining allocation rules and adequate ongoing funding.

Discussions include; options for existing and future formal uniforms, introduction of Field or Day Wear, eligibility criteria, core entitlements, optional items, distribution and ordering processes, and common CFA badging.

Mobile Training Props

Three Mobile Training Props are undergoing field trials around the state through 2013, assessing the suitability of this first-of-its-kind style of training prop, the number required and other possible versions.

The gas-fired props provide practical training for car fire, domestic and light industrial fires. VFBV pushed hard to ensure the props were designed to be coordinated and operated by volunteers for volunteers, and volunteers are being trained and endorsed as instructors. Early feedback indicates the Mobile Training Props (pictured page 7) are well received by volunteers.





Roadside fundraising

After representations from VFBV, the CFA Board approved a policy allowing roadside collections by Brigades early in 2013. For some time roadside collections have been banned due to a perceived safety issue, despite a significant increase in other emergency service agencies conducting collections and the needs of Brigades that have few other fundraising options.

CFA is developing an approved procedure based on Brigades and District offices agreeing on suitable intersections based on local knowledge.

Sirens pilot project

VFBV represented volunteers with input from Brigades involved in the Fire Services Commissioner's Community Alert Sirens Pilot Project during the year.

The project tested the practical aspects of the State's new Use of Sirens for Brigade and Community Alerting policy with a trial in 36 communities.

Having successfully argued for the retention of the use of sirens for member alert, VFBV saw the policy as a sensible approach to what had been a controversial issue.

Overweight truck solution

Potentially overweight trucks were causing problems, with some Brigades having trouble with interpreting weighbridge results, contradictory information and resolving perceived problems.

VFBV representations helped bring a solution, with CFA allowing Brigades to ask their District Mechanical Officer (DMO) to weigh their vehicle to official VicRoads standards, with weights consistently recorded across the state. DMOs now also routinely weigh vehicles that pass through their workshops, allowing proactive measures to be taken with any that are overweight.

CFA Honours and Awards

A working collaboration between CFA and VFBV issued the much anticipated CFA Honours and Awards poster and guide to Brigades early in 2013.

The new suite of Honours and Awards brings clear criteria for awarding Bravery and Valour, Distinguished Service, Long Service and Notable Awards.

Summer Season issues

After volunteer concerns with Pre-Season briefings and Post Season debriefing the 2012/13 summer, VFBV successfully worked with CFA to bring about an agreement to introduce a comprehensive, centralised system open to all members throughout the season.

VFBV had pointed out that many volunteers had lost confidence in post season reviews after missing the chance to take part and seeing important issues unresolved, a situation that limited the credibility of reform programs relying on the debriefing process.

CFA agreed to implement a system designed to capture, track and report on progress against items raised throughout the season, instead of waiting for end-of-season reviews. The system includes local referral to resolve problems at the lowest appropriate level.

Presumptive Legislation

VFBV has put concerted effort into the campaign for presumptive legislation – the firefighters' cancer law – and made progress, but the year ended with Victoria still lagging behind other governments.

On the positive side; District delegates have been approaching local MPs for their support, VFBV has met with successive State Ministers, the Greens have introduced proposed legislation into Parliament and Labor has given in-principle support.



Pictured (right): Former CFA Chief Officer Brian Potter, a great supporter of the campaign for presumptive legislation, with VFBV Chief Executive Officer Andrew Ford.

However, the legislation has encountered constitutional questions in Parliament and the Coalition Government has not committed to supporting it, saying it awaits new Monash University research, even though the researchers say sufficient evidence already shows "that work as a firefighter is associated with an increased risk of several types of cancer" and waiting for more research "will lead to unacceptable delays".

In comparison, the Australian Government already has presumptive legislation and the WA, SA and Tasmanian Governments are all working towards legislation.

VESEP

VFBV's direct support to Brigades and Groups applying for Volunteer Emergency Services Equipment Program (VESEP) grants helped greatly increase the number and quality of applications in the 2013 funding round.

With a VFBV Project Officer providing advice and assistance, VFBV provided Brigades with an application help pack, a sample business plan and a series of case studies that showed how successful applications had been prepared in previous years.

With those documents available on the VFBV website, and

many Brigades gaining valuable experience, the work will pay off for years to come, in applications for grants and sponsorship of all kinds.

CFA Operational Training Strategy

In July 2013, CFA is set to release its new operational training strategy, marking a turning point from consultation to putting the new five year strategy into action, and VFBV is urging Brigades to make use of the improvements the strategy offers.

VFBV has provided key input, and volunteers have been the driving force behind the call to reform CFA operational training, in an ongoing discussion that includes the Bushfires Royal Commission and the Jones Inquiry. VFBV has pressed for better access, for Brigades to be re-empowered to manage their training and for training to be practical and relevant.

Parts of the strategy are already in action, with new fixed and mobile training infrastructure, the minimum skills review and development of an operational skills map.

Consultation revealed many Brigades felt they had insufficient contact with their Operations Officer on training, and volunteers wanted leadership training, accessible materials and the breaking down of course modules.

Fire Services Property Levy

With the new property levy to fund the emergency services due to begin in 2013/14, VFBV raised a number of issues in submissions to the State Government.

VFBV said; the levy must be sufficient to fund the fire services, it should provide incentive for property owners to reduce risk, there should be a concession for emergency volunteers, all funds should go to the fire services and the levy should provide stability of funding. VFBV questioned the different rates in CFA and MFB areas, saying all Victorians should equally share the cost of protecting critical infrastructure such as electricity, defence, water and telecommunication infrastructure.

The levy raised important questions about CFA's finances, in particular the long term sustainability of CFA's truck fleet. VFBV continues to press CFA to work with the State

Government to commit to longer term funding that will give confidence and the ability to plan further ahead.

Ash Wednesday 30th anniversary

In February, VFBV joined the community, CFA and the Governor of Victoria at the Ash Wednesday 30th Anniversary Remembrance Service.

While a new generation of volunteers has arisen since then, VFBV is well aware of the strong meaning the day holds for many of us, especially those who fought those fires or volunteered because of them, and urges all volunteers to make the most of the family support that comes with being a member of a Brigade.

CFA budget cuts

Having secured a written commitment from the Deputy Premier and CFA that front line services and support for volunteers will not be affected, VFBV continued to monitor the State Government's \$41 million budget cuts to CFA.

VFBV worked with CFA to resolve perceived impacts on front line services; ranging from non-issue of updated map books to ICCs, cutbacks in BASO availability and limits on training course spaces. VFBV continues to monitor feedback from volunteers in the field, and report any cuts that impact upon Brigades or volunteer support to the CFA CEO, CFA Board and the Minister.

Emergency Medical Response (EMR)

Originally launched in 2008 as a one year pilot involving 10 Brigades co-responding with Ambulance Victoria to all life threatening 'priority 0' calls, the pilot finally concluded in July 2012.

CFA and Ambulance Victoria are evaluating results and VFBV looks forward to being involved in discussions of a possible rollout. Early indications show a resounding success, with heart attack and cardiac arrest patients having a 50% greater chance of survival. The good outcomes are attributed to fire crews typically arriving before the ambulance and providing additional manpower for protracted CPR.

The five volunteer Brigades have piloted EMR successfully since 2008. While the pilot at integrated locations produced mixed results for volunteers and service

delivery, VFBV is pressing CFA to ensure a holistic approach to the provision of EMR at integrated locations in future, and ensure it meets its obligations to volunteers under the Act and Charter.

The 10 brigades will continue to provide EMR during the evaluation.

Addressing Practical Issues

Volunteer input has had a positive effect on a wide range of practical issues during the year, including;

- **Helmet Torches** – working with CFA to survey Brigades on the best way to deliver and fit helmet brackets and torches
- **Cool Weather Gear** – working through the State PPC/E Consultative Committee to trial options for cool weather gear
- **BA Competency proposal** – a District 8 Council initiated proposal for multi-staged endorsement, allowing a wider range of breathing apparatus uses and a more convenient path to the full qualification.
- **Wire Barriers** – calling for statewide standards including emergency access gaps along highways
- **40 Kph Speed Limit** – reopening discussions on a lower limit for traffic passing stationary emergency vehicles
- **Solar Panel Signage** – raising safety issues with Energy Safe Victoria when Brigades reported that signage on some buildings is inadequate, deteriorating or simply not there
- **Discipline support** – ensuring members have full access to information and proper processes are followed
- **Chasing up answers** – day to day support to Brigades and volunteers



Shaping The Future

Jones Inquiry Implementation

VFBV was instrumental in activating the Government to undertake the Jones Inquiry and has worked hard on ensuring the Inquiry recommendations led to practical benefits.

The Inquiry made a number of recommendations aimed at improving CFA's arrangements relating to the recruitment, training, deployment, utilisation and support of CFA volunteers. VFBV worked with CFA on the implementation action plan and while there was some frustration about the planning phase taking quite some time, a large number of significant actions were identified, including quarterly progress report to the Minister, and the plan was published in November.

During the second half of 2012/13, CFA issued its first few progress reports, it is early days yet and there are only a few achievements on the ground, but VFBV's involvement continues, including successfully pressing for more checking in the field to ensure that reported results are actually happening on the ground.

The Role of the Group

With much work done on renewing the Role of the Group, VFBV has been pressing CFA to implement the review findings.

The review looks to strengthen the role of Groups in local command and control, complementing the Chief Officer's focus on Mission Command and decision making at the lowest appropriate level.

The review is looking into the Group's role in preparedness, prevention, training, recovery and the contribution it can make to building and utilising volunteer capacity.

The Working Party has drafted a framework for local command and control and made recommendations



on the role of the Group in incidents, planning and preparedness, response, and supporting local command and control.

Brigade & Membership Classification

This long running project has been extended into the new year and VFBV has continued to make CFA aware of volunteers' concerns that the project is running well behind its original schedule, planned for completion in 2009.

The project proposes to classify Brigades into five risk categories, the initial proposal of four member classifications has been reduced to two, Brigade Member and Junior Member, and the project proposes to introduce flexible Brigade Management Team models to suit Brigade and community needs.

Whilst keen for CFA to press on, VFBV continues to advocate for the project to deliver tangible benefits and support to Brigades, whilst retaining the flexibility, and ability to scale arrangements as required, to ensure it suits all Brigades.

Incident Management Team Training Project

CFA is progressing the IMTT Project on behalf of the Emergency Sector with work continuing on 14 common IMT training packages to be adopted sector wide, with standardised training, assessments, qualifications and endorsements for staff and volunteers of all agencies.

A number of pilot courses have been conducted, including one for Warnings and Advice Officers, and VFBV obtained assurances that all future pilots will be conducted in both weekday and weekend formats to permit volunteer participation and feedback.

VFBV also raised volunteer suitability issues with the Skills Maintenance / Accreditation requirements and identified fuel reduction burning as a good exercising and scenario testing opportunity. A Sector Commander pilot led to some remodelling, with plans to conduct another course later in 2013. The IMTTP is developing incident management role specifications and accompanying common training, assessment and endorsement processes that will cover all field command and incident management roles from Sector Commander to Incident Controller 3.

Supporting Effective Integration

VFBV's Integrated Brigades State Reference Panel this year progressed the groundwork for a Code of Best Practice – Integration and the building of effective network of support for Brigades going through integration.

