

VOLUNTEER FIRE  
BRIGADES VICTORIA

**Annual Report  
2014-2015**



# Volunteer Fire Brigades Victoria Inc.

Reg No. A0043424H

ABN 110 830 80403

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*Strong Volunteerism, Embraced to Build Community Resilience for a Safer Victoria*

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## Annual Report

**For the year ended 30 June 2015**

**Some photographs courtesy of;** The Fireman, Benalla CFA, Hastings CFA,  
Doug Steley of Heyfield CFA, CFA and Keith Pakenham AFSM.

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It has been a big year, and volunteers have confronted some issues that called for almost unprecedented actions while others called for steady, day to day representation.

All of them have pointed to VFBV's good standing

and the valuable work of our elected representatives, Brigades and individual volunteers in the interests of the communities we serve. They have also led to progress on issues of considerable importance to volunteers.

We had the support of volunteers everywhere as they collected signatures on our Firefighters' Cancer Petition, enabling us to have two State MPs, one from Labor, one from the Coalition, table over 16,000 signatures in Parliament, calling for fairer and simpler cancer compensation for CFA volunteers and our career colleagues.

With progress on the issue stalled, VFBV had also supported a locally organised volunteers' rally at Scoresby that attracted hundreds of volunteers and the attention of the national media to the firefighters' cancer issue.

A few months later, a political announcement, made without consultation just a week before the State Election, led to the VFBV Board's Open Letter to the People of Victoria, a significant action that was not taken lightly by the Board.

Through all of this, VFBV, our network of District officials and BMT members at Brigades continued the routine

work of raising the issue of fleet funding – the need for ongoing base funding and a rolling, five year plan of vehicle replacement to bring CFA's front line fleet up to date.

At year's end, neither the cancer issue nor fleet funding is resolved, but we have made some progress; two successive governments have committed extra one-off funding for scores of extra CFA fire trucks, and both Labor and the Coalition have made public commitments to presumptive cancer legislation for firefighters. With the cancer issue still unresolved, our work centres on ensuring that the legislation goes ahead, and that it treats volunteers and our career colleagues equally. To that end, many Brigades are in discussion with their local Members of Parliament and VFBV representatives are working to keep the issue fresh in the mind of State Government.

The hard work of VFBV delegates, individual volunteers and Brigades continues to pay off. Our volunteer representatives are always working behind the scenes on Joint Committees, Working Parties and in regular contact with the Minister, the Emergency Management Commissioner, the CFA CEO, Chief Officer and Board, and others. Every two months volunteers meet with the Minister as part of the Volunteer Consultative Forum – an initiative first designed and proposed by VFBV.

Working for similar recognition and involvement at the national level, we have this year taken part in the signing of a Memorandum of Understanding between the volunteer body CAVFA and the emergency industry body AFAC which gives us a greater voice on issues that impact volunteers at the national level.

Volunteers at the front line have been a part of all of this, and it is great to see both VFBV affiliations and Welfare

Fund membership rising to new record levels this year. These are not only strong signs of support for VFBV's work as the voice of the volunteers, they are also ways in which Brigades can be more involved and benefit their members. The Welfare Fund in particular provides much needed benefit, distributing small grants to assist volunteers who are experiencing significant financial hardship. This year the Fund was able to assist 38 fellow members with grants totalling just over \$101,000.

This year the Board noted the retirement of Board Member Bruce Vine AFSM, who has been an important leader within VFBV and a very active contributor at the State level since 2001. Bruce has long been a familiar face at events across the state, and an active worker for volunteers everywhere.

And with sadness we heard of the death of serving State Councillor, ex Captain Bill Polwarth. A noted contributor to his own community, Bill was 45 years a CFA volunteer and seven years a VFBV State Councillor. Bill's home town afforded him a very public farewell, and just like a Brigade that loses a member, the VFBV Board and State Council were affected by the news of his passing.

I would like to express my personal thanks to all who have contributed through the year; my fellow VFBV Board members, State Councillors and District Council members for their continued input into issues that affect volunteers, Chief Executive Officer Andrew Ford and his dedicated staff, both at Burwood East and those who work in the field, and the individual volunteers who have taken up issues and had their say at the local level, adding to the voice of the volunteers that is VFBV.

***Hans van Hamond AFSM***



Looking back on a year's work it is important to lift our heads from the day to day issues, and the events that may have absorbed a lot of our effort, and consider the real measures of our success as an association.

Did we really engage and involve our members, are

the decision makers taking us into consideration and are the vast bulk of volunteers happy that we are doing a good job for them, and for the communities they protect?

In terms of simple measures, we can point to another increase in affiliations; where five years ago 60% of Brigades were making the choice to affiliate, the figure is now 93%.

Another measure would be the record participation in the annual VFBV Volunteer Welfare and Efficiency Survey; more than double the good response we had to the first survey three years ago. And while the survey has engaged more volunteers, it has also given their opinions greater impact with decision makers. Where VFBV had to work hard to bring the valuable data from the first survey to the attention of the sector's decision makers, the 2014/15 survey report has gone to all Members of Parliament, we have made a presentation to the Minister, the Emergency Management Commissioner has applauded the survey as an excellent tool for all who work to understand and support the needs of volunteers, and the CFA Chair and senior managers have placed considerable importance on making use of the results as a guide to CFA's own decision making.

That attention from the decision makers at the highest levels showed up in very practical ways; the EM Commissioner was careful to assure volunteers that the new EM Volunteers

Statement would strengthen and complement the CFA Volunteer Charter, not replace or weaken it, and the Minister for Emergency Services responded quickly to our questions about the Fire Services Review with her assurance that it would not involve a merger or boundary changes affecting CFA and MFB, and to our questions about union pressure to change the CFA Board with assurances that the skills based Board would remain.

That level of attention from the State's top decision makers would have been a lot harder to achieve five years ago. That is partly about our accumulated achievements such as the writing of the CFA Volunteer Charter into the CFA Act, but it is just as much about volunteers speaking up for themselves.

Our work has involved long term representation and we have put a lot of effort into working with both sides of politics to make sure they fully understand the major issues of importance to volunteers. There have still been some major policy decisions that disregarded our conversations and some issues remain unresolved, so the work of representation goes on.

While we felt we had good progress with the issue of presumptive legislation – the Firefighters' Cancer Law – the commitments made to us have not yet turned into legislation and there are real questions about how the issue will progress from here.

The closure of Fiskville raised issues from the wellbeing of individual volunteers to the future of CFA's ability to train and maintain the skills of its vast volunteer resource. We have worked with individual volunteers, government agencies and a Parliamentary Inquiry, while the issue itself took a number of unpredictable turns.

Into the new financial year, we look to strengthening our connections with individual Brigades through their Brigade

Delegates and improving our communication processes. It is at that level that we can best identify the practical issues and solutions that matter most to Brigades. Over the past twelve months, that work has included beginning the discussion on the next generation of pagers, volunteer testing of new digital scanners and the negotiating of a fair subsidy and distribution of the units, better registration and insurance arrangements for Brigade Owned Vehicles, a phased system of BA Competency, a CFA commitment to the wider availability of first aid training, and volunteer testing of new cold climate jackets.

I also encourage all volunteers to think about how VFBV's draft new vision points to our future; "Strong Volunteerism, Embraced to Build Community Resilience for a Safer Victoria".

Our robust presence with government and the EM sector, and our progress on issues, rests on volunteer involvement at every level, and this year we have had some great motivation and organisation on issues coming from District level. The local efforts of volunteer representatives add to the quality of VFBV's decision making and to the weight that our words carry in the halls of power.

There is no denying that this has been a very difficult year for CFA and at times for volunteers; certainly not everything has been going our way; but we are making our voices heard and taking part whenever issues affect volunteers, Brigades or the communities we protect.

I would like to thank VFBV's hard working staff, our Delegates at every level, our members for their involvement, our VFBV Board Members for their guidance and commitment, and every volunteer who took action, had their say or spoke up this year.

**Andrew Ford, Chief Executive Officer**



## A Snapshot of 2014-15

There was talk of an early start to the summer season this year, with significant calls on CFA's volunteer based surge capacity, the ability to field large numbers of trained, experienced firefighters anywhere in the state at short notice, beginning as early as September.

And while the season was not as demanding as in some recent years, there were still significant fires in December in the Creighton's Creek, Eppalock and Tooboorac areas, more in January around Wodonga West, Longwood, Moyston and Lake Rowan, and early in February in the Yaapeet/Riddell's Creek/Kilmore area.

CFA despatched crews to assist South Australia's CFS in January, and 150 Victorian personnel went to Western Australia during major fires in February.

The closure of CFA's Fiskville Training College presented challenges in the need to support members affected by reported exposure to hazards at the site, and the loss of a significant part of CFA's practical training capability for local Brigades and live-in training for specialist and command roles.

The resulting Fiskville Inquiry went on to be one of a number of major forums that called upon VFBV to represent volunteers, along with the reopened Hazelwood Mine Fire Inquiry and the Victorian Parliament's inquiry into the conduct of the 2014 State Election, all of which were still under way at year's end.

VFBV's work of recent years continued to benefit volunteers in the form of the continued Volunteer Emergency Services Equipment Program (VESEP) that provides two for one funding for Brigades, the continued success of the VFBV Volunteer Leadership Program that

has now produced over 200 graduates with Certificate IV in frontline leadership, and the successful VFBV Volunteer Forums conducted around the state.

The VFBV Volunteer Welfare and Efficiency Survey's third report on volunteer opinion went further than ever before, with a record number of volunteer participants, the endorsement of the Emergency Management Commissioner and the final report being presented direct to the Minister for Emergency Services.

VFBV's stamina in campaigning for presumptive legislation providing fairer and simpler cancer compensation arrangements for Victorian firefighters produced commitments to legislation from both Labor and the Coalition ahead of the November 2014 State Election. Individual volunteers everywhere did their bit, collecting one of the largest petitions to be tabled in the current Parliament and raising the issue with their local MPs.

Our work on achieving ongoing, core funding sufficient to bring CFA's front line fleet of emergency vehicles under the accepted 20 year age limit continues, but has already influenced two successive governments to allocate additional funding equivalent to VFBV's estimate of the \$30 million required each year to do the job. Again, Brigades and individual volunteers have played their part in highlighting the issue with Members of Parliament.

At a practical level greatly appreciated by many Brigades, VFBV's work in ensuring Brigades have access to subsidised digital scanners to replace the analogue machines made redundant by CFA's move to digital radio was close to completion at the end of the year, while the push to ensure the next generation of pagers is volunteer-tested and suited to volunteers' needs continues.

There were successes for VFBV initiated improvements, with the CFA Chief Officer's approval of phased BA qualifications, the introduction of female PPC made available for all female volunteers on request, and the resolution of long standing problems with the insurance and registration of Brigade Owned Vehicles, which came with VESEP funding sufficient to cover BOV registration for two years, a significant saving to the Brigades.

Going into the new year, VFBV is about to open its fourth volunteer survey, there are continuing campaigns running on presumptive legislation and fleet funding, and we are representing volunteers before a number of parliamentary and government inquiries. We go equipped with record numbers of Brigades showing their support through affiliation, a good working relationship established with the new State Government and growing numbers of volunteers involving themselves in VFBV's work.

*In other words, it is business as usual.*

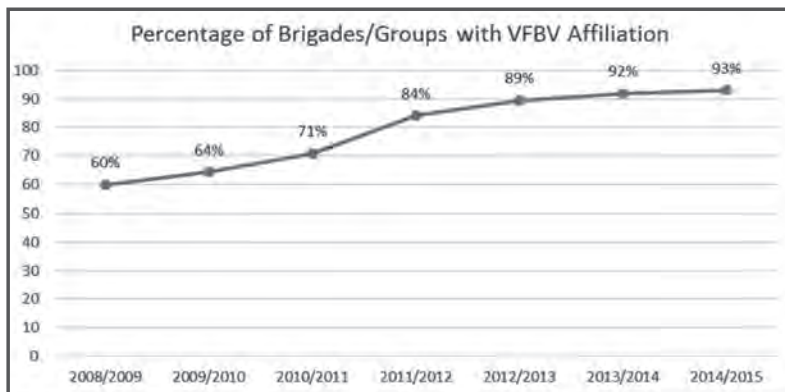
## VFBV membership at an all-time high

A record 93% of Brigades and Groups chose to affiliate with VFBV in 2014-15.

The lowest level of affiliation in any District was close to 80%, far above the statewide average of just a few years ago, and Districts 13, 22 and 23 achieved 100% Brigade affiliation.

Most District Councils achieved affiliation rates in the 90s for their Districts' Brigades, and 10 Districts were at 95% affiliation or higher.

The rise is being attributed to the hard work and good local representation of District Councils and Brigade Delegates, assertive statewide campaigning on major and sometimes controversial issues, and the benefits of additional involvement in VFBV forums and decisions, and eligibility for the VFBV Volunteer Welfare Fund, that go with affiliation.



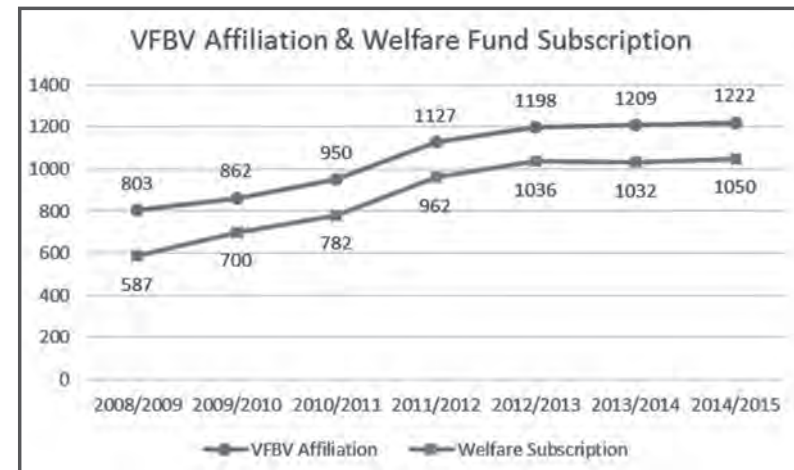
## Volunteer Welfare Fund – most Brigades are members

Brigade membership of the VFBV Welfare Fund has risen to a new high, with 1,050 Brigades subscribing this year, compared with fewer than 600 six years ago.

In 2014-15 the Welfare Fund distributed \$101,162 to 38 volunteers experiencing financial hardship.

Over more than a century, the Fund has helped close to 1,100 volunteers. It offers small grants to CFA volunteers, long serving former volunteers and their families, who are experiencing significant financial hardship. Typical cases involve prolonged illness, bereavement, loss of earnings, or the accommodation and travel costs associated with supporting a relative in hospital.

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. To subscribe to the Welfare Fund, Brigades must be affiliated with VFBV, which covers the operating costs, so any money the Fund receives is used entirely to help volunteers in need.





## Protecting & supporting volunteers

### Brigade Owned Vehicles

Hard work by VFBV and our representatives on the VFBV/CFA Joint Equipment and Infrastructure Committee produced good news for Brigades with Brigaded Owned Vehicles (BOVs) this year.

In September 2014, an agreed solution with CFA, the State Revenue Office and VicRoads allowed CFA to centrally register BOVs while the Brigades retained ownership. That resolved the technical difficulties that had left some vehicles unregistered and some Captains and Secretaries dealing with traffic fines and demerit point losses on their personal licences. It also allowed Brigades with personalised number plates on their vehicles to keep them.

And in June 2015, the Joint Committee had more good news on BOV insurance. CFA had approved VFBV's call for a budget allocation to ensure Brigades received the full replacement cost of vehicles that had been written off – an important achievement since most emergency vehicles can't just be bought off the shelf, and provides assurance for Brigades with vehicles deployed elsewhere in the state.

### Scanners/Listening Sets

After an initial delay, this year brought us close to a successful resolution of the issue of thousands of analogue scanners and listening sets becoming redundant as CFA's despatch system goes digital.

The issue was first revealed by VFBV's 2010 Scanner and Listening Set Stocktake, which revealed thousands of analogue machines in use by Brigades and volunteers.

VFBV worked hard to ensure volunteers took part in trialling new digital machines, and CFA accepted our call for an equitable subsidy scheme to ensure as many affordable digital scanners go to each District as possible.

There was a delay when Emergency Management Victoria identified upgraded Phase 2 technology to be used in coming years and with CFA still using Phase 1, the Phase 2 scanners had to be tested overseas.

The year ended with CFA expected to announce the successful tender and details of the subsidy scheme soon.

### VESEP Grants

There were VESEP grants for 179 Brigades and Groups from the \$12.23 million program this year, and a new round of funding announced for the coming year.

The grants helped fund 48 vehicles and 131 building, amenities and equipment projects, on a \$2 for \$1 basis, topping up locally raised funds.

VFBV worked with the State Government on the design of VESEP, keeping paperwork to a minimum and letting Brigades choose gear that suits their local needs and fundraising capabilities.

In April 2015, the State Government announced another round of VESEP funding totalling \$12.54 million. Each year VFBV provides an application help pack and case studies from successful VESEP applications at [www.vfbv.com.au](http://www.vfbv.com.au) to support Brigades with their applications.

### Phased BA Competency

A proposal from a Brigade, supported by their VFBV District Council and peers, became a reality this year, when the Chief Officer approved a phased system of Breathing Apparatus (BA) competency.

With development through the VFBV CFA Joint Training Committee, the new competency includes Level One BA for external situations such as car fires, and Level Two for internal structural attack, and search and rescue.

It supports the existing competency by giving members more time to build proficiency in external situations under supervision, before progressing to more advanced training that leads to the higher qualification.

### Union campaign against CFA Board

Volunteers were concerned during the Fiskville Inquiry hearings to learn of a union campaign to replace two of the VFBV-nominated candidates on the CFA Board with union representatives.

Under the CFA Act, the authority has a skills-based Board to ensure it has the skills to run the organisation, including strong volunteer expertise, knowledge and an understanding of CFA volunteerism. It is not a representative Board, and volunteer nominees are required to observe the same independence and confidentiality standards as all others. To guarantee that familiarity, knowledge and understanding of CFA volunteerism, four members of the CFA Board are appointed by the Minister from a list nominated by VFBV.

VFBV approached Emergency Services Minister Jane Garrett for confirmation that there is no plan to change the CFA Board; she indicated that our members can take comfort from her clear statements to the media that the Board membership was there to provide "a diversity of views and good governance..." she said the Government wants to give union members respect and listen to their concerns, but "my view is that doesn't include four positions on the Board of MFB or CFA."

### CFA Credit Cards

With the State Government's cancellation of CFA corporate credit cards early in the year, VFBV began work behind the scenes to ensure the Government is aware of the need for the sensible reintroduction of sufficient cards to allow operational staff to properly support volunteers in the field.

The cancellation caused considerable concern to volunteers over the effects on support to volunteers, with the prospect that urgent items might have to be paid for by volunteers and reclaimed through a bureaucratic system that could take 90 days.

VFBV has worked with the Government and CFA to encourage a sensible reintroduction that ensures volunteers are properly supported by the staff and administrative systems that are there to support them, and at year's end, is hopeful of a resolution soon.

### Cold Climate Jackets

VFBV has worked with CFA through the year to develop a suitable additional jacket as an alternative to provide relief from cold and inclement weather.

With the withdrawal of the black woollen jackets from service, volunteer delegates identified that in colder conditions,



## Protecting & supporting volunteers continued

predominantly where members are not issued with Structural PPC, the current Bushfire PPC jacket does not provide sufficient warmth during situations such as road accident rescue, storm events and other non-firefighting applications.

The prototype jackets now being field tested are not intended to replace bushfire PPC, and are not to be used for firefighting, but may be used for other fireground or brigade activity where weather conditions and work load allow.

### Female PPC

VFBV has been advocating for female fit PPC since 2004, saying that female members must be entitled to garments specifically designed for their needs and comfort as a basic entitlement.

Through the year, VFBV received enquiries from members who were unaware that female PPC was available, or who had been told it was only available for new members or if their existing PPC was no longer serviceable.

VFBV requested that CFA again promote the options available, and add female PPC options to all PPC order forms. After hearing VFBV's concerns, the Chief Officer reissued a Memo to all Districts instructing that female fit bushfire PPC is available to all new members, and current members may exchange their existing ensemble.

### Volunteer Support Program

The first phase of CFA's Volunteer Support Program (VSP) closed on 30 June and VFBV worked to ensure volunteers were aware of the program and ready to express opinions as to whether it was having the desired effects at Brigade level.

The program began as a State Government initiative to employ 64 Volunteer Support Officers providing direct support to volunteers, and since its inception, VFBV has pressed for the program to deliver tangible and direct support to volunteers at the local level.

A source of frustration to many Brigades, the final implementation of this critical volunteer support program has been delayed due to Federal Court action initiated by the industrial bodies.

### Sessional Trainers

The 2011 Jones Inquiry supported VFBV's push for the use of sessional training instructors as part of developing an adequate and flexible training instructor and assessment strength to serve the needs of volunteers, and CFA agreed to use sessional instructors whenever volunteer and paid instructors and are not available.

But VFBV's work on the issue was not yet finished; when CFA advertised for Sessional Trainers early in the year, the advertising included an error that would have excluded qualified, experienced volunteers from applying. CFA readvertised in October after VFBV raised the issue, and the renewed advertisements no longer included a requirement that applicants have prior history as paid instructors.

VFBV has been pursuing the issue of Sessional Trainers for several years to help meet the need for training to be volunteer friendly in location, timing and format. However by year's end, VFBV was advised that CFA was having industrial difficulties in progressing the matter any further.

### First Aid

The push for better First Aid arrangements for Brigades has continued, in the wake of reports that Brigades were being sent invoices from CFA reclaiming costs for any members trained in first aid above their Brigade Operational Skills Profile (BOSP) targets.

VFBV provided a 17 page submission to CFA in 2010 calling for an urgent review of First Aid arrangements and after repeated attempts to have the issue resolved, VFBV received assurances that CFA is close to finalising new arrangements that will address the volunteers' concerns.

VFBV called for caps on numbers being trained in First Aid to be removed, and that CFA provide easier ways for members' external first aid qualifications to be recognised. VFBV also called for a multiyear strategy, members only having to do an annual refresher of CPR, and 3 year refreshers of first aid, in line with the First Aid Advisory Council of Australia guidelines. VFBV also urged CFA to investigate online skills maintenance

options, and more locally based training to better support and suit the needs of volunteers.

### Committees, Issues and Representation

VFBV's representatives on Joint VFBV/CFA Committees and working groups, Brigades and individual volunteers have worked to resolve a wide range of issues, including;

**WIRE ROPE BARRIERS:** The VFBV/CFA Joint Community Safety Committee was pleased with the news in May 2015 that the Chief Officer had endorsed a position paper addressing Brigades' concerns. The paper calls on VicRoads to consult on clearance from roads and vegetation, emergency access points and training for Brigades in dismantling the barriers.

**MEMBER REGISTRATION FORMS:** VFBV successfully called on the Chief Officer to withdraw new Member Registration Forms in October, after volunteers found they included an onerous medical checklist that caused delays and required new members to pay a medical professional to assist them. At VFBV's request, CFA has agreed to covering the cost for all new member medicals and a simplified, less onerous medical checklist.

**SERVICE AWARDS:** After discussions with VFBV, CFA agreed to drop the current service award upgrade kits so volunteers reaching service milestones now receive a complete new medal instead of having to sew a new bar onto their existing medal.

**MEDIUM PUMPER TOUR:** This year's consultation tour of the prototype Medium Pumper, travelling from Lakes Entrance to Hamilton, was based on the Medium Tanker roadshow that gave Brigades opportunity for hands on inspection, an idea from VFBV that resulted in the Chief Officer approving a list of volunteer-suggested improvements.

### Presumptive Legislation

VFBV's campaign for legislation to give firefighters fairer and simpler access to cancer compensation started the year with volunteers expressing frustration at Victoria lagging behind other States.

The Federal Parliament and three States had passed legislation, hundreds of CFA volunteers had rallied outside the Minister's office, and having given the Coalition Government's new Firefighters' Assessment Panel (FAP) months to prove itself, VFBV had presented the Minister with a detailed briefing on its failings.

VFBV launched a statewide petition and started a Trust Fund to support a ramped up campaign, and was preparing to support a possible test case in the Supreme Court to set aside the first cancer compensation application rejected under FAP.

VFBV wrote to all MPs and volunteers collected petition signatures, calling for legislation listing the same 12 cancers and years-of-service requirements from the Australian Parliament's legislation, with equal coverage for career and volunteer firefighters.