The work has grown out of VFBV's Integrated Brigades Forum, which this year brought together senior CFA staff, VFBV officials and representatives of 21 Brigades to look at case studies, challenges and successes, future models of integration and issues surrounding training, leadership, the role of volunteers and recruitment.

A joint working party has begun work, with stakeholder engagement and workshops planned for 2013/14 and future integration forums planned to link in with existing events.

Volunteer Support Program

After a disappointing slow start CFA's Volunteer Support Program has now entered the discovery phase with the recruiting of 22 personnel. VFBV is pushing for the original commitment to be honoured.

The four year, \$15 million program is working on projects in volunteer development, sustainability and support. VFBV is urging Brigades to engage with the Project Officers to ensure the project best meets the support needs of volunteers.

The Volunteer Support Program is part of a State Government Volunteerism Investment Package (\$44.5m). From this, projects such as the mobile training props (elsewhere in this report) began field trials, and VFBV delegates were on the working group behind the Exit Survey Pilot, which is testing interview tools designed to help CFA to understand why people leave the organisation.

Fiskville Health Concerns

Health concerns connected to the Fiskville Training Ground and water quality at the facility received much public attention during the year.

Along with proper safety, VFBV saw member confidence as important and kept volunteers informed via its website and District Councils. VFBV continued to press CFA for independent testing and members to be kept informed.

While CFA began using mains water at Fiskville, we pressed for CFA to involve WorkSafe, EPA, VFBV and independent expertise in a longer term solution. CFA agreed, and implemented independent and

transparent reporting with water test results published fortnightly on the CFA website, and a detailed action and remediation plan for the site, as well as a robust safety investigation at all other field training grounds/campuses.

Planned Burning



A VFBV/CFA joint study has begun looking into Brigades' planned burning activities, their willingness and capacity to undertake burning and the barriers they face. It began with a survey examining the experiences and attitudes of those that are involved in planned burning and discussion with others about what is required to encourage and increase volunteer involvement.

Early indications have confirmed that volunteers strongly believe planned burning matched to priority risk factors in their local area is essential for the protection of their communities, and an excellent training and skills maintenance activity. The study has also confirmed that Brigades have been discouraged by complicated regulations, permit conditions, public

attitudes and the time required for patrolling and preparation.

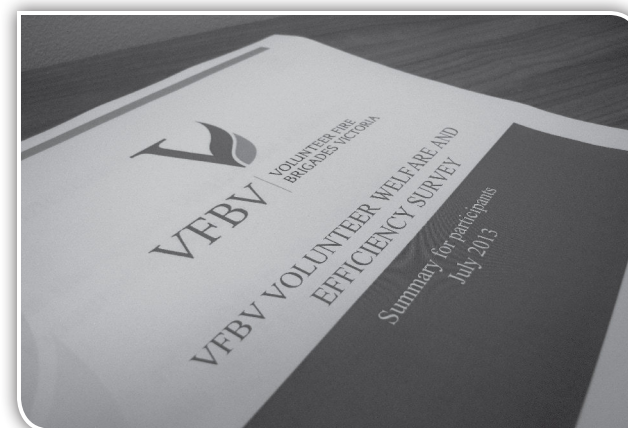
Encouragingly, volunteers also pointed to practical changes that could reduce those barriers and suggestions on how to increase the amount of burning they conduct. The study will inform the State Government and CFA's Vegetation Management Program and will continue into the new year.

Volunteer Welfare & Efficiency Survey

Now in its second year, the VFBV survey has received a good response with VFBV and CFA looking at the results to work at state and Region level to make changes where volunteers' feedback suggested there is need for improvement in CFA's approach.

With more than 1,450 respondents – an 80% increase on the first year's total – this year's survey attracted responses from a greater percentage of women, younger volunteers and newer volunteers.

Comparing volunteers' opinions on what is important to them and how well those issues are handled by CFA, the second Survey confirmed the findings of the first on most issues.



It found 80% of volunteers are satisfied with their role, but only 58% are satisfied with the way CFA treats them. Many were happy with things at brigade level, but felt CFA's performance weaknesses were in consultation at the corporate level, training, workforce arrangements, leadership training and people management.

This year's second survey has allowed a change in the focus towards working with CFA on attending to the issues and trends that have been identified, and VFBV will continue the process with a third survey in 2014.

VFBV Darley Volunteer Leadership Scholarships

The VFBV scholarship program has progressed, with 17 graduates from its second course, 28 participants beginning the third, and the introduction of SES volunteers.

The course focuses on core leadership, developing skills that will benefit the participants' volunteering,



Pictured: CFA volunteer and VFBV leadership graduate Kymberley Purchase with Darley Managing Director Henry Plumtre (left) and VFBV President Hans van Hamond AFSM

their careers and their communities through service in coming years to other organisations that are the solid structure behind community resilience.

The courses are now presented at multiple locations to make them more accessible, and classes began at Horsham and Bendigo, then South Morang and Traralgon in 2013.

Graduates receive the nationally recognised Certificate 4 in Frontline Management in a course tailored to the needs of emergency service volunteers and intended to benefit their careers and communities as well as their volunteering.

Valuing Volunteers Program

The Department of Justice funded Valuing Volunteers Program included work on a number of projects.

VFBV's work to improve communications and strengthen volunteer information flows and local partnerships took local media activities to Brigade level, built effective email trees for a number of District Councils and put those local networks to better use alongside VFBV's growing list of individual subscribers.

The development and launch of the Volunteer Welfare & Efficiency Survey built VFBV's network of local contacts among volunteers, community leaders and the media, and information support to the VESEP Grant Scheme not only helped Brigades to apply, but built tools that will be useful for years to come.

Work also continued on:

- guidelines for local projects and events under the Firefighter Local Partnerships project
- support to District Councils building local partnerships and the promotion of volunteers' professionalism and contribution, under the Volunteer Recognition Project

- the pilot of video conferencing, for use with that with District Councils and committees, and
- the History of the Volunteer Associations.

VFBV constitutional changes

Proposed changes to the VFBV constitution were published for feedback ahead of a vote at the Annual General Meeting scheduled for September 2013.

The changes would remove urban and rural brigade distinctions from the constitution, as CFA moves to a system of risk-based Brigade classifications more relevant to modern community needs. The proposals would affect the VFBV Board, State Council Executive, urban and rural subcommittees and the offices of President, Vice President, Vice President Urban and Vice President Rural.

The constitutional change is also part of the process that began when the old urban and rural associations joined to form VFBV.

Spectrum Bandwidth

VFBV pressed unsuccessfully for a larger allocation of national broadband communications spectrum bandwidth for emergency services use during major incidents.

The Federal Government plans to set aside 10 MHz of bandwidth for data – typically pictures and other operational intelligence – but VFBV understands that Victorian agencies had requested twice that figure and is concerned that 10 Mhz will not be enough for emergencies or the demands of future technological advances.

2013 VFBV State Championships

More than 3,000 competitors and over 250 teams made for spectacular entertainment at this year's State Championships.

Warrnambool had a big year, with the 150th anniversary of the Brigade and the return of the Urban Senior and Junior State Championships. Kangaroo Flat and WA team Bassendean made it a big finish in the Seniors competition, with a win to Kangaroo Flat that came down to the final of the last event of the weekend.

At the VFBV Rural State Championships Napoleons-Enfield put themselves into the record books, becoming the first Brigade to ever win both the senior and junior championships in the same year. The rural championships took junior and senior teams to familiar ground, with Werribee hosting the two days of competition, as they did in 2011, putting on a great show for 2,000 spectators. Notching up another first, we also welcomed Hino Motor Sales Australia as this year's major sponsor. Representatives from Hino flew down from Sydney in order to attend the event, and participated in a formal handover ceremony,

handing the keys over to the 1000th Hino that has been manufactured for CFA to Chief Officer Euan Ferguson AFSM. VFBV warmly welcomes Hino and extends its appreciation of the financial support to this years championships.

VFBV sincerely thanks all the participating Brigades, teams, competitors and thousands of spectators for their support and attendance. The Host Committees again made a success of the huge task of running the events, and VFBV would also like to thank the municipal councils in the host towns for their support and many individual volunteers who helped out.

For all of our State Championships events, VFBV wishes to thank CFA and staff for their support, particularly the District Mechanical Staff and Tower Overseers. VFBV also extends its appreciation to Rural Finance, which has been a generous sponsor of volunteer championships for many years, and the many other sponsors and trophy donors. Their support is an appreciable addition to these, the major social and sporting event in the volunteers' year

Urban Championships

With 600 competitors and 70 teams, it all came down to the final of the Champion Fours, with six time Grand Aggregate winners Bassendean from Western Australia 10 points in front, until Kangaroo Flat put in their best time for the day to win the final event and take the title of 2013 Champion Team.

In B section, Euroa claimed the aggregate title, after battling it out with Bairnsdale/Lakes Entrance. Horsham was well ahead in C Section to win the Brigade's first State Aggregate title.

Kangaroo Flat's Jackson Dargaville claimed his third consecutive state ladder race title, an exceptional performance given that he is only 19 years old, and Bassendean's Marc Papalia won the Champion Competitor award.

2013 AGGREGATE RESULTS

'A' SECTION

1st	Kangaroo Flat	73 Points
2nd	Bassendean	67 Points
3rd	Drouin/Bunyip	42 Points

'B' SECTION

1st	Euroa	60 Points
2nd	Bairnsdale/Lakes Entrance	52 Points
3rd	Mornington	34 Points

'C' SECTION

1st	Horsham	67 Points
2nd	Kyneton	54 Points
3rd	Benalla	48 Points

DRY AGGREGATE

1st	Bassendean	21 Points
2nd	Maryvale	15 Points
3rd	Drouin/Bunyip	13 Points

WET AGGREGATE

1st	Kangaroo Flat	62 Points
2nd	Kyneton	54 Points
3rd	Horsham	48 Points

DISCIPLINE CONTEST

Section A:

1st	Mildura	92.27%
2nd	Melton A	88.18%
3rd	Eaglehawk A	82.73%

Section B:

1st	Drysdale	86.82%
2nd	Belgrave	85.91%
3rd	Mornington	83.18%

Section C:

1st	Patterson River	90.45%
2nd	Knox Group	87.73%
3rd	Melton B	85.91%

Torchlight Procession:

1st	Diamond Creek	92%
= 2nd	Hoppers Crossing, Dandenong & Knox Group	91%

2013 CHAMPION BRIGADE: Kangaroo Flat

2013 CHAMPION COMPETITOR: Marc Papalia,
Bassendean

WA/VIC Challenge Event Winner: Victoria team

2013 CHAMPION BRIGADE: Kangaroo Flat



Rural Championships

Sixty-six teams from 37 Brigades made the rural championships a success for 2013.

Powerhouse competitors Napoleons-Enfield claimed their third successive grand aggregate title at the 2013 VFBV Rural Championships, with a consistent display over the six events, three wins and a third place, for 54 points, from Hurstbridge on 42 and Greta A on 40.

Springhurst dominated B Division, finishing with four wins and twice the points of second placed Dunrobin-Nangeela.

C Section was a much closer competition, with Dunrobin-Nangeela leading Dunolly and Doreen in the final tally.