The Northern Territory introduced presumptive legislation, many Victorian MPs supported the volunteers' petition, and VFBV worked to educate those who did not.

Five weeks before the State Election, Labor and Coalition MPs tabled 16,000 petition signatures received by VFBV in Parliament. Four days later, South Australia gave volunteers equal coverage under its legislation by removing the discriminatory volunteer-only requirement that they prove a certain number of turnouts.

In November, Labor took Government in Victoria having promised to introduce presumptive legislation within 18 months, based on the list of cancers and years-of-service requirements in the Tasmanian legislation.

Having had the then Shadow Minister Wade Noonan's assurance that Labor had not backed down on its commitment to presumptive rights for career and volunteer firefighters alike, VFBV has been very clear that expectations are that the Victorian legislation will apply equally to volunteers and staff.

With VFBV working to ensure the Government does not move to add any discriminatory extra requirement to its legislation, there was good news from Queensland, with a strongly supported Private Member's Bill that treats career and volunteer firefighters equally.

At year's end, the Victorian Minister has confirmed that work on the legislation has begun and there will be opportunities for consultation, and VFBV is urging volunteers to make sure MPs know the legislation must list the same 12 cancers and years-of service-requirements and treat volunteers and their career colleagues equally.

### Fiskville Closure and Inquiry

Concerns over the safety of CFA's Fiskville Training College continued, with the Fiskville Firefighters' Health Study by Monash University adding to the established evidence connecting firefighting and cancer that led to VFBV's campaign for presumptive legislation for all Victorian firefighters.

March brought the discovery of more contamination, the closure of the facility and the launch of a Parliamentary Inquiry.

Having pressed for additional independent testing and information for members since safety concerns first arose, VFBV was well prepared - State Council determined key points for our submission, and VFBV told the Inquiry;

- Any training ground used for hot fire or other training must be safe to use
- Should Fiskville be closed or scaled back, investment to replace its significant state training capability would be required, as the rest of the fire services training network would not cope with the load
- Firefighters who have relied on Fiskville as their local training facility must continue to have locally available access to state of the art training

VFBV stressed that support for members exposed to health hazards at Fiskville must continue; the closure of the facility does not mean their needs are at an end.

VFBV urged the Inquiry to establish a level of confidence amongst firefighters, community, Government and firefighters' representatives, about the facts. There had been a lot of discussion of what is or isn't safe, and what can or can't be fixed. VFBV stressed that volunteers need the Committee to ensure the facts are on the table, that the opinions and assessments of the independent experts are known, and the analysis, decisions and regime going forward are transparent and beyond partiality or self-interest groups.

VFBV called for actions to ensure;

- Independent assurance of safety, based on facts
- Informed decisions on any options for rehabilitating, fixing or reopening Fiskville
- Protection of firefighters, not just during training

## Shaping the Future continued

- Empowerment and support to CFA to address training based on need, not capped artificially based on budget
- Removing the rumour, speculation and uncertainty, and making decisions on independent, expert analysis of the facts

The Inquiry was still under way at year's end.

### Fleet Funding

Volunteers talking to local MPs and VFBV's work with party leaders successfully drew the attention of successive State Governments to the need to bring CFA's front line fleet under the nationally accepted age limit of 20 years.

The Coalition Government announced an extra \$29 million for 78 new CFA vehicles – most of them Medium Tankers designed with VFBV and volunteer input – and the new Labor Government committed \$33 million for 70 new trucks. Both figures are close to VFBV's calculation of the annual funding needed, but the objective of ongoing base funding, backed by a five year rolling plan of vehicle replacement, is still to be achieved.



The campaign began with one in four of CFA's front line vehicles over the 20 year age limit, and VFBV urges volunteers to keep the issue fresh in the minds of local MPs.

### Hazelwood Inquiry

As a major incident in the most intense summer since 2009, the February 2014 Hazelwood Fire raised issues for the community, personnel on the fireground and the future of the emergency services.

VFBV has been involved on behalf of volunteers during the incident, the Parliamentary Inquiry, and the reopened Inquiry under the new Government. Our submission was based on VFBV officials' attendance at the incident as CFA volunteers, feedback from volunteers and a strategic reflection on the issues, including;

- The absolute importance of Victoria's emergency service network maintaining the CFA's volunteer based surge and sustain capacity and capability for large and protracted incidents;
- The importance of adequate protection for all firefighters (paid and volunteer alike);



- Concerns about under-utilisation of volunteers, particularly in senior incident command and specialist appliance roles;
- The need to improve fire prevention across the whole landscape.

The Inquiry was still under way at year's end, and VFBV was working to keep members informed and to support volunteers directly affected by exposure to hazards during the fire.

### VFBV Open Forums

Open Forums continue to be popular, with a good turnout from local Brigades in each of this year's locations.

The forum at Burwood (pictured) included plenty of informal discussion and a panel session with the Emergency Management Commissioner, CFA Chief Officer, CFA CEO, CFA Executive Director of OT&V, and VFBV's President and CEO.



The panel session tackled issues including female PPC, better organisation of strike teams to reduce waiting time, strike teams working in community recovery, improving communication within CFA, better access to information technology for volunteers, uniforms, and concerns with CFA's plans for FEM administration cost recovery from Brigades.

The VFBV Open Forums are an important link with grass roots volunteers and there will be more in the coming year.



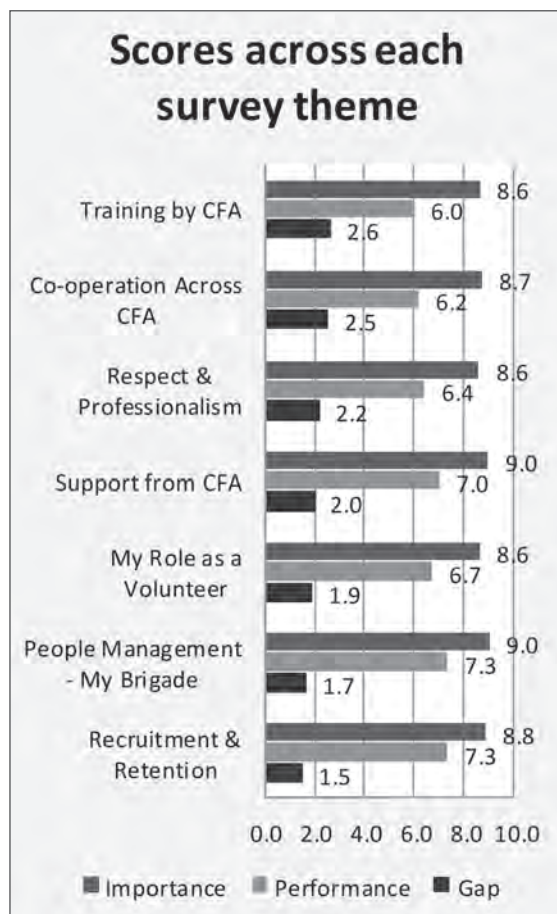
### VFBV Volunteer Welfare & Efficiency Survey

The 2014 Survey achieved a 14% rise participation to more than 1,650 volunteers across the state.

The survey report confirmed strong trends in volunteer opinion that are clear pointers to paths for improvement by CFA. This was our third survey, and results show training is still the biggest issue for volunteers, with the widest gap between its importance and CFA's performance. The overall impression is that the greatest gaps are in training and cooperation, and the smallest gap – the best result – is in the areas of recruitment and retention, how volunteers feel about management of issues and the support they receive at local Brigade level.

The report shows male and female volunteers have different perceptions of how women are treated, there is a visible difference in comments from integrated Brigades about treatment of volunteers, and newer volunteers show a more positive opinion than longer serving members. The survey is fulfilling the hopes VFBV had for it three years ago. It is run by VFBV, informed by growing numbers of volunteers and being put to work as a productive tool by VFBV and CFA.

At year's end, the 2015 survey was just days away, now featuring a VICSES version, hosted by VFBV for the VICSES volunteers' organisation, the Victorian Emergency Services Association (VESA).



**Pictured: New VFBV Volunteer Leadership Program graduates with Emergency Management Commissioner Craig Lapsley PSM, Minister Kim Wells MP and VFBV officials in July 2014.**

### VFBV Leadership Scholarships

Places in this year's sixth VFBV Volunteer Leadership Program course were in high demand, with 92 applicants for 50 positions.

The program is funded by VFBV, with additional funding from the Department of Justice to assist with our multi-agency approach, but with such strong demand we successfully applied to Emergency Management Victoria for top up funding to cover 10 extra participants for 2015, taking the total to 60.

The 70 participants from the fifth course graduated this year with Certificate IV in Frontline Leadership provided under the auspices of Chisholm Institute of TAFE, making more than 200 graduates so far.

The Sixth course is still under way, with participants from CFA, Ambulance Victoria, Australian Volunteer Coast Guard, Life Saving Victoria, VIC SES, and St John Ambulance.

## Shaping the Future continued

### Emergency Medical Response

VFBV welcomed the State Government's extension of Emergency Medical Response (EMR) to all integrated Brigades in February 2015, and urged the Government to continue the expansion to more volunteer Brigades.

Five volunteer Brigades have been providing EMR since 2008 under the pilot, with five Integrated Brigades joining them in 2011.

With EMR, CFA crews trained in advanced first aid and equipped with oxygen and defibrillators are despatched to heart attack calls, frequently arriving and starting resuscitation precious minutes earlier, then handing over to ambulance crews.

EMR significantly increases patient survival rates and is particularly valuable in country areas where ambulance response times can be high. Volunteers at the five Brigades - Berwick, Edithvale, Mornington, South Morang and Whittlesea – say the extra skills are also useful at road accidents and rescue calls

VFBV is encouraging Brigades to consider whether EMR would be beneficial in their area and within their capacity to deliver, and some Brigades are actively in discussion with their communities and MPs.

### CFA Volunteerism Strategy

Following the Victorian Auditor-General's (VAGO) Report into the management of emergency service volunteers in February 2014, work on CFA's Volunteer Strategy began with the direct involvement of VFBV.

We encouraged volunteers to have their say and pressed for CFA to prepare an implementation strategy to inform

and deliver implementation to the District level. The year ended with the plan ready for signoff.

The strategy addresses the lack of an integrated strategic approach to encourage, maintain and strengthen volunteer capacity and capability. Its priority actions for 2015 include; leadership development programs, greater consultation with volunteers and communities, the replacement of Minimum Skills with CFA's new Volunteer Recruit Training Package, better workforce planning and utilisation of volunteers and the establishment of ongoing support officers for volunteers

### Jones Inquiry recommendations

Through the 2013/14 year, VFBV raised concerns with CFA and the Minister regarding poor progress on Jones Inquiry recommendations, and early in the new year CFA acknowledged that their reporting of progress until then had been overly optimistic.

CFA revised its project management structure and its March 2014 progress report, and VFBV pressed for CFA to institute a process that checks that any improvements are actually felt at Brigade level, and has encouraged Brigades to raise the issue through their VFBV delegates if actual progress doesn't match the reporting.

VFBV has been very frustrated by the slow progress on many of the fundamental issues raised in the Jones Inquiry.

### Emergency Management Commissioner

VFBV congratulated Fire Services Commissioner Craig Lapsley as he became Victoria's first Emergency Management Commissioner, working alongside Chief Executive Neil Robertson at the head of Emergency Management Victoria (EMV).

The Commissioner works with VFBV on a wide range of issues and has been available to volunteers frequently through VFBV events including our leadership graduation, AGM and Open Forums.

During the year, the Commissioner worked with VFBV on EMV's draft Emergency Management Volunteer Statement, a positive and reinforcing commitment by the Victorian Government and Emergency Management Sector to consult and engage with volunteers in emergency management on matters that affect them. Commissioner Lapsley has confirmed its intent is to strengthen and complement the existing CFA Volunteer Charter, which will continue as an enduring commitment between Government, CFA and VFBV on behalf of CFA volunteers.

### VFBV's Vision

As the year drew to a close, VFBV drafted a new vision statement to replace the one written in 2007.

The draft "*Strong Volunteerism, Embraced to Build Community Resilience for a Safer Victoria*" is designed to capture the core purpose and ideology of VFBV and clearly demonstrate an outward focus and community benefit motivation for VFBV efforts, to better align VFBV's effort and achieve better respect and recognition of the contribution we seek to make in the EM sector and for Victoria.

The draft will be workshopped at State Council and volunteers are encouraged to discuss their thoughts with their State Councillors.

## 2015 VFBV State Championships

More than 4,000 competitors in 205 teams made for spectacular entertainment at the 2015 VFBV State Championships.

The urban senior championships at Bendigo were dominated by reigning champions Kangaroo Flat in a 65 team competition that featured contingents from Western Australia and New Zealand among the Victorian Brigades.

The rural championships provided close competition at every level between the 46 Brigades represented.

Tatura asserted their claim to the title at the urban junior championships at Horsham, and Willaura won their first ever aggregate and the title of Champion Team at the rural junior championships at St Arnaud.

VFBV sincerely thanks all the participating Brigades, teams, competitors and thousands of spectators for their support and attendance. The host committees at Bendigo, St Arnaud and Horsham 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 major sponsors Ace Radio and Hino for their generous support for volunteer championships, and the many other sponsors and trophy donors. Their support is an appreciable addition to these, the major social and sporting events in the volunteers' year.



## Urban Championships

Kangaroo Flat took the honours again at the 2015 VFBV Urban Championships at Bendigo, winning the title of Champion Brigade for the third time in a row.

The team in green won all events they contested on Day One and 21 year old Jackson Dargaville is now in the record books as the only competitor ever to win the State Ladder Race title five years in a row. He remains unbeaten in this event since he joined the seniors, with more than 30 wins, and was declared Champion Competitor for 2015.

B section aggregate winner Corio put on a great performance with four wins and a number of placings, and Warracknabeal achieved their first state aggregate success by winning the C Section aggregate.

### 'A' SECTION

1st	Kangaroo Flat	76 Points
2nd	Drouin/Bunyip	48 Points
3rd	Wendouree	40 Points

### 'B' SECTION

1st	Corio	77 Points
2nd	Benalla	45 Points
Equal 3rd	Morwell, Patterson River & St Arnaud	34 Points

### 'C' SECTION

1st	Warracknabeal	52 Points
2nd	Sale	44 Points
3rd	Warrnambool	37 Points

### Dry Aggregate

1st	Kangaroo Flat	40 Points
2nd	Narre Warren A	16 Points
3rd	Maryvale	10 Points

### Wet Aggregate

1st	Corio	56 Points
2nd	Drouin/Bunyip	48 Points
3rd	Sale	40 Points



## DISCIPLINE CONTEST

### Section A:

1st	Mildura	93.64%
2nd	Melton A	90%
3rd	Bendigo	87.27%

### Section B:

1st	Patterson River	88.64%
2nd	Benalla	86.82%
3rd	Morwell	85.91%

### Section C:

1st	Knox Group	89.09%
2nd	Hoppers Crossing	85.45%
3rd	Whittlesea	82.27%

### Torchlight Procession:

1st	Knox Group	93%
Equal 2nd	Diamond Creek, Hoppers Crossing & Melton A	90%

### 2015 CHAMPION BRIGADE:

Kangaroo Flat

### 2015 CHAMPION COMPETITOR:

Jackson Dargaville (Kangaroo Flat)

### WA/VIC Challenge Event Winner:

Western Australia



**2015 VFBV Rural Championships**  
**Highest Points Overall: Torquay A**



**2015 VFBV Urban Championships**  
**Champion Brigade: Kangaroo Flat**

## Rural Championships

There was close competition in all three Divisions of the 2015 VFBV State Rural Championships at St Arnaud, with the results in Divisions A and C particularly close. Napoleons Enfield put in a strong performance, with their A team winning the A Aggregate and their B team running second in the same Division. Dunrobin/Nangeela put in a strong performance to win Division C and take second place in Division B, behind the top scoring team for the championships, Torquay A. The Rural Championships will be held at Colac in 2016.

### DIVISION A AGGREGATE:

1st	Napoleons/Enfield A	38 Points
2nd	Napoleons/Enfield B	32 Points
3rd	Hurstbridge A	32 Points

### DIVISION B AGGREGATE:

1st	Torquay A	42 Points
2nd	Dunrobin/Nangeela B	32 Points
3rd	Hurstbridge B	26 Points

### DIVISION C AGGREGATE:

1st	Dunrobin/Nangeela D	42 Points
2nd	St Arnaud A	38 Points
3rd	Strathdownie B	33 Points

### HIGHEST POINTS OVERALL:

Torquay A	42 points
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### DISCIPLINE AWARD: District 22

### HIGHEST POINTS OVERALL: Torquay A

## Urban Junior Championships

Tatura's juniors returned for another triumph in 2015, topping the aggregate scores in the wet and dry events and both age groups, under 14 and under 17, for the second year in a row.

The two wins follow an overall second place in 2013, confirming Tatura as the team to beat in the Urban Juniors. This year, they won five of nine events in the under 14 competition and two in the under 17s, with many minor placings in both age groups to add to their totals.

Previous Grand Aggregate Champions Benalla took second place overall for the second year in a row, and there were strong performances from Drouin/Bunyip, Swan Hill, Moe and Euroa. The 2016 VFBV Urban Junior Championships will be held at Tatura.



### GRAND AGGREGATE

1st	Tatura A	72 Points
2nd	Benalla	28 Points
3rd	Drouin/Bunyip	26 Points

### UNDER 14 YEARS AGGREGATE

1st	Tatura A	43 Points
2nd	Drouin/Bunyip	26 Points
3rd	Benalla	18 Points

### UNDER 17 YEARS AGGREGATE

1st	Tatura A	29 Points
2nd	Swan Hill A	24 Points
3rd	Moe A	22 Points

### DRY AGGREGATE

1st	Tatura A	35 Points
2nd	Benalla	23 Points
3rd	Drouin/Bunyip	21 Points

### WET AGGREGATE

1st	Tatura A	37 Points
2nd	Swan Hill A	16 Points
=3rd	Euroa A & Moe A	13 Points

**2015 Champion Brigade** Tatura A

## Rural Junior Championships

It was Willaura's big day out at the 2015 Rural Junior Championships. Having never won an aggregate before, the Brigade fielded a strong turnout of five teams and went on to win the 11-15 years Aggregate and the title of Champion Team. The Willaura juniors are pictured with their impressive collection of trophies for 2015.

Sedgewick A took second place in the Grand Aggregate, Springhurst A won the 11-13 Years Aggregate and other strong performers were Greta, Hurstbridge and Eldorado.

### GRAND AGGREGATE :

1st	Willaura A	56 Points
2nd	Sedgewick A	46 Points
3rd	Springhurst A	42 Points

### 11-13 YEARS AGGREGATE

1st	Springhurst A	42 Points
2nd	Greta A	32 Points
3rd	Hurstbridge A	26 Points

### 11-15 YEARS AGGREGATE

1st	Willaura A	46 Points
=2nd	Eldorado A	
	& Sedgewick A	32 Points



## VFBV Board Members and Staff 2014/15



**Hans van Hamond AFSM**

State President  
Board Member 2013-2015  
h.vanhamond@vfbv.com.au



**Nev Jones AFSM**

State Vice President 2013-2015  
Board Member 2014-2016  
n.jones@vfbv.com.au



**Bruce Vine AFSM**

Board Member 2013-2014  
b.vine@vfbv.com.au



**Mick Nunweek**

Board Member 2013-2015  
m.nunweek@vfbv.com.au



**Tom Brodie AFSM**

Board Member 2013-2015  
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**Andy Cusack AFSM**

Board Member 2014-2016  
a.cusack@vfbv.com.au



**Gary Lyttle AFSM**

Board Member 2013-2015  
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**Bill Maltby**

Board Member 2014-2016  
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**Bruce Pickett AFSM**

Board Member 2014-2016  
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**Graeme Jilbert**

Board Member 2014-2015  
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**Gerry Neyenhuis**

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**Andrew Ford**

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**Adam Barnett**

Executive Officer  
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**Cliff Overton**

Research Policy Officer



**Chris Fryer**

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**Cathie Smith**

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**Kara Bishop**

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**Peter Beaton**

Project Officer  
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## VFBV Board Appointments

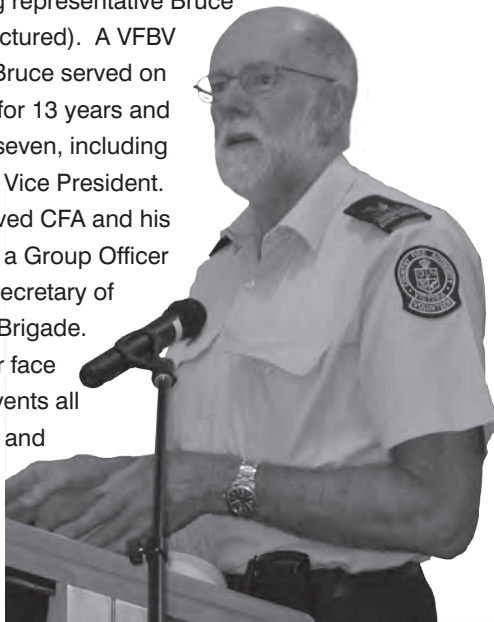
At the VFBV Annual General Meeting held on 14 September 2014, President Hans van Hamond AFSM announced the appointment to the VFBV Board for two years from 1 October 2014, of:

- Andy Cusack AFSM – re-appointed
- Nev Jones AFSM – re-appointed
- Bill Maltby – re-appointed
- Bruce Pickett – re-appointed

### VFBV BOARD CHANGES

At the VFBV State Council meeting on 14 September 2014, Graeme Jilbert and Gerry Neyenhuis were elected as the two State Council ex officio Board members for the year 2014/15. The two ex officio Board members were elected according to Constitutional changes approved at the 2013 AGM, and in line with these changes, they also became members of the State Council Executive Committee for the year 2014/15.

Early in October, the VFBV Board recognised the retirement of long serving representative Bruce Vine AFSM (pictured). A VFBV Life Member, Bruce served on State Council for 13 years and the Board for seven, including three years as Vice President. Bruce has served CFA and his community as a Group Officer and Brigade Secretary of Tawonga Fire Brigade. He is a familiar face at volunteer events all over the state, and was awarded the AFSM in 2012 for his outstanding service.



### CFA BOARD ASSOCIATION NOMINEES

Changes to the CFA Act in June 2014 to provide for a skills based appointment process for CFA Board members, prescribe the following criteria: 'knowledge or, or experience in, commercial, technical, operational, legal or financial matters; or expertise in fire or emergency management, land management or any other field relevant to the performance of the functions of the Authority'.

Accordingly VFBV's nominations, for the Minister to appoint to the CFA Board, are based on a skills based selection process targeting candidates with skills criteria as prescribed by the CFA Act as above.

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.



#### Ex Lieutenant Paul Denham & Ex Group Officer Don Robertson

The terms of Paul Denham (Boronia Brigade - pictured top left) and Don Robertson (Strathkellar Brigade pictured below left) as volunteer representatives on the CFA Board, ended 31st August 2014. On behalf of all CFA volunteers, VFBV conveys its appreciation to Paul and Don for their involvement and commitment as volunteer representatives on the CFA Board for the past three years.



#### Captain John Schurink

John Schurink, a volunteer and officer of Sassafras-Ferny Creek Brigade, has had extensive senior management roles for over 30 years within the emergency services environment, including ESTA, Rural Ambulance and Metropolitan Ambulance. He has been appointed to the Board for a term expiring 30 June 2017.



#### 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. He has been reappointed to the Board for a term expiring 30 June 2017.



#### Captain 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 to the Board for a term expiring 30 June 2017.



#### Lieutenant James Holyman

James Holyman a volunteer member of the Highlands Brigade, has extensive senior management experience together with business, financial and risk management qualifications within Victoria's emergency services sector. He has been appointed to the Board for a term expiring 30 June 2017.