2013 AGGREGATE RESULTS

DIVISION A AGGREGATE:

1st	Napoleons/Enfield A	54 points
2nd	Hurstbridge A	42 points
3rd	Greta A	40 points

DIVISION B AGGREGATE:

1st	Springhurst B	64 points
2nd	Dunrobin/Nangeela B	32 points
3rd	Truganina B	26 points

(on a countback)

DIVISION C AGGREGATE:

1st	Dunrobin/Nangeela C	48 points
2nd	Dunolly B	40 points
3rd	Doreen A	36 points

HIGHEST POINTS OVERALL: Springhurst B - 64 points

DISCIPLINE AWARD: Wallan Brigade

GRAND AGGREGATE WINNERS: Napoleons/Enfield A



Urban Junior Championships

Thirty years after they won the 1983 Urban Junior Championships, Benalla were back, winning the under 17 Aggregate, the Dry Aggregate and the overall championship, in a 2013 competition that included 75 teams from 50 Brigades.

Several other junior teams returned to the track after a break of some years, Boronia competed in the State championships for the first time and visiting team Esperance from Western Australia made the trip home with several trophies.

Tatura won the under 14 Aggregate and the Wet Aggregate.

This was the 40th State Urban Junior Championships and the fourth to be hosted by Warrnambool.

2013 AGGREGATE RESULTS

GRAND AGGREGATE

1st	Benalla A	48 points
2nd	Tatura A	43 points
3rd	Sale A	36 points

Rural Junior Championships

Napoleons-Enfield's 11-13 years team was unstoppable this year.

They dominated the competition, winning their age group aggregate and the overall juniors aggregate, and contributing to their Brigade's historic win of senior and junior championships.

Napoleons-Enfield 11-13 team won three of the five events and was third in another.

Dunrobin-Nangeela was runner up in the 11-13 and grand aggregates, while in the 11-15 years competition, Mandurang was well ahead of second placed Moyhu.

UNDER 14 YEARS AGGREGATE

1st	Tatura A	32 points
2nd	Sale A	31 points
3rd	Moe A	22 points

UNDER 17 YEARS AGGREGATE

1st	Benalla A	34 points
2nd	Wendouree	27 points
=3rd	Pyramid Hill & Esperance A	15 points

DRY AGGREGATE:

1st	Benalla A	37 points
2nd	Sale A	23 points
3rd	Esperance A	17 points

WET AGGREGATE

1st	Tatura A	27 points
2nd	Wendouree	16 points
=3rd	Sale A, Pyramid Hill, Moe A & Tatura B	13 points

2013 CHAMPION BRIGADE: Benalla

2013 AGGREGATE RESULTS

Grand Aggregate:

1st	Napoleons/Enfield A	54 points
2nd	Dunrobin/Nangeela A	44 points
3rd	Mandurang A	38 points

11-13 Years:

1st	Napoleons/Enfield A	54 points
2nd	Dunrobin/Nangeela A	42 points
3rd	Strathmerton A	24 points

11-15 Years:

1st	Mandurang A	38 points
2nd	Moyhu A	24 points
3rd	Greta A	22 points

2013 CHAMPION BRIGADE: Napoleons/Enfield A

2013 CHAMPION TEAM: Benalla A



2013 CHAMPION TEAM: Napoleons/Enfield A



VFBV Board Members and Staff 2012/2013



Hans van Hamond AFSM
President 2012/2013
Board Member 2011/2013
h.vanhamond@vfbv.com.au



Mick Nunweek
Vice President Urban 2012/13
Board Member 2012/13
m.nunweek@vfbv.com.au



Andy Cusack AFSM
Board Member 2012/2014
a.cusack@vfbv.com.au



Gary Lyttle AFSM
Board Member 2011/2013
g.lyttle@vfbv.com.au



Bruce Pickett AFSM
Board Member 2012/14
b.pickett@vfbv.com.au



Bruce Vine AFSM
Vice President 2012/2013
Board Member 2012/2013
b.vine@vfbv.com.au



Tom Brodie AFSM
Board Member 2011/2013
t.brodie@vfbv.com.au



Nev Jones AFSM
Board Member 2012/2014
n.jones@vfbv.com.au



Bill Maltby
Board Member 2012/14
b.maltby@vfbv.com.au



Andrew Ford
Chief Executive Officer
a.ford@vfbv.com.au



Adam Barnett
Executive Officer
a.barnett@vfbv.com.au



Sue Bull
Field Officer
s.bull@vfbv.com.au



Cathie Smith
Administration Officer
c.smith@vfbv.com.au



Peter Beaton
Project Officer
p.beaton@vfbv.com.au



Mary Anne Egan
Project Officer
m.egan@vfbv.com.au



Allan Monti
Executive Officer
a.monti@vfbv.com.au



Glenn Mercer
Field Officer
g.mercer@vfbv.com.au



Jenni Laing
Administration Officer
j.laing@vfbv.com.au



Kara Bishop
Project Officer
k.bishop@vfbv.com.au



Mark Jones
Project Officer
m.jones@vfbv.com.au

Board Members Dave Ackland and Frank Zeigler VA ended their terms on the VFBV Board during the year, see page 16 for their stories.

VFBV Board Appointments

At the VFBV Annual General Meeting held on 16 September 2012, President Hans van Hamond AFSM announced new appointments on the Board for 2 years as from 1st October 2012 of:

- Andy Cusack AFSM – re-appointed
- Nev Jones AFSM – re-appointed
- Bruce Pickett AFSM – re-appointed
- Bill Maltby – new appointment (formerly on the Board as Vice President Urban)

President Hans van Hamond acknowledged the contribution of outgoing Board Member Frank Zeigler for his service on the Board over the past two years.

At the State Council meeting on 16 September 2012, urban Brigade delegates elected Mick Nunweek as Vice President Urban for 2012/2013. Rural Brigade delegates re-elected Bruce Vine AFSM as Vice President Rural for 2012/2013.

VFBV BOARD CHANGES

Two members left the VFBV Board during the year, Frank Zeigler, whose term expired, and Dave Ackland, who retired from the Board due to pressing work commitments. Bill Maltby, until then Vice President Urban, took up a position as a regular Board Member. Mick Nunweek was voted the new Vice President Urban.

A Board Member from October 2011 to April 2013, Dave Ackland has served as a District 12 State Councillor and a member of the State Council Executive Committee, the Joint CFA/VFBV Equipment Review Committee and the Urban Competition & Rules Committee. He has been a great supporter of urban competitions, as competitor, coach and judge.

Serving on the VFBV Board from 2010 to 2012, Lt Frank Zeigler VA is also a former member of the CFA Board. He has chaired the VFBV OH&S committee, served as the association's Treasurer and on the District Council, and developed marine firefighting resources for CFA.



Frank Zeigler



Dave Ackland

CFA BOARD ASSOCIATION NOMINEES

Nominated by VFBV and appointed by the Government, the following members have represented volunteer firefighters on the CFA Board over the past 12 months. These members provide a direct access for the Association's input into policy determination, operations, management and planning of the Country Fire Authority of Victoria.

First Lieutenant Ross Coyle



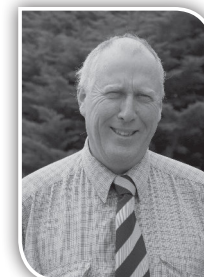
Ross Coyle of the Wodonga West Brigade is a former City Councillor and former Chairman of the Wodonga Livestock Exchange and runs a large farming enterprise. He is Chair of CFA's Honours and Awards Committee. He has been reappointed for one year, his term expires 25 March 2014.

Ex Lieutenant Paul Denham



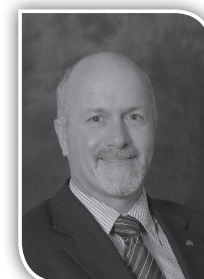
Paul Denham is the Brigade Executive Manager at Boronia, a DGO of Knox Group, a District 13 State Councillor and a Life Member of VFBV. Paul is a Project Manager in the building and construction industry. Paul has been re-appointed for one year, his term expires on 2 November 2013.

Ex Group Officer Don Robertson



Don Robertson, a volunteer and officer of Strathkellar Brigade for over 30 years, heavily involved in the Dundas Group, former local Mayor, is a grazier, farming 1,000 hectares mixed grazing and cropping property near Hamilton. Don has been re-appointed for one year, his term expires on 2 November 2013.

Ex Captain Michael Tudball AFSM



Michael Tudball of the Bacchus Marsh Brigade has held office in the Brigade and Group, he is a former Chairman of Region 14 Regional Planning Committee and has nearly 30 years business experience. Michael has been re-appointed for one year, his term expires on 31 December 2013.

State Councillors & District Council Officers

	STATE COUNCILLORS	DISTRICT COUNCILS		STATE COUNCILLORS	DISTRICT COUNCILS
District 2	Ex Captain Geoff Browning Ex Captain Ron Cole Captain Bill Maltby Captain Gary Parlby Captain Darryl Wagstaff	President Peter Thompson Secretary Terri Boyle	District 13	Ex Lieutenant Paul Denham Firefighter Vickie Linaker	President Bill Watson AFSM Secretary Lynda Hamilton
District 4	Firefighter Andy Cusack AFSM Ex Captain Peter White AFSM	President Kelvin Bateman Secretary Karyn Bothe	District 14	Lieutenant Sean Brittian Lieutenant James Stephens	President Chris Maries Secretary Damien Milloy
District 5	Firefighter Owen O'Keefe Ex Captain Bruce Snell	President Bill Pressey AFSM Secretary Heather McIntyre	District 15	DGO Shane Cramer Ex Capt Hans van Hamond AFSM	President Maurice Preston Secretary Trinsa Lewis
District 6	Ex Captain Mike Evans Ex Captain Brian Ritchie	President Bob Mason Secretary Margaret Evans	District 16	Firefighter Greg Fithall Ex Captain Mick Nunweek	President Peter Hannan Secretary Dale Pinniger
District 7	Ex Captain Fred Grove Ex Captain Gerry Neyenhuis Ex Capt Bruce Pickett AFSM	President Robert Clark Secretary Eddy Rees	District 17	Ex Captain John Davies Firefighter Maurice Dumesny	President Ronald Zanker Secretary Ian Plumridge
District 8	Secretary Bruce Conboy Ex Lieutenant Charles Dennis Lieutenant Timothy Desmond	President John Watson Secretary Max Johnson	District 18	Firefighter Graeme Jilbert Firefighter Trevor Wyatt AFSM	President Rob Whateley Secretary Harold Jochs
District 9	DGO Robert Auchterlonie Firefighter John Austin	President Bill Rodda AFSM Secretary Andrew Grant	District 20	Firefighter Keith Clough Lieut Rob Waterson AFSM	President Greg Murphy Secretary Graeme Watson
District 10	Ex Captain Mark Jones Captain Col Pomroy	President Mark Jones Secretary Terry King	District 22	Ex Captain Tom Brodie AFSM Ex Captain Phil Slender	President John Dunn Secretary Bill Stockdale
District 11	Captain Geof Bassett Firefighter Philip Lind	Presidents Des Ryan & Graham Symons Secretary Ian Ashcroft	District 23	Secretary Mary Anne Egan Captain Bill Polwarth	President Mick Jones Secretary Robyn Tanner
District 12	DGO Gary Fitzgerald Ex Captain Greg Murphy	President Mick Sanderson AFSM Secretary Alex Caughey	District 24	Firefighter Graham Cocks Firefighter Bruce Vine AFSM	President Max Wood Secretary David Langshaw

VFBV State Council Retirements and Appointments

RETIRED MEMBERS



Colin Squires

(District 14):
As an Ex Captain and long serving volunteer of Truganina Fire Brigade, Colin has also served on the District 14 Council and the VFBV Competition & Championships Committee. He is a

member of the Rural Championships Committee and has served as President through three state championships. Colin retired from the VFBV State Council in September 2012.

NEW MEMBERS



James Stephens

(District 14):
Lt James Stephens has served the community as a surf lifesaver and a member of the Warrandyte and South Morang Fire Brigades. He is currently 5th Lieutenant at South Morang and a member

of the Plenty Gorge Integrated Fire Committee, working alongside government and community representatives. He joined the VFBV State Council during 2012.

DISTRICT COUNCIL RETIREMENTS

VFBV thanks the following retired members for their contribution to District Councils:

- District 8** Secretary Ian Bennett
- District 9** Secretary Chris Parson
- District 15** President Shane Cramer
- District 16** President David Gerrard
- District 17** President Ian Walter AFSM
- District 18** President John Nihill AFSM
- District 23** Secretary Barry O'Connor

JOINT COMMITTEE VOLUNTEER REPRESENTATIVES

The State Council Executive Committee meets before each State Council meeting to make recommendations on strategic/process matters and issues raised by District Councils. State Council members representing rural Brigades nominate nine members and State Council members representing urban Brigades nominate nine members. Members of the State Council Executive Committee in 2012/13 were:

R Auchterlonie	B Maltby
T Brodie	G Neyenhuis
K Clough	M Nunweek
R Cole	B Pickett
B Conboy	P Slender
T Desmond	H van Hamond
M Dumesny	R Waterson
M Egan	P White
M Jones	T Wyatt



In September 2012, VFBV Life Membership was awarded to; Ex Captain Bruce Snell (pictured, at Fiskville), VFBV District 10 President, Ex Captain Mark Jones, and CFA Board Member, Ex Lieutenant Paul Denham. All three are serving VFBV State Councillors.

Consultative Framework

VFBV has continued to refine its improved consultative framework, with the reinvigorated VFBV/CFA Consultative Committee at Board level, and VFBV proactively adjusting its representative structures in the light of CFA's newly proposed 'Creating our future together' organisational changes.

The work included further streamlining of the information and decision making processes that join volunteers and Brigades with VFBV and CFA decision makers, through VFBV District Councils.

Work has continued on improving reporting and feedback to volunteers through regular briefings, newsletters and website updates, and regular visits to District Councils.

Joint Committees

The VFBV/CFA Joint Committees are part of the streamlined consultative framework, keeping decision makers in touch with the front line, and volunteers well informed on what's going on at state level. The committees have continued to work on a wide range of issues through the year, including;

Operations

- Multi-agency policy and procedures
- Specialist response
- Operational doctrine/policy
- Fire season/campaign fire issues
- Incident Management Teams
- Integration
- Jones Implementation
- SOPs

Equipment and Infrastructure

- Fleet/Vehicles
- Equipment
- Infrastructure (fire stations)
- PPC/E

Community Safety

- Community Education
- Brigade Community Safety Co-ordinators
- IFMP
- Vegetation Management
- Fire Safety Literature

HR, Welfare and OH&S

- EO Officer Training-State Member Support
- Volunteer Compensation
- Presumptive Legislation
- Fiskville Inquiry
- Fatigue Management
- Fitness for Duty
- Leadership Framework
- BASO - Allocation and Role Review
- Member Transfer

Volunteerism

- Valuing Volunteer Emergency Workers
- Employer Recognition
- Recruitment & Retention Guide
- Volunteer Resource Catalogue
- Junior Brigade Annual Status Report
- Championships
- Awards Review
- Auxiliary Members - Recognition of Service
- Volunteerism Strategy
- Volunteer Support Program
- National Emergency Medal

Training

- Human Factors Leader Strategy / Professional Development Activities
- Driver Training
- Lessons learned from campaign fires/wildfire training
- Incident Management Project (IMTTP)
- First Aid Training Update
- Structure Crew Leader
- PPC - Splash Suits / Gas Suits
- CFA Operational Training Strategy
- District Training Committees
- Phased BA Competency
- Minimum Skills Review
- Mobile Training Infrastructure
- Solar Power Systems Training
- Fixed Training Infrastructure
- Heavy Vehicle Licence Testing
- RPL - Skills Recognition

Communications & Technology

- Observation Reports
- Redundancy of CFA Listening Sets
- Regional Radio Dispatch System - RRDS
- ESTA Business Rules
- HCMS Volunteer Portal
- Network Connectivity
- Pager Replacement
- ICC/LCF ICT Access & Training
- Broadband Spectrum for ESOs

Joint Committee Volunteer Representatives

OPERATIONS

Ron Cole	Charles Dennis	Sean Brittan
Greg Murphy	Gary Fitzgerald	Rob Waterson
Owen O'Keefe	Trevor Roche	Toddy Small
Mark Burbidge	Adrian Marshman	Mark Hooper

EQUIPMENT & INFRASTRUCTURE

Gary Parlby	Mark Jones	Peter White
Trevor Wyatt	Phil Slender	Gerry Neyenhuis
Robert MacDonald	Tim Desmond	Darren Wallace

COMMUNITY SAFETY

Bruce Conboy	Mary Anne Egan	John Austin
Fred Grove	Phil Lind	Brian Ritchie
Ian Walter	Alex Caughey	

VOLUNTEERISM

Graeme Jilbert	Graham Cocks	Greg Fithall
Brian West	Maurice Dumesny	Peter Sharman
Jodie Weir	Greg McIntyre	

TRAINING

John Davies	Paul Denham	Mike Evans
Colin Squires	Mick Nunweek	Eric Collier
Harold Jochs	Rod Stebbing	James Stephens

HR, WELFARE & OH&S

Vicki Linaker	Robert Auchterlonie	Daryl Wagstaff
Bill Polwarth	Bill Watson	Bill Rodda
Russell Baird	Peter Davis	

COMMUNICATIONS & TECHNOLOGY

Geof Bassett	Col Pomroy	Bruce Snell
Keith Clough	Geoff Browning	Alan Millar
Dave Arnott	Neil Dusting	

Association Honorary Life Members

Pre-1954	M.W. Carver J.K. Stokes C. Ford (Miners Rest) D.M. Cameron	1975	N.H. Jenkins (Kyneton)	1994	P.R. Bishop (Mildura) G.C. Dare (Colac) R.D. Walker (Kerang)
1955	J.L. Allen	1976	C.J.H. Drife BEM (Clunes) W.G. Wilson OAM (Shepparton)	1995	R.G. Jacobs OAM AFSM (Chelsea) B.M. Maher AFSM (Lubeck) J.C. McMillan (Moe) H.B. Morris (Avoca)
1956	W.B. Richardson BEM (Wangaratta)	1979	A.I. Laidlaw BEM AFSM (Willaura) C.T.N. Stone (Diamond Creek)	1997	R.D. Gartside (Castlemaine)
1959	J.R.C. Plante (Lilydale) M. Steward OBE (Warragul) 1981 J. Reilly (Tarndale) H.M. O'Rorke MBE (Lake Bolac)	1980	R.J. Jilbert (Swan Hill) A.E. King AFSM D.J. McEachern OAM (Wodonga)	1998	A.J. Hooper AFSM (Winnindoo)
1961	H.W. Wade (Natimuk)	1981	E.C. Caddy (Drouin) L.W. Peters	1999	R.A.C. McDonald (Bowser)
1962	I.A. Swinburne MLC	1983	R. Jones D.H. Lade QFSM (Highlands/Caveat)	2000	D.W. Adams (Carrum) R.E. Schultz AFSM (Benalla) P.J. White AFSM (Casterton)
1966	W.H. Barnes (Chelsea) H. Brown (Golden Square) S.G.W. Burston OBE (Casterton) T.F. Hayes (Violet Town) W. Jones AFSM (Moorooduc) L.J. Slattery (Kyabram) A.E.J. Turton (Wodonga)	1984	D.E. Gow (Leitchville) K.W. Talbot OAM (Dandenong)	2001	H. van Hamond AFSM (Wendouree)
1967	E.E. Allen (Kaniva) S.M. Begley (Colac) T.H. Grigg CBE (Maldon) Dr P.S. Lang	1985	R. Collier OAM (Portarlinton) G.T. Evans OAM (Echuca) M.E. Johnson QFSM (Traralgon) J. McLeod AFSM (Boronia) P.G. Mullins (Maryborough) R.K. Patterson AFSM (Portland) H.W. Stewart (Broadford)	2003	P.E. Davis AFSM (Carrum) L.C. Doye (Golden Square) J.L. Laing
1968	F.C.B. Minchin J.S. Tabuteau (Moe)	1986	E.J. Baynes AFSM OAM (Indigo Valley) M.W. Dawson OAM (Avoca)	2004	R.W. Waterson AFSM (Cohuna)
1970	D. Campbell (Springvale) S.C. Diffey MBE MC OAM (Springhurst) H. Lester-Smith MBE (Kerang) L.J. Maguire (Boronia) W.M. Reid (Mooroopna)	1987	L.J. Baillie (Warrnambool) B.C. Condict AFSM (Tarnagulla)	2005	B.A. Pickett AFSM (Geelong West)
1971	H.L. King	1988	D.A. Austin QFSM ED L.V. Winsall AFSM (Warracknabeal)	2006	R. Hill (Paynesville) G.J. Kennedy (Loch)
1972	E.J. Barrett (Geelong City) R.A. Dore (Carrum) W.H. Rowe (Maldon)	1990	G.H. Baxter AFSM (Freshwater Creek) K.H. Larsen AFSM (Belmont) J.N. McEachern (Wodonga)	2007	G.N. Lyttle AFSM (Cardigan) S.M. O'Callaghan (Warracknabeal)
1973	H.G. Kyle AFSM (Bengworden)	1991	W.E. Davies AFSM (Walmer) W.H. Royal AFSM (Bairnsdale) M.J. Taylor AFSM (Mornington) L.L. Thomason AFSM (Woodend)	2009	T.J. Brodie AFSM (Longwood) P. Downes (Mandurang) R.A. Horner AFSM (Sassafras/Ferny Creek) O.T. O'Keefe (Winslow) W.R. Rodda AFSM (Korumburra) J.I. Thomson (Sunbury)
		1992	G.A. Ellis (Bendigo)	2010	B. Conboy (Mt Martha) R. MacDonald (Carlsruhe) W.T. Pressey AFSM (Mortlake)
		1993	M.J. Sanderson AFSM (Seymour) Q.T. Turner AFSM (Creswick)	2011	B. Vine AFSM (Tawonga)
				2012	B. Pyke (Whanregarwen)
				2013	B. Snell (Hamilton) M.R. Jones (Stratford) P. Denham (Boronia)

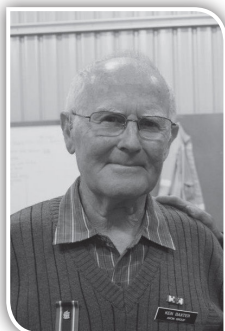
Australian Fire Service Medal

This year three volunteers were awarded the Australian Fire Service Medal (AFSM) – the highest award for members of the Australian fire services - for their long, distinguished service as volunteers.

David Blackburn was awarded the AFSM on Australia Day, and Kenneth Baxter and Andrew Howlett were awarded the AFSM on the Queen's Birthday.

VFBV also congratulates volunteers and CFA staff awarded for other forms of service, including former DCO Geoffrey Conway (AFSM), CFA senior manager James Fox (AFSM), MFB senior manager and CFA volunteer William Rouse (AFSM), CFA volunteer Joe Cumming (OAM) and CFA/SES volunteer Julie Jochs (ESM).