## State Councillors & District Council Officers at 30 June 2015

	STATE COUNCILLORS	DISTRICT COUNCILS		STATE COUNCILLORS	DISTRICT COUNCILS
<b>District 2</b>	Ex Captain Geoff Browning Ex Captain Ron Cole Ex Captain Bill Maltby Captain Gary Parlb Captain Darryl Wagstaff	President Peter Thompson Secretary Terri Boyle	<b>District 13</b>	DGO Paul Denham Firefighter Vickie Linaker	President Bill Watson AFSM Secretary Lynda Hamilton
<b>District 4</b>	Firefighter Andy Cusack AFSM Ex Captain Peter White AFSM	President Kelvin Bateman Secretary Karyn Bothe	<b>District 14</b>	Lieutenant Sean Brittan Lieutenant James Stephens	President Chris Maries Secretary Damien Milloy
<b>District 5</b>	Firefighter Owen O'Keefe Ex Captain Malcolm Bishop	President Bill Pressey AFSM Secretary Heather McIntyre	<b>District 15</b>	DGO Shane Cramer Secretary Don Garlick	President Maurice Preston Secretary Trinsa Lewis
<b>District 6</b>	Ex Captain Mike Evans Ex Captain Brian Ritchie	President Bob Mason Secretary Margaret Evans	<b>District 16</b>	Firefighter Greg Fithall Ex Captain Mick Nunweek	President Peter Hannan Secretary Anna Subendranathan
<b>District 7</b>	Ex Captain Fred Grove Ex Captain Gerry Neyenhuis Ex Capt Bruce Pickett AFSM	President Robert Clark Secretary Eddy Rees	<b>District 17</b>	Group Officer John Davies Firefighter Maurice Dumesny	President Ronald Zanker Secretary Ian Plumridge
<b>District 8</b>	Firefighter Jackie Crow Ex Lieutenant Charles Dennis Captain Timothy Desmond	President Eric Collier Secretary Max Johnson	<b>District 18</b>	Firefighter Graeme Jilbert Firefighter Trevor Wyatt AFSM	President Rob Whateley Secretary Harold Jochs
<b>District 9</b>	DGO Robert Auchterlonie Firefighter John Austin	President Bill Rodda AFSM Secretary Andrew Grant	<b>District 20</b>	Firefighter Keith Clough Ex Captain Rob Waterson AFSM	President Greg Murphy Secretary Graeme Watson
<b>District 10</b>	Ex Captain Mark Jones DGO Bryan Walpole	President Mark Jones Secretary Terry King	<b>District 22</b>	Ex Captain Tom Brodie AFSM Ex Captain Phil Slender	President John Dunn Secretary Bill Stockdale
<b>District 11</b>	Captain Geof Bassett Firefighter Philip Lind	President Des Ryan Secretary Ian Ashcroft	<b>District 23</b>	Secretary Mary Anne Egan Firefighter John Seymour	President Mick Jones Act. Secretary Mary Anne Egan
<b>District 12</b>	Lieutenant James Holyman Firefighter Peter Sharman	President Mick Sanderson AFSM Secretary Alex Caghey	<b>District 24</b>	Firefighter Graham Cocks Captain Howard Smith	President Max Wood Secretary David Langshaw



### Retired Members



**Ex Captain Bruce Conboy (District 8)** retired 24 July 2014. A former President of the VRFBA and the Australasian Assembly of Volunteer Fire Brigade Associations, Bruce (pictured) served on State Council for 16 years, he was the first Deputy President of VFBV, and a participant during the historic drafting and signing of the first CFA Volunteer Charter.

**Ex Capt Hans van Hamond AFSM (District 15)** retired 24 July 2014. Hans served on State Council for 23 years and is a VFBV Life Member. Hans continues as a member of the VFBV Board, and is VFBV's State President.

**Captain Bill Polwarth (District 23)** passed away 24 December 2014. Bill had been a long serving volunteer and officer of the Benalla Brigade, and a State Councillor for 6 years. For our story on Bill, see page 21.

**Firefighter Bruce Vine AFSM (District 24)** retired 30 September 2014. A VFBV Life Member, Bruce served on State Council for 13 years. For our story on Bruce, see page 16.

### New State Councillors



**Jackie Crow (District 8)**  
Jackie became her Brigade's first female firefighter when she volunteered in 1982, and is pleased to say many more women have volunteered on the front line since then. She has held a number of BMT roles including First Lieutenant, and has particularly enjoyed running the junior fire brigade program over the past 19 years.



**Don Garlick (District 15)**  
Don has served as Secretary and Lieutenant with the Wendouree Fire Brigade and has volunteered for 27 years. His volunteer experience is valuable in his other profession as head of Emergency Management for Ballarat Health Services. He is a graduate of the VFBV Leadership Program, which led to his achieving his Masters in Emergency Management.



**John Seymour (District 23)**  
John has been involved in championships since he first volunteered, 12 years ago, and is the Junior Leader and Manager of the Wangaratta Fire Brigade junior running team. John is an original member of the Hume Specialist Rescue Team, providing high angle rescue in Districts 23 and 24.



**Howard Smith (District 24)**  
Howard is the Captain of Barnawartha Fire Brigade, he has served 33 years as a volunteer and is a former Deputy Group Officer. A qualified Cert IV Workplace Trainer/Assessor, he is on the VFBV/CFA Joint Training Committee and CFA's North East Regional Training Committee.

### New Life Members

This year VFBV granted Life Membership to four long serving volunteer representatives: Charles Dennis (Frankston Fire Brigade), Mick Nunweek (Stawell), Darryl Wagstaff (Maryborough) and Trevor Wyatt AFSM (Murrayville).

### State Council Executive Committee

The State Council Executive Committee makes recommendations to State Council on strategic/process matters and issues raised by District Councils. State Council members representing Brigades with a predominantly structure risk profile nominate nine members and State Council members representing Brigades with a predominantly bushfire risk profile nominate nine members.

Members of the State Council Executive Committee in 2014/15 were:

R Auchterlonie, S Brittan, T Brodie, K Clough, R Cole, C Dennis, M Dumesny, M Egan, M Jones, B Maltby, M Nunweek, O O'Keefe, B Pickett, P Slender, H Smith, R Waterson, P White, T Wyatt.

### District Council Retirements

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

**District 8** President John Watson  
**District 11** President Graham Symons  
**District 16** Secretary Dale Pinniger  
**District 23** Secretary Robyn Tanner



## Consultative Framework

VFBV continues to build volunteer involvement in Emergency Management Sector decisions; the CFA Volunteer Charter is part of the CFA Act, the State Government's Volunteer Consultative Forum (VCF) adds to our conversations with key decision makers, a series of inquiries and reviews have expanded their contact with volunteers at VFBV's request, and VFBV campaigns have equipped volunteers to work direct with local MPs.

The result of a VFBV proposal, the VCF gives volunteers regular face to face meetings with the Police and Emergency Services Minister and senior staff. It joins up all volunteer agencies across the sector to enable greater collaboration and shared effort.

All of these connections complement VFBV's network of Board, State Council, District Councils, Group and Brigade engagement opportunities, which provides VFBV with unparalleled reach into the grass roots to ensure all decisions and representatives are well informed by rank and file members and local consultative forums.

### Joint Committees

The VFBV/CFA Joint Committees are part of the streamlined consultative framework, a direct line of communication between volunteers and state level decision makers. This year the committees have worked on issues including;

### Communications & Technology

- Pager Replacement
- Current Pager improvements
- Scanners/Listening Sets
- Regional Radio Dispatch System – RRDS
- Analogue Channel Deactivations
- Web Streaming of CFA traffic
- Observation Reports
- Broadband Spectrum for Emergency Organisations
- Broadband and IT infrastructure for Brigades
- Blackspots Coverage Remediation Program
- HCMS Volunteer Portal
- ICC/LCF ICT Access & Training

### Community Safety

- Community Preparedness
- Planned Burning Permits
- Brigade Participation in IFMP
- Wire Rope Barriers
- Summer Fire Safety Campaign
- Brigade Community Safety Co-ordinators
- Events & Activities Reporting Tool
- Fire Management Planning Handbook
- Fire Risk Assessment for Tyre Stockpiles

### Equipment and Infrastructure

- Brigade Owned Vehicle Insurance and Registration
- VFBV Campaign For Additional CFA Fleet Funding
- Vehicles/prototypes – Heavy Tanker, Medium Pumper, Sand Tanker, Alpine Vehicle
- Major Incident Damage
- 2015 VESEP Program
- Infrastructure (fire stations)
- PPC/E
- Vehicle retrofits and weight issues
- Equipment
- Completion of Crew Protection System program

### HR, Welfare and OH&S

- Fiskville Inquiry
- Presumptive Cancer Legislation
- Volunteer Compensation
- District OH&S Committee Reporting
- Volunteer Loss of Income Compensation for Over 65s
- Managing Mental Health
- Wellbeing Pilot
- CFA People Capability Framework
- CFA Culture Survey
- OH&S Policies and Procedures
- VFBV Volunteer Welfare & Efficiency Survey Report
- CFA Values
- BASO – Allocation and Role Review

### Operations

- Fire season/campaign fire issues
- Volunteer Utilisation on Specialist Appliances
- Service Delivery Strategy
- Volunteer Utilisation on IMTs
- Emergency Medical Response (EMR)
- Integration
- Role of Group

- Reverse Section 29's
- Observation Sharing Centre online tool
- SOPs/Doctrine
- Volunteer Access to IMT Training Courses

### Training

- Volunteer Trainers and Assessors
- First Aid Training
- First Aid Contract Renewal
- Driver Training/Licensing
- Phased BA Competency
- VEMTC Strategy
- Atmospheric Monitoring
- Structural Firefighting Training Package
- Operational Training Guide
- BA Helmet Decals

- District Training Committees
- RPL – Skills Recognition

### Volunteerism

- VFBV Volunteer Welfare & Efficiency Survey Results
- BMT Workshops
- Volunteerism Strategy
- Volunteer Support Program
- Volunteer Recruitment Project
- Volunteer Exit Survey
- Junior Volunteer Development Program:
- Junior Member Service Recognition
- National Emergency Medal
- Honours & Awards Nominators Guide
- Championships

### Joint Committee Volunteer Representatives

#### OPERATIONS

Geof Bassett	Sean Brittain	Ron Cole	Andy Cusack	Charles Dennis
Timothy Desmond	Gary Fitzgerald	Nev Jones	Adrian Marshman	Greg Murphy
Trevor Roche	Peter Solley			

#### EQUIPMENT & INFRASTRUCTURE

Tom Brodie	Mark Jones	Owen O'Keeffe	Gary Parlbay	Phil Slender
Toddy Small	Darren Wallace	Rob Waterson	Peter White	Trevor Wyatt

#### COMMUNITY SAFETY

John Austin	Alex Caughey	Bruce Conboy	Mary Anne Egan	Fred Grove
Phil Lind	Gary Lyttle	Bruce Vine	Ian Walter	

#### VOLUNTEERISM

Malcolm Bishop	Geoff Browning	Graham Cocks	Maurice Dumesny	Hans van Hamond
Graeme Jilbert	Darryl Wagstaff	Brian Walpole	Jody Weir	Brian West

#### TRAINING

Eric Collier	John Davies	Paul Denham	Don Garlick	Harold Jochs
Greg McIntyre	Gerry Neyenhuis	Mick Nunweek	Howard Smith	James Stephens
Jeffrey Swain				

#### HR, WELFARE & OH&S

Robert Auchterlonie	Jackie Crow	Ian Hannaford	Vicki Linaker	Bill Maltby
Colin Newell	Bill Rodda	Roger Walker	Ross Walker	Bill Watson

#### COMMUNICATIONS & TECHNOLOGY

Dave Arnott	Andrew Bath	Keith Clough	Shane Cramer	Neil Dusting
Mark Hooper	Alan Millar	Bruce Pickett	Col Pomroy	Peter Sharman

## Association Honorary Life Members

Pre-1954	M.W. Carver J.K. Stokes C. Ford (Miners Rest) D.M. Cameron	1980	R.J. Jilbert (Swan Hill) A.E. King AFSM D.J. McEachern OAM (Wodonga)	1998	A.J. Hooper AFSM (Winnindoo)
1955	J.L. Allen	1981	E.C. Caddy (Drouin) L.W. Peters	1999	R.A.C. McDonald (Bowser)
1956	W.B. Richardson BEM (Wangaratta)	1983	R. Jones D.H. Lade QFSM (Highlands/Caveat)	2000	D.W. Adams (Carrum) R.E. Schultz AFSM (Benalla) P.J. White AFSM (Casterton)
1959	J.R.C. Plante (Lilydale) M. Steward OBE (Warragul) J. Reilly (Taradale) H.M. O'Rorke MBE (Lake Bolac)	1984	D.E. Gow (Leitchville) K.W. Talbot OAM (Dandenong)	2001	H. van Hamond AFSM (Wendouree)
1961	H.W. Wade (Natimuk)	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
1962	I.A. Swinburne MLC	1986	E.J. Baynes AFSM OAM (Indigo Valley) M.W. Dawson OAM (Avoca)	2004	R.W. Waterson AFSM (Cohuna)
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)	1987	L.J. Baillie (Warrnambool) B.C. Condict AFSM (Tarnagulla)	2005	B.A. Pickett AFSM (Geelong West)
1967	E.E. Allen (Kaniva) S.M. Begley (Colac) T.H. Grigg CBE (Maldon) Dr P.S. Lang	1988	D.A. Austin QFSM ED L.V. Winsall AFSM (Warracknabeal)	2006	R. Hill (Paynesville) G.J. Kennedy (Loch)
1968	F.C.B. Minchin J.S. Tabuteau (Moe)	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)
1970	D. Campbell (Springvale) S.C. Diffey MBE MC OAM (Springhurst) H. Lester-Smith MBE (Kerang) L.J. Maguire (Boronia) W.M. Reid (Mooroopna)	1993	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)
1971	H.L. King	1992	G.A. Ellis (Bendigo)	2010	B. Conboy (Mt Martha) R. MacDonald (Carlsruhe) W.T. Pressey AFSM (Mortlake)
1972	E.J. Barrett (Geelong City) R.A. Dore (Carrum) W.H. Rowe (Maldon)	1993	M.J. Sanderson AFSM (Seymour) Q.T. Turner AFSM (Creswick)	2011	B. Vine AFSM (Tawonga)
1973	H.G. Kyle AFSM (Bengworden)	1994	P.R. Bishop (Mildura) G.C. Dare (Colac) R.D. Walker (Kerang)	2012	B. Pyke (Whanregarwen)
1975	N.H. Jenkins (Kyneton)	1995	R.G. Jacobs OAM AFSM (Chelsea) B.M. Maher AFSM (Lubeck) J.C. McMillan (Moe) H.B. Morris (Avoca)	2013	B. Snell (Hamilton) M.R. Jones (Stratford) P. Denham (Boronia)
1976	C.J.H. Drife BEM (Clunes) W.G. Wilson OAM (Shepparton)	1997	R.D. Gartside (Castlemaine)	2014	A. Cusack (Mumbannar) T. Desmond (Dromana)
1979	A.I. Laidlaw BEM AFSM (Willaura) C.T.N. Stone (Diamond Creek)			2015	M. Evans (Barongarook) P. Lind (Mount Taylor) B. Maltby (Castlemaine) C. Pomroy (Longford) C. Dennis (Frankston) M. Nunweek (Stawell) D. Wagstaff (Maryborough) T. Wyatt AFSM (Murrayville)



## Vale Captain Bill Polwarth



It was with sadness that VFBV learned of the passing of Benalla Fire Brigade Captain and VFBV State Councillor Bill Polwarth (pictured).

Bill served his community as a CFA volunteer for 45 years, having joined as an 18 year old, and was the Benalla Brigade's Captain from 1999 until his sudden passing on Christmas Eve, 2014.

A VFBV State Councillor representing District 23 for seven years, Bill was dedicated to volunteering, his Brigade and protecting his community. In addition he was a long time participant and mentor to Benalla's championships teams.

### Australian Fire Service Medal (AFSM)

This year seven CFA volunteers received the Australian Fire Service Medal (AFSM), the highest award for members of the Australian fire services, for their long, distinguished service.

**Steven Barling AFSM** – for exceptional leadership as Captain of Churchill CFA and Morwell Group Officer.

**Frank Coulson AFSM** – for service as a volunteer since 1962, Group Officer, senior VFBV official and current Captain of District 4 HQ Brigade.

**Russell Gray AFSM** – a successful VFBV championships coach, Russell is also a long serving CFA staff member.

**Gary Harker AFSM** – for his innovative approach to fire suppression methods in the coal industry, Gary began his 47 years with CFA as a volunteer.

**Jamie Mackenzie AFSM** – for his work in creating leadership training courses linked to operational roles, Jamie is a CFA training instructor and volunteer.

**Ex Captain Keith Pakenham AFSM** – for his outstanding service as a Captain and Sector Commander.

**Ivan Smith AFSM** – for long and outstanding service as a volunteer, including as an Incident Controller on both Ash Wednesday in 1983 and Black Saturday in 2009.



### VFBV Gold Star Awards

Special congratulations to Jan Jilbert, the first female recipient of the VFBV Gold Star for 30 years' service to the Association.

Pictured with State President Hans van Hamond AFSM, Jan has also served the community through the Swan Hill Fire Brigade Auxiliary and VFBV's Auxiliaries Working Party, and is a member of the team behind a series of successful VFBV championships at Swan Hill.

Jan is one of the 44 long serving volunteers from 31 Brigades who were awarded the VFBV Gold Star this year. This year's VFBV Gold Star recipients are;

**Alexandra**  
Luckman B W  
Rice P V  
Simpson G M

**Bacchus Marsh**  
Rogers M J

**Dandenong**  
Chappel M

**Drouin**  
Austin J M

**Eaglehawk**  
Palmer B

**Everton**  
Allen M  
Bennett G

**Greta**  
Schubert N  
Hooper R

**Hallam**  
Austin L  
Watson G

**Hampton Park**  
Wilson G

**Horsham**  
Davies J W

**Inverloch**  
Williamson K

**Kerang**  
Murphy G S  
Steel R

**Koonwarra**  
Witherow G

**Leopold**  
Cook E  
Richards G

**Loch**  
Kennedy J S

**Melton**  
Gillespie K  
Muse R

**Milawa**  
Brock N

**Moyhu**  
Gibson R  
McDonald B  
Frankling K

**Rosebud**  
Howe R

**Sorrento**  
Stirling C J

**Springhurst**  
Pleming K  
Atteridge K

**Stradbroke**  
Gerrand J

**Swan Hill**  
Jilbert J E

**Tarrawingee & District**  
Murray W J

**Tolmie & District**  
Brond D  
Swainston D

**Toomuc**  
Ferrari J

**Violet Town**  
Cumming W  
Dunn J

**Wangaratta**  
Mills A

**Warrenbayne**  
Sessions L

**Werribee**  
Brittian S  
Squires N





## 2014/2015 Affiliated Brigades

<b>DISTRICT 2</b>	Maldon	Dartmoor	Bulart	Nareen Group	Bookaar	Terang
Axe Creek	Maldon Group	Dartmoor Group	Burn Brae	Naringal	Boorcan	Tesbury
Axedale	Malmsbury	Digby	Byaduk	Nirranda South	Bostocks Creek	Timboon
Baringhup West	Mandurang	District 4 Headquarters	Caramut	North Balmoral	Brucknell-Ayrford	Timboon Group
Bealiba	Marong	Drumborg	Cavendish	North Byaduk	Bungador	Vite Vite North
Bendigo	Maryborough	Dunrobin & Nangeela	Codrington	North Hamilton	Camperdown	Warrior
Benloch	Metcalfe	Glenorchy Estate	Coleraine	Nullawarre	Camperdown Group	Weering-Eurack
Bolinda & Monegeetta	Mia Mia	Gorae West	Croxtan East	Penshurst	Carlisle River	Weerite
Bowenvale	Moolort & Joyces Creek	Heathmere	Cudgee	Peterborough	Carpendeit-Sth Purumbete	Wye River
Bullengarook	Mosquito Creek	Henty	Culla	Pigeon Ponds	Chocolyn	Yeo & District
Campbells Creek	Mount Macedon	Heywood	District 5 Headquarters	Port Fairy	Cobden	Yeodene
Carisbrook	Mount Macedon Group	Heywood Group	Dundas Group	Purnim	Cobden Group	
Carlsruhe	Mt Camel	Lindsay	Dunkeld	Ripponhurst	Cobrico	<b>DISTRICT 7</b>
Castlemaine	Mt Cameron	Lyons	Ellerslie	St Helens	Colac	Aireys Inlet
Chewton	Natte Yallock	Merino	Framlingham	Strathkellar	Cororooke	Anglesea
Clarkefield & District	Newham	Merino Group	Garvoc	Strathmore	Cressy	Bannockburn
Darraweit Guim	Newstead & District	Milltown	Gazette	Tarrayoukyan	Darlington	Barrabool
District 2 Headquarters	Oscar 1 Emergency	Morven	Glenthompson	Tarrenlea	Derrinallum	Barwon Heads
Dunolly	Response	Mumbannar	Grange	Tarrington	District 6 Headquarters	Bellarine Group
Eaglehawk	Pastoria	Myamyn	Grassmere	The Sisters	Dixie	Belmont
Elmore	Raywood	Narrawong	Gringe	Toolong	Duverney	Connewarre
Elphinstone	Redesdale	Nelson	Gritjurk	Vasey	Ecklin & District	Corio
Eppalock Group	Riddell's Creek	Portland	Hamilton	Victoria Valley	Elingamite - Glenfyne	Deans Marsh
Fortuna Group	Romsey	Portland Coast Guard	Hawkesdale	Wando Heights	Forrest	Dereel
Fryerstown	Romsey Group	Sandford	Hexham	Warrayure-Moutajup	Gellibrand	District 7 Headquarters
Gisborne	Sedgwick	Strathdownie	Hilgay Settlers	Warrnambool	Gerangamete	Drysdale
Golden Square	Spring Hill	Strathdownie Group	Hopkins - Curdies Group	Warrnambool Coast Guard	Irrewarra	Freshwater Creek
Goldfields Group	Springfield	Tahara	Kirkstall	Warrong	Irrewillipe	Geelong City
Goorong	Strathfieldsaye	Tahara West	Knebsworth	Willatook & District	Jancourt	Geelong Coast Guard
Guildford	Sutton Grange & Myrtle Ck	Tyrendarra	Kolara	Winslow & Yarturk	Kawarren	Geelong West
Harcourt	Talbot	Wando Bridge	Konongwootong	Woodford	Larpen	Gnarwarre
Heathcote	Taradale	Wando Vale	Koroit	Woodhouse	Leslie Manor	Grovedale
Hesket-Kerrie	Tylden		Linlithgow	Woolsthorpe	Lismore	Highton
Hunter-Diggora	Walmer	<b>DISTRICT 5</b>	Macarthur	Wooriwyrite	Lismore Group	Inverleigh
Huntly	Wareek & Bung Bong	Abbey Hills	Macarthur Group	Wootong Vale	Lower Heytesbury	Lara
Junortoun	Whipstick Group	Allansford	Melville Forest	Yambuk	Mingay & District	Leigh Group
Kangaroo Flat	Woodend	Ardachy	Mepunga	Yulecart	Nalangil	Leopold
Knowsley	Woodvale	Ardonachie	Merri Group		Noorat & District	Lethbridge
Kyneton		Bainbridge	Minhamite	<b>DISTRICT 6</b>	Otway	Lorne
Kyneton Group	<b>DISTRICT 4</b>	Balmoral	Mirranatwa	Apollo Bay	Pomorneit & Dist	Lovely Banks
Lake Eppalock Coast Guard	Bahgallah	Belfast Group	Mooralla	Barongarook West	Port Campbell	Mannerim
Lancefield	Carapook	Bessiebelle	Mortlake	Barwon Downs	Princetown	Maude
Langley-Barfold	Cashmore	Bochara	Mortlake Group	Beeac	Scotts Ck-Cowleys Ck.	Meredith
Lockwood	Casterton	Branxholme	Mount Rouse Group	Beeac Group	Simpson	Modewarre
Macedon	Casterton Group	Broadwater	Muntham	Berrybank	Stonyford	Mount Mercer
Maiden Gully	Condah	Buckley Swamp	Nareen	Birregurra	Swan Marsh	Ocean Grove