Kenneth Baxter AFSM



Mr Baxter is a respected elder in the Stratford community with more than 57 years' service as a CFA volunteer. Known for his mentoring and practical leadership, Mr Baxter introduced an improved system for local command and control, and was a member of the working group that developed the Volunteer Charter.

David Blackburn AFSM



Over more than 35 years, Mr Blackburn has given outstanding leadership, innovation and commitment through CFA and the Westmere Group, improving local training and preparedness, protocols for the use of privately-owned tankers, and use of CFA radio networks and listening sets.

Andrew Howlett AFSM



Over 38 years, Mr Howlett has helped make major improvements to the operations of the Rochester and Maiden Gully Brigades. He has been a mentor to many volunteers, was an excellent ambassador for the fire services of Australia while teaching in America and brought back a range of practical ideas to benefit CFA.

Emergency Services Ministers

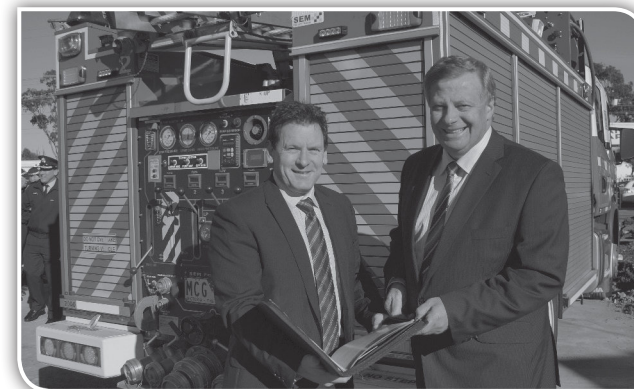


Deputy Premier Peter Ryan, in his role as Minister for Police and Emergency Services, with VFBV CEO Andrew Ford and emergency services volunteers at the launch of the VESEP grants program.

Wells MP. VFBV met with Mr Wells within weeks of his appointment, and has established a good working relationship with him on issues affecting volunteers.

In April, VFBV expressed our thanks to outgoing Emergency Services Minister, Deputy Premier Peter Ryan for his hard work and commitment to volunteers as a vital part of the state's emergency management capability. He was a driving force behind the State Government's re-signing of the CFA Volunteer Charter, and then the incorporation of its principles into Victorian law.

VFBV welcomed the new Minister, Kim



Police & Emergency Services Minister Kim Wells MP (right) with VFBV CEO Andrew Ford

CFA Chairman retires



VFBV acknowledges the retirement of CFA Chairman Kerry Murphy PSM AFSM (pictured) from the CFA Board.

VFBV acknowledges his many years of service on the Board and as a CFA volunteer. He led CFA in challenging times and presided over an organisation that operates in a more complex and accountable environment than the one that existed five years ago when he took up the role.

VFBV Gold Star Awards

During the financial year VFBV awarded the VFBV Gold Star to 45 long serving volunteers in recognition of each member's service to the Association for thirty or more years.

Since first introduced July 1969, and extended to include rural service on the amalgamation of the two Volunteer Associations in 2008, 1,278 Brigade members have been successfully nominated by their Brigades to receive this award.

Presentations to the members named below were carried out by the VFBV President, a VFBV Board Member or State Councillor at a Brigade Dinner, function or meeting.

The award incorporates in its design the VFBV logo and the Eight Pointed Star, the history of which dates back to the time of the Crusades with the points of the star representing the virtues of Dexterity, Explicitness, Gallantry, Loyalty, Observation, Perseverance, Sympathy and Tact - the virtues of a firefighter.



BACCHUS MARSH

G Hawken

BERWICK

K Fritzlaff

P Obeth

BONEO

A Brown

CARDIGAN

G Lyttle

CASTLEMAINE

B Thomas

D Cutlack

A Norris

DROUIN

R Atkinson

K Craig

D Hogan

M Lee

HOPPERS CROSSING

B Buckles

F Fitzgerald

G Jones

P Parry

G Reitier

L Trawn

KOO WEE RUP

M O'hehir

M Duff

LANCEFIELD

S Green

MELTON

N Strachan

R Dickson

B Gillespie

B Squires

J Rickards

L Sullivan

M Dodemaide

M Hirt

MERBEIN

J Jenner

MILDURA

B Pike

T Calaby

NARRE WARREN NORTH

G Beer

R Lever

K Ridd

J Sonogan

OCEAN GROVE

M Barry

D Pearce

C Moody

PATTERSON RIVER

C Mullins

SOMERVILLE

O Barber

J Vetesi

TRARALGON

A Eenjes

F Eenjes

D Stuckey

2012/2013 Affiliated Brigades and Groups

DISTRICT 2

Axe Creek
 Axedale
 Baringhup West
 Bealiba
 Bendigo
 Benloch
 Bolinda & Monegeetta
 Bowenvale
 Bullengarook
 Campbells Creek
 Carisbrook
 Carlsruhe
 Castlemaine
 Chewton
 Clarkefield & Dist
 Darraweit Guim
 Dunolly
 Eaglehawk
 Elmore
 Elphinstone
 Eppalock Group
 Fortuna Group
 Fryerstown
 Gisborne
 Golden Square
 Goldfields Group
 Goornong
 Guildford
 Harcourt
 Heathcote
 Heskett-Kerrie
 Hunter-Diggara
 Huntly
 Junortoun
 Kangaroo Flat
 Knowsley
 Kyneton
 Kyneton Group
 Lake Eppalock Coast
 Guard
 Lancefield

Langley-Barfold
 Lockwood
 Macedon
 Maiden Gully
 Maldon
 Maldon Group
 Malmsbury
 Mandurang
 Marong
 Maryborough
 Metcalfe
 Moolart & Joyces Creek
 Mosquito Creek
 Mount Cameron
 Mount Macedon
 Mount Macedon Group
 Natte Yallock
 Newham
 Newstead & District
 Pastoria
 Raywood
 Redesdale
 Region 2 Headquarters
 Brigade
 Riddells Creek
 Romsey
 Romsey Group
 Sedgwick
 Spring Hill
 Springfield
 Strathfieldsaye
 Sutton Grange & Myrtle
 Ck
 Talbot
 Taradale
 Tylden
 Walmer
 Wareek
 Whipstick Group
 Woodend
 Woodvale

DISTRICT 4

Bahgallah
 Carapook
 Cashmore
 Casterton
 Casterton Group
 Condah
 Dartmoor
 Dartmoor Group
 Digby
 District 4 Headquarters
 Drik Drik
 Drumborg
 Dunrobin & Nangeela
 Glenorchy Estate
 Gorae West
 Heathmere
 Henty
 Heywood
 Heywood Group
 Homerton
 Hotspur
 Lake Mundi
 Lindsay
 Lyons
 Merino
 Merino Group
 Milltown
 Morven
 Mumbannar
 Myamyn
 Narrawong
 Nelson
 Paschendale
 Portland
 Portland Coast Guard
 Sandford
 Strathdownie
 Strathdownie Group
 Tahara
 Tahara West
 Tyrendarra

Wallacedale
 Wando Bridge
 Wando Vale

DISTRICT 5

Allansford
 Ardachy
 Ardonachie
 Bainbridge
 Balmoral Group
 Belfast Group
 Bochara
 Branxholme
 Broadwater
 Buckley Swamp
 Bulart
 Burn Brae
 Byaduk
 Caramut
 Carapook
 Cavendish
 Codrington
 Coleraine
 Croxton East
 Cudgee
 Culla
 Dundas Group
 Dunkeld
 Ellerslie
 Framlingham
 Garvoc
 Gazette
 Glenthompson
 Grange
 Grassmere
 Gringe
 Gritjurk
 Hamilton
 Hawkesdale
 Hawkesdale Group
 Hexham
 Hilgay Settlers
 Hopkins-Curdies Group

Kirkstall
 Knebsworth
 Kolara
 Konongwootong
 Koroit
 Laang
 Linlithgow
 Macarthur
 Macarthur Group
 Melville Forest
 Mepunga
 Merri Group
 Minhamite
 Mirranatwa
 Mooralla
 Mortlake (Rural)
 Mortlake (Urban)
 Mortlake Group
 Mount Rouse Group
 Muntham
 Nareen
 Nareen Group
 Naringal
 Nirranda South
 North Balmoral
 North Byaduk
 North Hamilton
 Nullawarre
 Peshurst
 Peterborough
 Pigeon Ponds
 Port Fairy
 Purnim
 Ripponhurst
 St Helens
 Strathkellar
 Strathmore
 Tarrayoukyan
 Tarrenlea
 Tarrington
 The Sisters
 Toolong

Vasey
 Victoria Valley
 Wando Heights
 Warrayure-Moutajup
 Warrnambool
 Warrnambool Coast
 Guard
 Warrong
 Willatook & District
 Winslow & Yarrpturk
 Woodford
 Woodhouse
 Woolsthorpe
 Wooriwyrite
 Woorndoo
 Wootong Vale
 Yulecart

DISTRICT 6

Apollo Bay
 Barongarook West
 Barwon Downs
 Beeac
 Beeac Group
 Berrybank
 Birregurra
 Bookaar
 Boorcan
 Bostocks Creek
 Brucknell-Ayrford
 Bungador
 Camperdown
 Carlisle River
 Carpendeit-Sth
 Purumbete
 Chocodyn
 Cobden
 Cobden Group
 Cobrico
 Colac
 Cororooke
 Cressy
 Darlington

Derrinallum
 District 6 Headquarters
 Duverney
 Ecklin & District
 Elingamite - Glenfyne
 Forrest
 Gellibrand
 Gerangamete
 Irrewarra
 Irrewillipe
 Jancourt
 Kawarren
 Larpent
 Leslie Manor
 Lismore
 Lismore Group
 Lower Heytesbury
 Mingay & District
 Nalangil
 Noorat & District
 Otway
 Pomboineit & Dist
 Port Campbell
 Princetown
 Scotts Ck-Cowleys Ck.
 Simpson
 Stonyford
 Swan Marsh
 Terang
 Terang-Dixie
 Tesbury
 Timboon
 Timboon Group
 Vite Vite North
 Warrior
 Weering-Eurack
 Weerite
 Wye River
 Yeo & District
 Yeodene

DISTRICT 7

Aireys Inlet
 Anglesea
 Bannockburn
 Barrabool
 Barwon Heads
 Bellarine Group
 Belmont
 Connewarre
 Corio
 Deans Marsh
 Dereel
 District 7 Headquarters
 Drysdale
 Freshwater Creek
 Geelong City
 Geelong Coast Guard
 Geelong West
 Gnarwarre
 Grovedale
 Highton
 Inverleigh
 Lara
 Leopold (Urban)
 Lethbridge
 Lorne
 Lovely Banks
 Mannerim
 Maude
 Meredith
 Modewarre
 Mt Mercer
 Ocean Grove
 Portarlington
 Queenscliff
 Rokewood Junction &
 Dist
 Shelford
 St Leonards-Indented
 Head
 Stonehaven
 Teesdale
 Torquay
 Wallington
 Werneth
 Winchelsea