## 2014/2015 Affiliated Brigades continued

Portarlington	Gembrook	Westernport Group	Trafalgar	Perry Bridge	Johnsonville	Mitchell Shire Group
Queenscliff	Hallam	Wonthaggi	Trida	Port Albert	Lakes Entrance	Molesworth
Queenscliff Coast Guard	Hampton Park		Warragul	Port Albert Coast Guard	Lakes Entrance Coast	Murrindindi & Woodbourne
Shelford	Hastings	<b>DISTRICT 9</b>	Welshpool	Sale	Guard	Narbethong
St Leonards-Indented Head	Hastings Coast Guard	Allambee	West Gippsland Group	Seaspray	Lindenow South	Nulla Vale
Stonehaven	Heath Hill - Yannathan	Berry's Creek	Westbury	Seaton	Mallacoota	Seymour
Teesdale	Kernot	Darnum & Ellinbank	Willowgrove	Stradbroke	Marlo	Strath Creek-Reedy Creek
Torquay	Keysborough	Drouin	Yallourn North	Stradbroke Group	Marlo Coast Guard	Taggerty
Wallington	Kilcunda	Drouin West	Yanakie	Stratford	Metung	Tallarook
Werneth	Koo Wee Rup	Dumbalk	Yarragon	Thomson Group	Mitchell Group	Thornton
Winchelsea	Lang Lang	Erica & District		Tinamba	Mossi - Tambo	Tooborac
Winchelsea Group	Langwarrin	Fish Creek & District	<b>DISTRICT 10</b>	Toongabbie	Mount Delegate Group	Toolangi
Wingee	Main Ridge	Foster	Alberton West	Traralgon	Mount Taylor	Trawool
Wurdale	Maryknoll & District	Hallora & District	Avon Group	Traralgon East	Newmerella	Wallan
	Moorooduc	Hallston-Mt Eccles	Boisdale	Traralgon Group	Omeo	Wandong
<b>DISTRICT 8</b>	Mornington	Hedley	Boolarra	Traralgon South	Orbost	Whanregarwen
Balnarring	Mt Eliza	Inverloch	Briarolong	Traralgon West	Paynesville	Whiteheads Creek-
Bass	Mt Martha	Kongwak & District	Callignee	Valencia Creek	Paynesville Coast Guard	Tarcombe
Bass Coast Group	Nar Nar Goon	Koonwarra	Carrajung	Willung	Sarsfield	Yarck
Baxter	Narre Warren	Korumburra	Churchill	Willung South	Swift's Creek	Yea
Bayles	Narre Warren North	Leongatha	Clydebank	Winnindoo	Tambo Group	Yea Group
Beaconsfield	Noble Park	Leongatha South	Coongulla	Won Wron	Toorloo	
Beaconsfield Upper	Officer	Leongatha-Korumburra	Cowwarr	Woodside	Wairewa	<b>DISTRICT 13</b>
Berwick	Pakenham	Group	Dargo	Woranga		Badger Creek
Bittern	Pakenham Upper	Loch	Devon North	Yarram	<b>DISTRICT 12</b>	Bayswater
Boneo	Patterson River	Longwarry & District	Driffeld	Yarram Group	Acheron	Belgrave
Bunyip	Pearcedale	Meeniyan & Stony Creek	Flynn	Yinnar	Alexandra	Belgrave Heights & South
Cardinia Group	Phillip Island	Milford	Giffard West	Yinnar South	Alexandra	Boronia
Carrum Coast Guard	Red Hill	Mirboo Group	Glengarry		Alexandra Group	Clematis
Carrum Downs	Rosebud	Mirboo North	Glengarry East	<b>District 11</b>	Broadford	Coldstream
Casey Group	Rye	Moe	Glenmaggie	Bairnsdale	Buxton	District 13 Headquarters
Clyde	Safety Beach Coast Guard	Moe South	Golden Beach	Bemm	Clonbinane	Dixons Creek
Cockatoo	San Remo	Narracan Group	Hazelwood North	Benambra	District 12 Headquarters	Emerald
Corinella	Sandringham Coast Guard	Neerim South	Heyfield	Bendoc	Eildon	Ferntree Gully
Cranbourne	Shoreham	Newborough	Jack River	Bengworden	Flowerdale	Gruyere
Crib Point	Skye	Nilma North	Licola	Bonang	Glenaroua	Healesville
Dalyston	Somers	Noojee	Loch Sport	Bruthen	Glenburn	Hillcrest
Dandenong	Somerville	Poowong	Longford	Cann Valley	Highlands-Caveat	Hoddle's Creek
Devon Meadows	Sorrento	Port Welshpool Coast Guard	Macalister Group	District 11 Headquarters	Hilldene	Kallista-The Patch
District 8 Headquarters	South East Group	Pound Creek	Maffra	Ensay	Homewood	Kalorama & Mt Dandenong
Dromana	Springvale	Ruby	Maryvale	Fernbank	Kilmore	Knox Group
Edithvale	Toomuc	South Gippsland Group	Meerlieu	Flaggy Creek	Kinglake District	Lilydale
Flinders	Tooradin	Tanjil	Morwell	Gelantipy	Kinglake West	Little Yarra
Frankston	Tyabb	Tarwin Lower District	Morwell Group	Glenaladale	Koriella	Macclesfield
Frankston Coast Guard	Tynong	Thorpdale	Munro	Goongerah	Limestone	Maroondah Group
French Island	Warneet - Blind Bight	Toora	Newry	Hillside	Marysville	Menzies Creek



## 2014/2015 Affiliated Brigades continued

Monbulk	Hume Group	Clunes	Ararat Group	St Arnaud	Goroke	Tarranyurk
Montrose	Hurstbridge	Creswick	Avoca	St Arnaud Group	Goroke Group	Telangatuk
Mooroolbark	Kal Kallo	Daylesford	Barkly & Frenchman's	Stawell	Grass Flat	Telopea Downs
Mt Evelyn	Kangaroo Ground	District 15 Headquarters	Beaufort	Stawell Group	Green Lake	Ullswater
Narre Warren East	Melton	Elaine	Beaufort Group	Stoneleigh	Gymbowen	Vectis
Olinda	Mernda	Glen Park	Beazley's Bridge	Streatham	Harrow	Warracknabeal
Reefton	Mount Cottrell Group	Glendaruel & Mt Beckworth	Bornes Hill	Stuart Mill	Horsham	Werrap
Rowville	Myrniong	Glenlyon	Brewster	Tatyoon	Jeparit	Wilkur South
Sassafras & Ferny Creek	Nillumbik Group	Gordon	Buangor & Middle Creek	Traynor's Lagoon	Jilpanger Group	Willenabrina
Scoresby	North Warrandyte	Greendale	Burnbank	Wallaloo East	Jung	Winiam & District
Selby	Panton Hill	Grenville Group	Callawadda	Warrak	Kadnook	Wonwondah
Seville	Parwan	Haddon	Carapooee	Westmere	Kaniva	Woorak
Silvan	Plenty	Hardies Hill	Carranballac	Westmere Group	Kaniva Group	Yanac
South Warrandyte	Point Cook	Hepburn	Chatsworth	Wickliffe	Karnak	Yearinga - Yarrock
The Basin	Research	Invermay	Coonooer Bridge	Willaura	Kellalac	
Upper Ferntree Gully	Rowsley	Kingston	Cross Roads	Woorndoo	Kenmare	
Upwey	South Morang	Learmonth-Addington	Crowlands	Yalla Y Poora	Lah	
Wandin	St Andrews	Leonards Hill & District	Dadswells Bridge		Laharum	<b>DISTRICT 18</b>
Warburton	Sunbury	Linton	District 16 Headquarters		Langkoop	Annuello
Warrandyte	Toolern Vale	Mannibadar	Dundonnell	<b>DISTRICT 17</b>	Lawloit	Berriwillock
Wesburn-Millgrove	Truganina	Millbrook	Elmhurst	Antwerp	Leeor	Beulah
Wonga Park	Wattle Glen	Miners Rest	Glenorchy & Riachella	Apsley	Lorquon	Beverford & District
Yarra Glen	Werribee	Mollongghip	Gre Gre Village	Areegra	Lubeck	Birchip
Yarra Junction	Werribee Coast Guard	Morrisons & District	Great Western	Bangerang	Miga Lake	Boundary Bend
Yarra Valley Group	Whittlesea	Mt Buninyong	Halls Gap	Benayeo	Minimay	Buckrabanyule
Yellingbo	Whittlesea/D.Valley Group	Mt Egerton	Joel Joel	Boolite	Minyip	Buloke West Group
	Wildwood	Mt Wallace	Kooreh	Brim	Mitre	Charlton
	Wollert & District	Mt Warrenheip	Lake Bolac	Brimpaen	Murtoa	Charlton Group
	Wyndham Vale	Musk	Lake Goldsmith-Stockyard	Bringalbert South	Natimuk	Chinkapook
	Yarrambat	Napoleons-Enfield	Landsborough	Broughton	Netherby	Cope Cope
		Newlyn Dean	Langi Kal Kal	Cannum	Neuarpuurr	Corack East
<b>DISTRICT 14</b>	<b>DISTRICT 15</b>	Porcupine Ridge	Langi Logan	Chetwynd	Nhill	Curyo
Arthurs Creek	Ascot & District	Rokewood Junction & Dist	Lexton	Clear Lake	Noradjuha	Donald
Bacchus Marsh	Bacchus Marsh Group	Sebastopol	Marnoo	Coromby	North Wimmera	Dumosa
Balliang & District	Ballan	Smeaton	Maroona	Crymelon	Ozenkadnook	Glenloth East
Bulla	Ballan Group	Smythesdale	Mininera	Dergholm	Patyah	Goschen
Caroline Springs	Ballarat	Trentham	Moyston	Detpa & Lake Hindmarsh	Peronne	Hopetoun
Christmas Hills	Ballarat City	Ullina	Narrapumelap South	Diapur	Pigick	Hopetoun West
Coimadai	Ballarat Group	Wallace	Nerrin Nerrin	Dimboola	Pimpinio	Irymple
Diamond Creek	Blackwood	Wallinduc & District	Pomonal	Dinyarrak	Poolajelo	Jeffcott
Diggers Rest	Bungaree	Waubra	Pura Pura	District 17 Headquarters	Propodollah	Kooloonong
District 14 Headquarters	Buninyong	Wendouree	Pyrenees Group	Dooen	Rainbow	Laen East
District 14 Headquarters East	Buninyong Group		Raglan	Douglas	Rainbow Group	Lake Boga
Doreen	Burrumbeet	<b>DISTRICT 16</b>	Skipton	Dunmunkle Group	Rupanyup	Lascelles
Eltham	Cape Clear	Amphitheatre	Slaty Creek	Edenhope	Sheep Hills	Manangatang
Epping	Cardigan & Windermere	Ararat	Snake Valley & District	Gerang	South Lillimur	Merbein
Eyensbury						Mid Murray Group
Greenvale						Mildura
Hoppers Crossing						