Winchelsea Group
 Wingeel
 Wurdale

DISTRICT 8

Balnarring
 Bass
 Bass Coast Group
 Baxter
 Bayles
 Beaconsfield
 Beaconsfield Upper
 Berwick
 Bittern
 Boneo
 Bunyip
 Cardinia Group
 Carrum Coast Guard
 Carrum Downs
 Casey Group
 Clyde
 Cockatoo
 Corinella
 Crib Point
 Dalyston
 Dandenong
 Devon Meadows
 District 8 Headquarters
 Dromana
 Edithvale
 Flinders
 Frankston
 Frankston Coast Guard
 French Island
 Gembrook
 Hallam
 Hampton Park
 Hastings
 Heath Hill - Yannathan
 Kernot
 Keysborough
 Kilcunda
 Koo Wee Rup
 Lang Lang
 Langwarrin
 Main Ridge

Maryknoll & District
 Moorooduc
 Mornington
 Mt Eliza
 Mt Martha
 Nar Nar Goon
 Narre Warren
 Narre Warren North
 Noble Park
 Officer

Pakenham
 Pakenham Upper
 Patterson River
 Pearce Dale
 Peninsula Group
 Phillip Island
 Red Hill
 Rosebud
 Rye
 Safety Beach Coast
 Guard
 San Remo
 Sandringham Coast
 Guard
 Shoreham
 Skye
 Somers
 Somerville
 Sorrento
 South East Group
 Springvale
 Toomuc
 Tooradin
 Tyabb
 Tynong
 Warneet - Blind Bight
 Western Port Group
 Wonthaggi

DISTRICT 9

Allambee
 Berry'S Creek
 Darnum & Ellinbank
 Drouin
 Drouin West
 Dumbalk

Erica & District
 Fish Creek & District
 Foster
 Hallora & District
 Hedley
 Inverloch
 Kongwak & District
 Koonwarra
 Korumburra
 Leongatha
 Leongatha South
 Leongatha-Korumburra
 Group
 Loch
 Longwarry & District
 Meeniyah & Stony Creek
 Milford
 Mirboo Group
 Mirboo North
 Moe
 Moe South
 Narracan Group
 Neerim South
 Newborough
 Nilma North
 Noojee
 Poowong
 Port Welshpool Coast
 Guard
 Pound Creek
 Ruby
 South Gippsland Group
 Tanjil
 Tarwin Lower District
 Thorpdale
 Toora
 Trafalgar
 Trida
 Warragul
 Welshpool
 West Gippsland Group
 Westbury
 Willowgrove
 Yallourn Nth
 Yanakie
 Yarragon

DISTRICT 10

Alberton West
 Avon Group
 Boisdale
 Boolarra
 Briagolong
 Callignee
 Churchill
 Clydebank
 Coongulla
 Cowwarr
 Dargo
 Devon North
 Flynn
 Giffard West
 Glengarry
 Glenmaggie
 Golden Beach
 Hazelwood North
 Heyfield
 Heyfield Group
 Jack River
 Licola
 Loch Sport
 Longford
 Macalister Group
 Maffra
 Maryvale
 Meerlieu
 Morwell
 Morwell Group
 Munro
 Nambrook
 Newry
 Perry Bridge
 Port Albert
 Sale
 Seaspray
 Seaton
 Stradbroke
 Stradbroke Group
 Stratford
 Tinamba
 Toongabbie
 Traralgon
 Traralgon East

Traralgon Group
 Traralgon South
 Traralgon West
 Valencia Creek
 Willung South
 Winnindoo
 Won Wron
 Woodside
 Woranga
 Yarram
 Yarram Group
 Yinnar
 Yinnar South

DISTRICT 11

Bairnsdale
 Bemm
 Benambra
 Bendoc
 Bengworden
 Bonang
 Bruthen
 District 11 Headquarters
 Ensay
 Fernbank
 Flagg Creek
 Gelantipy
 Glenaladale
 Goongerah
 Hillside
 Johnsonville
 Lakes Entrance
 Lakes Entrance Coast
 Guard
 Lindenow South
 Malla-coota
 Malla-coota Coast Guard
 Marlo
 Metung
 Mitchell Group
 Mossi - Tambo
 Mount Delegate Group
 Mount Taylor
 Newmerella
 Omeo
 Orbost

Paynesville
 Sarsfield
 Swift'S Creek
 Toorloo
 Wairewa

DISTRICT 12

Acheron
 Alexandra
 Alexandra (Urban)
 Broadford
 Buxton
 Clonbinane
 District 12 Headquarters
 Eildon
 Flowerdale
 Glenaroua
 Glenburn
 Highlands-Caveat
 Hilldene
 Homewood
 Kal Kallo
 Kilmore
 Kinglake & Dist
 Kinglake West
 Limestone
 Marysville
 Molesworth
 Murrindindi &
 Woodbourne
 Narbethong
 Seymour
 Strath Creek-Reedy
 Creek
 Taggerty
 Tallarook
 Thornton
 Tooborac
 Toolangi
 Trawool
 Upton Hill
 Wallan
 Wandong
 Whanregarwen
 Whiteheads Creek-
 Tarcombe

Yarck	Wandin	Whittlesea/D.Valley	Mannibadar	Glenorchy & Riachella	DISTRICT 17	Leeor
Yea	Warburton	Group	Millbrook	Great Western	Antwerp	Lubeck
DISTRICT 13	Warrandyte	Wildwood	Miners Rest	Halls Gap	Apsley	Miga Lake
Badger Creek	Wesburn-Millgrove	Wollert & District	Mollonghip	Joel Joel	Areegra	Minyip
Bayswater	Wonga Park	Wyndhamvale	Morrison's & District	Kooreh	Bangerang	Mitre
Belgrave	Yarra Glen	Yarrambat	Mt Buninyong	Lake Bolac	Benayeo	Murtoa
Belgrave Heights & South	Yarra Junction	DISTRICT 15	Mt Egerton	Lake Goldsmith-	Beulah	Natimuk
Boronia	Yellingbo	Ascot & District	Mt Wallace	Stockyard	Boolite	Netherby
Clematis	DISTRICT 14	Bacchus Marsh	Mt Warrenheip	Landsborough	Brim	Neuarpuur
Coldstream	Arthurs Creek	Bacchus Marsh Group	Musk	Langi Kal Kal	Brimpaen	Nhill
District 13 Headquarters	Bulla	Ballan	Myrniong	Langi Logan	Bringalbert South	Noradjuha
Dixons Creek	Caroline Springs	Ballan Group	Napoleons-Enfield	Lexton	Broughton	North Wimmera
Emerald	Christmas Hills	Ballarat	Newlyn Dean	Marnoo	Cannum	Ozenkadnook
Ferntree Gully	Craigieburn	Ballarat City	Porcupine Ridge	Maroona	Charam	Patyah
Gruyere	Diamond Creek	Ballarat Group	Rowsley	Mininera	Clear Lake	Peronne
Healesville	Diggers Rest	Balliang & Dist	Sebastopol	Moyston	Coromby	Pigick
Hillcrest	District 14 Headquarters	Blackwood	Smythesdale	Narrapumelap South	Crymelon	Pimpinio
Hoddles Creek	Doreen	Bungaree	Trentham	Navarre	Dergholm	Poolajelo
Kallista-The Patch	Eltham	Buninyong	Ullina	Nerrin Nerrin	Detpa & Lake Hindmarsh	Propodollah
Kalorama & Mt	Epping	Buninyong Group	Wallace	Pomonal	Diapur	Rainbow
Dandenong	Greenvale	Burruabeet	Wallinduc & District	Pura Pura	Dimboola	Rainbow Group
Knox Group	Hoppers Crossing	Campbelltown	Wendouree	Pyrenees Group	District 17 Headquarters	Rupanyup
Lilydale	Hume Group	Cape Clear	DISTRICT 16	Raglan	Dooen	Sheep Hills
Little Yarra	Hurstbridge	Cardigan & Windermere	Amphitheatre	Skipton	Douglas	South Lillimur
Macclesfield	Kal Kallo	Clunes	Ararat	Slaty Creek	Dunmunkle Group	Tarranyurk
Maroondah Group	Kangaroo Ground	Coimadai	Ararat Group	Snake Valley & District	Edenhope	Telangatuk
Menzies Creek	Melton	Creswick	Avoca (Urban)	St Arnaud	Gerang	Telopea Downs
Monbulk	Mernda	Daylesford	Barkly & Frenchman's	St Arnaud Group	Goroke	ULLswater
Montrose	Mount Cottrell Group	District 15 Headquarters	Beaufort	Stawell	Goroke Group	Vectis
Mooroolbark	North Warrandyte	Elaine	Beaufort Group	Stawell Group	Grass Flat	Warracknabeal
Mt Evelyn	Nullumbik Group	Glen Park	Beazleys Bridge	Stoneleigh	Green Lake	Warracknabeal Group
Narre Warren East	Panton Hill	Glendaruel & Mt	Bornes Hill	Streatham	Gymbowen	Werrap
Olinda	Plenty	Beckworth	Brewster	Stuart Mill	Harrow	Wilkur South
Reefton	Point Cook	Glenlyon	Buangor & Middle Creek	Tatyoon	Horsham	Willenabrina
Rowville	Research	Gordon	Burnbank	Traynors Lagoon	Jeparit	Winiam & District
Sassafras & Ferny Creek	Rockbank	Greendale	Callawadda	Wallaloo East	Jilpanger Group	Wonwondah
Scoresby	Saint Andrews	Grenville Group	Carapooee	Warrak	Jung	Woomelang
Selby	South Morang	Haddon	Carranballac	Waubra	Kadnook	Woorak
Seville	Sunbury	Hardies Hill	Chatsworth	Westmere	Kaniva	Yanac
Silvan	Toolern Vale	Hepburn	Coonooer Bridge	Westmere Group	Karnak	Yearinga - Yarrock
South Warrandyte	Truganina	Invermay	Cross Roads	Wickliffe	Kellalac	DISTRICT 18
The Basin	Wattle Glen	Kingston	Crowlands	Willaura	Kenmare	Annuello
Upper Ferntree Gully	Werribee	Learmonth-Addington	Dadswells Bridge	Yalla Y Poora	Lah	Berriwillock
Upwey	Werribee Coast Guard	Leonards Hill & District	Dundonnell		Laharum	Beverford & District
	Whittlesea	Linton	Elmhurst		Langkoop	Birchp
					Lawloit	

Boundary Bend
 Buckrubanyule
 Buloke West Group
 Charlton
 Chinkapook
 Cope Cope
 Corack East
 Curyo
 District 18 Hq
 Donald
 Dumosa
 Glenloth East
 Goschen
 Hopetoun
 Hopetoun West
 Irymple
 Jeffcott
 Kooloonong
 Laen East
 Lake Boga
 Lascelles
 Manangatang
 Merbein
 Mid Murray Group
 Mildura
 Mittyack
 Murrayville
 Nangiloc
 Narraport
 Natya
 Nullawil
 Nyah Nyah West
 Ouyen
 Ouyen Group
 Patchewollock
 Piangil
 Red Cliffs
 Reedy Dam
 Robinvale
 Robinvale & District
 Group
 Rosebery
 Sea Lake
 Southern Mallee Group
 Speed
 Swan Hill (Urban)

Teddywaddy
 Ultima
 Underbool
 Walpeup
 Warmur
 Watchem
 Watchupga
 Wemen
 Woorinen South
 Wooroonook
 Wycheproof
 Yaapeet
 Yeungroon

DISTRICT 20

Appin South
 Bamawm Extension
 Beauchamp
 Boort
 Bridgewater
 Campbells Forest
 Cohuna
 Colbinabbin
 Corop
 Corop West
 Dingee-Tandarra
 Echuca
 Echuca Village
 Fentons Creek
 Girgarre
 Gunbower
 Kerang
 Kerang Group
 Koondrook
 Korong Vale
 Kotta
 Kyabram
 Lake Charm
 Leitchville
 Lockington
 Loddon Vale
 Macorna
 Meering West
 Murphys Creek
 Murrabit
 Mysia

Northern Campaspe
 Group
 Pine Grove
 Powlett Salisbury
 Pyramid Hill (Rural)
 Pyramid Hill (Urban)
 Quambatook
 Rheola
 Rochester
 Rushworth
 Stanhope
 Tarnagulla
 Tennyson
 Terrick Group
 Torrumbarry
 Waranga Group
 Wedderburn
 Wedderburn Group
 Woodstock West
 Woosang
 Wychitella
 Wyuna
 Yambuna

DISTRICT 22

Almonds
 Arcadia
 Avenel
 Bailieston
 Balmattum
 Barmah
 Boho
 Branjee
 Bundalong
 Burramine
 Caniambo
 Cobram
 Cooma
 Cosgrove & Pine Lodge
 Creightons Creek
 Currawa
 Dookie
 Drumanure
 Earlston
 Euroa
 Euroa Group

Gooram
 Kaarimba
 Katamatite
 Katandra
 Katunga
 Kelvin View
 Kialla & District
 Koonda
 Kotupna
 Locksley
 Longwood
 Marraweeny
 Merrigum
 Miepoll
 Molka
 Mooroopna
 Muckatah
 Murchison
 Naring
 Nathalia
 Numurkah
 Numurkah Group
 Nw Mooroopna
 Peechelba
 Picola
 Rigg'S Creek
 Ruffy
 Shean'S Creek
 Shepparton
 Shepparton East
 Sherbourne Group
 St James & District
 Strathbogie
 Strathmerton
 Tallygaroopna
 Tatura
 Terip Terip
 Toolamba
 Tungamah
 Tungamah Group
 Undera
 Uptom Hill
 Violet Town
 Violet Town Group
 Waaia
 Wahring

Wilby
 Wirrate
 Wunghnu
 Yarrawonga (Urban)
 Yarrawonga Group
 Yarroweyah

DISTRICT 23

Baddaginnie
 Barjarg
 Benalla (Rural)
 Benalla Group
 Bobinawarrah
 Bonnie Doon
 Boorhaman
 Booroolite & District
 Boweya
 Bowmans Murmungee
 Bowser
 Carboor
 Cheshunt
 Chesney Vale
 Devenish
 Edi
 Eldorado
 Everton
 Glenrowan
 Glenroy & Merrijig
 Goomalibee &
 Uptopotpon
 Goorambat
 Goughs Bay - Howes
 Creek
 Greta
 Jamieson
 Killawarra
 Laceby West
 Lima South
 Lurg
 Maindample
 Mansfield (Urban)
 Mansfield Group
 Merton
 Milawa
 Molyullah
 Moyhu

Moyhu Group
 Mt Buller
 Myrrhee
 Oxley
 Oxley Flats
 Samaria
 South Wangaratta
 Springhurst
 Stewarton
 Swanpool
 Taminick & North Winton
 Tarrawingee & District
 Tatong
 Thoona
 Tolmie & District
 Wangaratta
 Wangaratta Group
 Wangaratta North
 Warrenbayne
 Whitegate
 Whitfield & District
 Winton
 Woods Point

DISTRICT 24

Allans Flat
 Baranduda
 Barnawartha
 Beechworth (Rural)
 Beechworth (Urban)
 Berrigama
 Bethanga
 Biggara
 Bogong Group
 Bonegilla
 Bright
 Browns Plains
 Buffalo River
 Bullioh
 Burrowye
 Carlyle
 Chiltern
 Corryong (Rural)
 Corryong Group
 Cudgewa
 Dartmouth

Dederang
 District 24 Headquarters
 Eskdale
 Falls Creek
 Gapsted
 Granya
 Gundowring
 Harrietteville
 Indigo Valley
 Kergunyah
 Kiewa
 Lake Hume Coast Guard
 Leneva
 Mitta Mitta
 Mt Beauty
 Mt Hotham - Dinner Plain
 Mudgegong
 Myrtleford
 Nariel Valley
 Noorongong
 Norong
 Old Tallangatta
 Ovens Valley Group
 Ovens-Eurobin
 Porepunkah
 Rosewhite
 Rutherglen
 Rutherglen Group
 Sandy Creek & Charleroi
 Stanley
 Talgarro
 Tallangatta
 Tallangatta Group
 Tallangatta Valley
 Tawonga
 Tintaldra
 Wahgunyah
 Walwa
 Wodonga
 Wodonga Group
 Wodonga West
 Wooragee
 Yackandandah

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Directors' Report

For the Year Ended 30 June 2013

Your directors present their report, together with the financial statements of the Association, being the Association and its controlled entities, for the financial year ended 30 June 2013.

Board Members

The names of the board member in office at any time during, or since the end of, the year are:

Names	Position	Appointed/Resigned
Hans van Hamond AFSM	President	
Bruce Vine AFSM	Vice President	
Bill Maltby		
Tom Brodie AFSM		
Andy Cusack AFSM	Treasurer	
Nev Jones AFSM		
Gary Lyttle AFSM		
Bruce Pickett AFSM		
Mick Nunweek	Vice President - Urban	Appointed - 1/10/2012
Frank Zeigler VA		Resigned - 1/10/2012
David Ackland		Resigned - 20/4/2013

Board members have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal activities and significant changes in nature of activities

The principal activities of the Association during the financial year were:

1. To function as a non-profit association whose Members comprise Volunteer Fire Brigades registered by the Country Fire Authority under the Country Fire Authority Act (1958) and its Regulations.
2. To liaise and consult on the operation of the "Volunteer Charter" in the interests of CFA volunteers about all matters which might reasonably be expected to affect them. The Volunteer Charter is an agreed tripartite commitment between the State of Victoria, the CFA, and CFA Volunteers, committing the State of Victoria and the CFA to consultation with volunteers about all matters which might reasonably be expected to affect volunteers. VBFV represents its Members and CFA Volunteers in that consultation process.
3. To assist in maintaining high morale, ongoing health and welfare of CFA volunteer members and their families
4. Support CFA volunteers experiencing personal financial hardship/crisis by providing small welfare grants that may assist in alleviating stresses impacting on the individual's ability to maintain their involvement as a volunteer.
5. Preserve and strengthen CFA's community and volunteer based foundations by enabling members of CFA brigades to consider and bring to the notice of CFA all matters affecting their welfare and efficiency (other than questions of discipline and promotion).
6. To promote to CFA volunteers the comprehensive support services available to them including but not limited to: legal assistance, OH&S, equity and diversity, counselling and welfare, training, employment support and compensation for accidents, injuries and illness.

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Directors' Report

For the Year Ended 30 June 2013

Principal activities and significant changes in nature of activities

7. To develop awareness, respect and support for CFA volunteers and their fundamental and pivotal role in the CFA as a community based, volunteer based fire and emergency service for the people of Victoria.
8. To take any other action as determined by the Association Board consistent with these purposes..

There were no significant changes in the nature of the Association's principal activities during the financial year.

Operating result

The profit of the Association for the financial year amounted to \$ 178,687 (2012: \$ 236,091).

Signed in accordance with a resolution of the Board Members:

Board member:

Bruce Vine AFSM - Vice President

Board member:

Andrew Cusack AFSM - Treasurer

Dated

Statement of Comprehensive Income
For the Year Ended 30 June 2013

	2013	2012
	\$	\$
INCOME		
Affiliation Fee	185,988	174,168
Grants and Other Reimbursements	727,549	752,931
Volunteer Travel Reimbursement	319,785	319,784
Championships	56,777	63,319
Interest received	228,745	306,639
Special Projects Funding	313,056	345,188
Other/Auxiliary	15,655	9,729
Merchandise Sales	20,742	21,904
	1,868,297	1,993,662
EXPENSES		
Employment costs	(670,931)	(556,601)
Other Office & Administration Expenditure	(36,663)	(34,141)
Advertising	(14,057)	(95,876)
Rent & Outgoings	(63,873)	(77,261)
Depreciation	(20,121)	(20,137)
Printing, Postage and Stationery	(56,694)	(48,477)
Communications	(24,804)	(22,540)
Accounting and Audit Fees	(9,032)	(19,417)
Other expenses	(2,649)	-
Championships	(40,867)	(82,559)
Travel Reimbursement, Accommodation and meals	(380,013)	(338,625)
Project Salaries and Other Projects fees	(243,723)	(290,622)
Auxiliary Working Party	(2,453)	-
Merchandise	(19,626)	(23,179)
Welfare Grants	(104,101)	(148,136)
	(1,689,610)	(1,757,571)
Profit from operations	178,687	236,091

Statement of Financial Position
As At 30 June 2013

	Note	2013	2012
		\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	736,127	551,141
Trade and other receivables	3	202,220	138,233
Other financial assets	4	4,488,481	4,183,664
TOTAL CURRENT ASSETS		5,426,828	4,873,038
NON-CURRENT ASSETS			
Plant and equipment	5	91,717	26,257
TOTAL NON-CURRENT ASSETS		91,717	26,257
TOTAL ASSETS		5,518,545	4,899,295
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables		91,351	98,160
Employee benefits		152,069	128,379
Other accruals		20,551	4,400
Deferred income	6	733,472	325,941
TOTAL CURRENT LIABILITIES		997,443	556,880
TOTAL LIABILITIES		997,443	556,880
NET ASSETS		4,521,102	4,342,415
MEMBERS' FUNDS			
Retained profits		4,521,102	4,342,415
TOTAL MEMBERS' EQUITY		4,521,102	4,342,415

Statement of Changes in Equity
For the Year Ended 30 June 2013

	2013			
	Note	VFBV Inc.	Welfare Fund	Total
		\$	\$	\$
Balance at 1 July 2012		1,851,381	2,491,034	4,342,415
Net profit from operating activities		63,957	114,730	178,687
Balance at 30 June 2013		1,915,338	2,605,764	4,521,102
	2012			
	Note	VFBV Inc.	Welfare Fund	Total
		\$	\$	\$
Balance at 1 July 2011		1,713,366	2,392,958	4,106,324
Net profit from operating activities		138,015	98,076	236,091
Balance at 30 June 2012		1,851,381	2,491,034	4,342,415

Statement of Cash Flows

For the Year Ended 30 June 2013

Note	2013 \$	2012 \$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	2,130,708	1,838,253
Payments to suppliers and employees	(1,760,566)	(1,702,199)
Interest received	205,242	423,987
Net cash provided by (used in) operating activities	9 575,384	560,041
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(85,581)	(26,246)
Payment for investments	(304,817)	(347,676)
Net cash used by investing activities	(390,398)	(373,922)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Net increase (decrease) in cash and cash equivalents held	184,986	186,119
Cash and cash equivalents at beginning of year	551,141	365,022
Cash and cash equivalents at end of financial year	2 736,127	551,141

Notes to the Financial Statements

For the Year Ended 30 June 2013

1 Summary of Significant Accounting Policies

This financial report is a special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012 (VIC). The board has determined that the not-for-profit Association is not a reporting entity.

The financial report has been prepared on an accruals and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The financial report is aggregated to include the numbers of Volunteer Fire Brigades Victoria Inc. and Volunteer Fire Brigades Victoria Welfare Fund.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

(a) Income tax

The Association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(b) Property, plant and equipment

Property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all property, plant and equipment is depreciated over the useful lives of the assets to the Association commencing from the time the asset is held ready for use.

(c) Impairment of Assets

At the end of each reporting year, the Association reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

(d) Employee benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting year. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

(e) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less.

Notes to the Financial Statements

For the Year Ended 30 June 2013

1 Summary of Significant Accounting Policies

(f) Revenue and other income

The Association recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of the Association's activities as discussed below.

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

All revenue is stated net of the amount of goods and services tax (GST).

(g) Leases

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership that are transferred to entities in the Association, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term.

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the life of the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

(h) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

(i) Financial assets

Investments held are originally recognised at cost, which includes transaction costs. They are subsequently measured at fair value which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

Notes to the Financial Statements

For the Year Ended 30 June 2013

2 Cash and Cash Equivalents

	2013	2012
	\$	\$
General cheque account	425,185	367,522
Travel reimbursement account	141,835	41,258
Debit Card	4,791	5,323
Cash at call	26,342	74,177
Welfare Fund	137,974	62,861
Total cash and cash equivalents	736,127	551,141

3 Trade and Other Receivables

Volunteer Fire Brigades Victoria	99,441	65,110
Welfare Fund	102,779	73,123
Total current trade and other receivables	202,220	138,233

4 Other Financial Assets

Term Deposits - Volunteer Fire Brigades Victoria	2,008,810	1,714,939
Term Deposits - Welfare fund	2,479,671	2,468,725
Total financial assets	4,488,481	4,183,664

5 Property, Plant and Equipment

Motor vehicles		
At cost	53,058	-
Accumulated depreciation	(8,025)	-
Total motor vehicles	45,033	-
Office equipment		
At cost	117,154	84,401
Accumulated depreciation	(70,470)	(58,145)
Total office equipment	46,684	26,256
Total property, plant and equipment	91,717	26,256

Notes to the Financial Statements

For the Year Ended 30 June 2013

6 Income in Advance

	2013	2012
	\$	\$
Government Grants	531,190	117,514
Deferred Income - VFBV	90,961	102,767
Deferred Income - Welfare Fund	111,321	105,660
Total income in advance	733,472	325,941

7 Capital and Leasing Commitments

(i) Finance lease commitments

No finance leases are in place for the year ended 30 June 2013.

(ii) Operating lease commitments

Non-cancellable operating leases contracted for but not capitalised in the financial statements.

Payable - minimum lease payments:

- no later than 1 year	57,908	24,392
- between 1 year and 5 years	100,361	-
	158,269	24,392

Operating leases have been taken out for the rental of premises and the rental of a photocopier. Lease payments are increased on an annual basis to reflect market rentals.

8 Related Party Transactions

During the year, VFBV entered into contracts with the following brigades of which committee members were also involved:

VFBV Board Member	Brigade	Membership Paid
Andy Cusack	Mumbannar	Yes
Bill Maltby	Castlemaine	Yes
Bruce Pickett	Geelong West	Yes
Bruce Vine	Tawonga	Yes
Dave Ackland	Mansfield	Yes
Frank Zeigler	Portland	Yes
Gary Lyttle	Cardigan	Yes
Hans van Hamond	Wendouree	Yes
Mick Nunweek	Stawell	Yes
Nev Jones	Moorooduc	Yes
Tom Brodie	Longwood	Yes

All contracts for membership fees were provided at arms length commercial amounts.

Notes to the Financial Statements

For the Year Ended 30 June 2013

9 Cash Flow Information

Reconciliation of result for the year to cashflows from operating activities

Reconciliation of net income to net cash provided by operating activities:

	2013	2012
	\$	\$
Profit for the year	178,689	236,091
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	20,121	20,137
- net gain/(loss) on disposal of investments	-	1,200
Changes in net assets		
- (increase)/decrease in trade and other receivables	(63,987)	89,379
- (increase)/decrease in income in advance	407,531	102,739
- increase/(decrease) in trade and other payables	9,340	60,828
- increase/(decrease) in provisions	23,690	49,667
Cashflow from operations	575,384	560,041

10 Association Details

The registered office of the association is:

Volunteer Fire Brigades Victoria Inc
9/24 Lakeside Drive, Burwood East
VIC 3151

Notes to the Financial Statements

For the Year Ended 30 June 2013

11 Volunteer Fire Brigades Victoria Inc. Welfare Fund

(i) Statement of Comprehensive Income for the year ended 30 June 2013

	2013	2012
	\$	\$
INCOME		
Affiliation Fees	91,199	82,135
Interest Received	123,323	160,395
Other Income	4,749	3,860
	<u>219,271</u>	<u>246,390</u>
EXPENSES		
Grants	(104,101)	(148,136)
Other	(440)	(178)
	<u>(104,541)</u>	<u>(148,314)</u>
Profit from operations	<u>114,730</u>	<u>98,076</u>

(ii) Statement of Financial Position as at 30 June 2013

CURRENT ASSETS		
Cash and Cash Equivalents	137,974	62,860
Trade and other receivables	99,441	65,110
Financial Assets	2,479,671	2,468,724
TOTAL CURRENT ASSETS	<u>2,717,086</u>	<u>2,596,694</u>
TOTAL ASSETS	<u>2,717,086</u>	<u>2,596,694</u>
CURRENT LIABILITIES		
Deferred Income	(111,321)	(105,660)
TOTAL CURRENT LIABILITIES	<u>(111,321)</u>	<u>(105,660)</u>
TOTAL LIABILITIES	<u>(111,321)</u>	<u>(105,660)</u>
NET ASSETS	<u>2,605,765</u>	<u>2,491,034</u>
MEMBERS' FUNDS		
Retained Profits	2,605,765	2,491,034
TOTAL MEMBERS' EQUITY	<u>2,605,765</u>	<u>2,491,034</u>

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Directors' Declaration

The board has deemed that the Association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

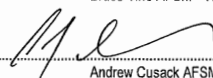
In the opinion of the board the financial report as set out on pages 3 to 12:

1. Presents a true and fair view of the financial position of Volunteer Fire Brigades Victoria Inc as at 30 June 2013 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Volunteer Fire Brigades Victoria Inc will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the board and is signed for and on behalf of the board by:



.....
Bruce Vine AFSM - Vice President



.....
Andrew Cusack AFSM - Treasurer

Dated 30 August 2013

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Independent Audit Report to the board of Volunteer Fire Brigades Victoria Inc

We have audited the accompanying financial report being a special purpose financial report, of Volunteer Fire Brigades Victoria Inc, which comprises the statement of financial position as at 30 June 2013, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by directors of the board.

Board's Responsibility for the Financial Report

The board of Volunteer Fire Brigades Victoria Inc are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the Association Incorporations Reform Act 2012 (VIC) and is appropriate to meet the needs of the members. The boards' responsibility also includes such internal control as the board determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

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

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Independent Audit Report to the board of Volunteer Fire Brigades Victoria Inc*Opinion*

In our opinion, the financial report presents fairly, in all material respects, the financial position of Volunteer Fire Brigades Victoria Inc as at 30 June 2013, and of their financial performance and cash flows for the year then ended in accordance with Australian Accounting Standards and the Associations Incorporation Reform Act 2012 (VIC).

Basis of Accounting Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describes the basis of accounting. The financial report has been prepared to assist Victorian Fire Brigades Victoria Inc to meet the requirements of the Associations Incorporation Reform Act 2012 (VIC). As a result, the financial report may not be suitable for another purpose.

Saward Dawson Chartered Accountants



Tim Flowers

Blackburn VIC

30.8.13

VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

Income Statement

For the Year Ended 30 June 2013

	2013	2012
	\$	\$
INCOME		
Donations	5,000	-
Interest Income	1,610	2,139
	<u>6,610</u>	<u>2,139</u>
EXPENSES		
Distributions	(15,400)	-
Profit before income tax	<u>(8,790)</u>	<u>2,139</u>
Income tax expense	-	-
Profit after income tax	<u>(8,790)</u>	<u>2,139</u>
Retained profits at the beginning of the financial year	51,098	48,959
Retained profits at the end of the financial year	<u>42,308</u>	<u>51,098</u>

VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

Statement of Financial Position

As At 30 June 2013

	2013	2012
	\$	\$
ASSETS		
CURRENT ASSETS		
Bank balances	42,308	51,098
Cash on hand	100	100
TOTAL CURRENT ASSETS	<u>42,408</u>	<u>51,198</u>
TOTAL ASSETS	<u>42,408</u>	<u>51,198</u>
NET ASSETS	<u>42,408</u>	<u>51,198</u>
EQUITY		
Settled Sum	100	100
Retained Profits	42,308	51,098
	<u>42,408</u>	<u>51,198</u>
TOTAL EQUITY	<u>42,408</u>	<u>51,198</u>

VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

Notes to the Financial Statements

For the Year Ended 30 June 2013

1 Summary of Significant Accounting Policies

The Trustees believe the Trust is a non-reporting entity because there are no users dependent on general purpose financial reports. These financial statements are therefore a special purpose financial report that has been prepared in order to meet the requirements of the trust deed and the information needs of stakeholders.

The financial statements have been prepared in accordance with the significant accounting policies disclosed below which the Trustees have determined are appropriate to meet the purposes of preparation. Such accounting policies are consistent with the previous period unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of this report are as follows:

(a) Income tax

The Trust is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

(b) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less.

(c) Revenue and other income

The Trust recognises revenue when the amount of revenue can be reliably measured, it is probable that future economic benefits will flow to the entity and specific criteria have been met for each of VFBV Black Saturday Volunteer Recovery Fund's activities as discussed below.

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

Independent Audit Report to the members of VFBV Black Saturday Volunteer Recovery Fund

We have audited the accompanying financial report being a special purpose financial report, of VFBV Black Saturday Volunteer Recovery Fund, which comprises the statement of financial position as at 30 June 2013, the income statement for the year then ended and notes comprising a summary of significant accounting policies.

Trustee's responsibility for the Financial Report

The trustees are responsible for the preparation and have determined that the basis of preparation described in Note 1, is appropriate to meet the needs of stakeholders. The trustee's responsibilities include implementing such internal control as the trustees determines is necessary to enable the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

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

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

Independent Audit Report to the members of VFBV Black Saturday Volunteer Recovery Fund*Opinion*

In our opinion, the financial report presents fairly, in all material respects, the financial position of VFBV Black Saturday Volunteer Recovery Fund as at 30 June 2013, and its financial performance for the year then ended in accordance with Australian Accounting Standards.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report is prepared to assist VFBV Black Saturday Volunteer Recovery Fund to comply with the trust deed's financial reporting provisions. As a result, the financial report may not be suitable for another purpose.

Saward Dawson Chartered Accountants


Tim Flowers
Partner

Blackburn VIC

30.8.13



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LEGENDS NEVER DIE.

When we do a job, we do it right. Take our 22 starts, 22 finishes, 13 class wins and a 4th consecutive championship in the under 10 litre category in the grueling Dakar Rally. Such legendary performance is proof that Hino really is a better class of truck.



DAKAR RALLY

A TOYOTA GROUP COMPANY

HINO
A BETTER CLASS OF TRUCK



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BRIGADES VICTORIA