## 2014/2015 Affiliated Brigades continued

Mittyack	Corop West	Wyuna	Murchison	Boweya	Warrenbayne	Myrtleford
Murrayville	Deakin Group	Yambuna	Nagambie	Bowman-Murmungee	Whitegate	Nariel Valley
Nangiloc	Dingee-Tandarra	Yarrawalla	Naring	Bowser	Whitfield & District	Noorongong
Natya	Echuca		Nathalia	Carboor	Whorouly	Norong
Nullawil	Echuca Village	<b>DISTRICT 22</b>	Numurkah	Cheshunt	Winton	Old Tallangatta
Nyah Nyah West	Fentons Creek	Almonds	Numurkah Group	Chesney Vale	Woods Point	Ovens-Eurobin
Ouyen	Girgarre	Arcadia	NW Mooroopna	Devenish		Porepunkah
Ouyen And District Group	Gunbower	Avenel	Peechelba	Edi	<b>DISTRICT 24</b>	Rosewhite
Piangil	Inglewood	Bailieston	Picola	Eldorado	Allans Flat	Rutherglen
Red Cliffs	Jarklin	Balmattum	Rigg's Creek	Everton	Baranduda	Rutherglen Group
Reedy Dam	Kerang	Barmah	Ruffy	Glenrowan	Barnawartha	Sandy Creek & Charleroi
Robinvale	Koondrook	Boho	Shean's Creek	Glenroy & Merrijig	Beechworth	Stanley
Robinvale And District Group	Korong Vale	Branjee	Shepparton	Goomalibee & Upotipotpon	Beechworth	Talgarno
Rosebery	Kotta	Bundalong	Shepparton East	Goorambat	Berringama	Tallangatta
Sea Lake	Kyabram	Burramine	St James & District	Goughs Bay - Howes Creek	Bethanga	Tallangatta Group
Speed	Lake Charm	Caniambo	Strathbogie	Greta	Biggara	Tallangatta Valley
Sunraysia Group	Leitchville	Cobram	Strathmerton	Jamieson	Bogong Group	Tawonga
Swan Hill	Lockington	Cobram East & Boosey	Tallygaroopna	Killawarra	Bonegilla	Tintaldra
Teddywaddy	Loddon Vale	Cooma	Tatura	Lacey West	Bright	Wahgunyah
Tempy	Macorna	Cosgrove & Pine Lodge	Terip Terip	Lima South	Browns Plains	Walwa
Ultima	Meering West	Creightons Creek	Toolamba	Lurg	Buffalo River	Wodonga
Underbool	Murphy's Creek	Currawa	Tungamah	Maindample	Bullioh	Wodonga Group
Waitchie	Murrabit	Dookie	Undera	Mansfield	Burrowye	Wodonga West
Walpeup	Newbridge	Drumanure	Upton Hill	Mansfield Group	Carlyle	Wooragee
Warmur	Northern Campaspe Group	Earlston	Violet Town	Merton	Chiltern	Yackandandah
Watchem	Pine Grove	Euroa	Violet Town Group	Milawa	Cornishtown	
Watchupga	Powlett-Salisbury	Euroa Group	Waaia	Molyullah	Corryong	
Wemen	Pyramid Hill	Gooram	Wahring	Moyhu	Corryong Group	
Woomelang	Quambatook	Kaarimba	Wilby	Moyhu Group	Cudgewa	
Woorinen South	Rheola	Karramomus	Wirrate	Mt Buller	Dartmouth	
Wooroonook	Rochester	Katamatite	Wunghnu	Myrrhee	Dederang	
Wycheproof	Rushworth	Katandra	Yabba North	Oxley	District 24 Headquarters	
Yaapeet	Sandhill Lake & District	Katunga	Yalca & Yielima	Oxley Flats	Eskdale	
Yeungroon	Stanhope	Kelvin View	Yarrawonga	Samaria	Falls Creek	
	Tarnagulla	Kialla & District	Yarrawonga Group	South Wangaratta	Gapsted	
	Tennyson	Koonda	Yarroweyah	Springhurst	Granya	
<b>DISTRICT 20</b>	Terrick Group	Kotupna		Stewarton	Gundowring	
Appin South	Tongala	Locksley	<b>DISTRICT 23</b>	Swanpool	Harrierville	
Bamawm Extension	Toolleen	Longwood	Baddaginnie	Taminick & North Winton	Indigo Valley	
Beauchamp	Torrumbarry	Marraweeny	Barjarg	Tarrawingee & District	Kergunyah	
Boort	Waranga Group	Merrigum	Benalla	Tatong	Kiewa	
Bridgewater	Wedderburn	Miepoll	Benalla Group	Thoona	Leneva	
Campbells Forest	Wedderburn Group	Molka	Bobinawarra	Tolmie & District	Mitta Mitta	
Cohuna	Woodstock West	Moorilim	Bonnie Doon	Wangaratta	Mt Beauty	
Colbinabbin	Woosang	Mooroopna	Boorhaman	Wangaratta Group	Mt Hotham - Dinner Plain	
Corop	Wychitella	Muckatah	Booroolite & District	Wangaratta North	Mudgegonga	

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Directors' Report  
For the Year Ended 30 June 2015

The board members submit the financial report of the Association for the financial year ended 30 June 2015.

1. General information

Board members

The names of board members throughout the year and at the date of this report are:

Name	Position	Appointed/Resigned
Hans van Hamond AFSM	State President	
Nev Jones AFSM	State Vice President	
Tom Brodie AFSM		
Andy Cusack AFSM		
Graeme Jilbert		
Gary Lyttle AFSM		
Bill Maltby		
Gerry Neyenhuis		Appointed 1/10/2014
Mick Nunweek		
Bruce Pickett AFSM		
Bruce Vine AFSM		Resigned 30/9/2014

Principal 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.
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 of the people of Victoria.
8. To take any other action as determined by the Association Board consistent with these purposes.
9. To maintain and pursue a balanced focus on issues affecting CFA volunteers across all brigades from all risk profiles.

Significant changes

No significant change in the nature of these activities occurred during the year.

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

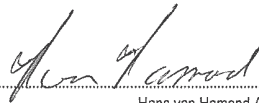
Directors' Report  
For the Year Ended 30 June 2015

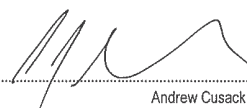
Operating results and review of operations for the year

Operating result

The surplus of the Association for the financial year after providing for income tax amounted to \$134,734 (2014: \$ 343,143).

Signed in accordance with a resolution of the Members of the Board:

Board member:  .....  
Hans van Hamond AFSM - State President

Board member:  .....  
Andrew Cusack AFSM - Treasurer

Dated 28 August 2015

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Auditor's Independence Declaration

In accordance with the requirements of section 60.40 of the Australian Charities and Not-for-profits Commission Act 2012, as the auditor for the audit of Volunteer Fire Brigades Victoria Inc for the year ended 30 June 2015, I declare that, to the best of my knowledge and belief, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Australian Charities and Not-for-Profits Commission Act 2012 in relation to the audit, and;
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Saward Dawson Chartered Accountants

  
Tim Flowers

Blackburn VIC

Date: 28 August 2015

# Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

## Statement of Income and Expenditure and Other Comprehensive Income For the Year Ended 30 June 2015

	2015	2014
	\$	\$
<b>Income</b>		
Affiliation Fee	186,605	179,092
Grants and Other Reimbursements	1,312,670	1,343,724
Championships	27,832	24,644
Interest Received	186,405	200,615
Special Projects Funding	301,755	346,313
Other/Auxiliary	4,035	2,717
Merchandise Sales	36,517	27,899
	<u>2,055,819</u>	<u>2,125,004</u>
<b>Expenditure</b>		
Employment costs	829,014	704,361
Other Office & Administration Expenditure	32,445	34,318
Advertising	84,158	16,130
Rent & Outgoings	66,599	65,952
Depreciation	44,331	43,094
Printing, Postage and Stationery	84,711	76,595
Communications	36,740	28,989
Accounting and Audit Fees	6,943	6,839
Other expenses	2,635	6,109
Championships & Championships Equipment	33,426	25,549
IT & Communications Equipment	58,751	-
Travelling Reimbursement, Accommodation and meals	311,958	331,880
Project Salaries and Other Projects fees	199,418	232,522
Merchandise	28,794	30,720
Welfare Grants	101,162	108,740
Summer Safety Campaign	-	70,063
	<u>1,921,085</u>	<u>1,781,861</u>
<b>Surplus from operations</b>	<u>134,734</u>	<u>343,143</u>

The accompanying notes form part of these financial statements.

# Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

## Statement of Financial Position As At 30 June 2015

		2015	2014
	Note	\$	\$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	2	698,518	828,456
Trade and other receivables	3	259,924	302,089
Other financial assets	4	5,009,328	4,660,079
<b>TOTAL CURRENT ASSETS</b>		<u>5,967,770</u>	<u>5,790,624</u>
<b>NON-CURRENT ASSETS</b>			
Plant and equipment	5	124,835	162,726
<b>TOTAL NON-CURRENT ASSETS</b>		<u>124,835</u>	<u>162,726</u>
<b>TOTAL ASSETS</b>		<u>6,092,605</u>	<u>5,953,350</u>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6	134,131	137,419
Employee benefits	7	153,954	138,838
Deferred income	8	805,541	812,848
<b>TOTAL CURRENT LIABILITIES</b>		<u>1,093,626</u>	<u>1,089,105</u>
<b>TOTAL LIABILITIES</b>		<u>1,093,626</u>	<u>1,089,105</u>
<b>NET ASSETS</b>		<u>4,998,979</u>	<u>4,864,245</u>
<b>MEMBERS' FUNDS</b>			
Retained earnings		4,998,979	4,864,245
<b>TOTAL MEMBERS' EQUITY</b>		<u>4,998,979</u>	<u>4,864,245</u>

The accompanying notes form part of these financial statements.



## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

### Statement of Changes in Equity For the Year Ended 30 June 2015

#### 2015

	VFBV Inc. \$	Welfare Fund \$	Total \$
Balance at 1 July 2014	2,160,360	2,703,885	4,864,245
Surplus from operations	32,365	102,369	134,734
<b>Balance at 30 June 2015</b>	<b>2,192,725</b>	<b>2,806,254</b>	<b>4,998,979</b>

#### 2014

	VFBV Inc. \$	Welfare Fund \$	Total \$
Balance at 1 July 2013	1,915,338	2,605,764	4,521,102
Surplus from operations	245,022	98,121	343,143
<b>Balance at 30 June 2014</b>	<b>2,160,360</b>	<b>2,703,885</b>	<b>4,864,245</b>

## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

### Statement of Cash Flows For the Year Ended 30 June 2015

	Note	2015 \$	2014 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Receipts from customers and government grants		2,021,635	2,122,557
Payments to suppliers and employees		(2,043,399)	(1,884,031)
Interest received		247,515	139,505
Net cash provided by (used in) operating activities	11	225,751	378,031
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Purchase of property, plant and equipment		(6,440)	(114,104)
Payment for investments		(349,249)	(171,598)
Net cash used by investing activities		(355,689)	(285,702)
<b>Net increase (decrease) in cash and cash equivalents held</b>		<b>(129,938)</b>	<b>92,329</b>
Cash and cash equivalents at beginning of year		828,456	736,127
<b>Cash and cash equivalents at end of financial year</b>	2	<b>698,518</b>	<b>828,456</b>

## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

### Notes to the Financial Statements For the Year Ended 30 June 2015

#### 1 Summary of Significant Accounting Policies

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

The financial report has been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, 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 stated otherwise, have been adopted in the preparation of these financial statements.

##### (a) Income tax

The Association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997. Volunteer Fire Brigades Victoria Inc and Volunteer Fire Brigades Victoria Welfare Fund are registered with the Australian Charities and Not-for-profits Commission.

##### (b) 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 period, 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 income and expenditure and other 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.

During the year there has been a change in the recognition criteria of long service leave liability. Long service leave is recognized after 5 years of continuous employment with the Association. Long Service leave was previously recognized at the onset of employment.

##### (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.

# Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

## Notes to the Financial Statements For the Year Ended 30 June 2015

### 1 Summary of Significant Accounting Policies continued

#### (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 Volunteer Fire Brigades Victoria Inc's activities as discussed below.

Interest income is mainly on interest-bearing cash and cash equivalent balances. Interest income is recognised on an accruals basis.

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

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.

#### (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

##### *Held-to-maturity investments*

Held to maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Association's intention to hold these investments to maturity.

# Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

## Notes to the Financial Statements For the Year Ended 30 June 2015

### 2 Cash and cash equivalents

	2015 \$	2014 \$
General Cheque Account	513,643	682,842
Travel reimbursement account	93,153	25,508
Debit card	3,619	5,036
Cash at call	272	26,942
Welfare Fund	87,831	88,128
<b>Total cash and cash equivalents</b>	<b>698,518</b>	<b>828,456</b>

### 3 Trade and other receivables

#### **CURRENT**

Trade and other receivables	161,093	207,156
Welfare Fund receivables	98,831	94,933
<b>Total current trade and other receivables</b>	<b>259,924</b>	<b>302,089</b>

### 4 Other financial assets

#### **Held-to-maturity investments comprise:**

Term Deposits - Volunteer Fire Brigades Victoria	2,274,013	2,025,634
Term Deposits - Welfare Fund	2,735,315	2,634,445
<b>Total financial assets</b>	<b>5,009,328</b>	<b>4,660,079</b>

### 5 Plant and equipment

#### **Motor vehicles**

At cost	122,549	122,549
Accumulated depreciation	(43,041)	(23,162)
<b>Total motor vehicles</b>	<b>79,508</b>	<b>99,387</b>

#### **Office equipment**

At cost	168,356	161,765
Accumulated depreciation	(123,029)	(98,426)
<b>Total office equipment</b>	<b>45,327</b>	<b>63,339</b>
<b>Total plant and equipment</b>	<b>124,835</b>	<b>162,726</b>

## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

### Notes to the Financial Statements For the Year Ended 30 June 2015

#### 6 Trade and other payables

	2015 \$	2014 \$
<b>CURRENT</b>		
Trade creditors	7,570	31,361
Other payables	126,561	106,058
	<u>134,131</u>	<u>137,419</u>

#### 7 Employee Benefits

Long service leave	54,665	52,278
Annual leave	99,289	86,560
<b>Total employee benefits</b>	<u>153,954</u>	<u>138,838</u>

#### 8 Income in Advance

Government Grants	596,327	605,809
Deferred Affiliation Fees - VFBV	93,493	93,419
Deferred Affiliation Fees - Welfare Fund	115,721	113,620
	<u>805,541</u>	<u>812,848</u>

#### 9 Capital and Leasing Commitments

##### Operating lease commitments

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

- not later than one year	33,577	59,706
- between one year and five years	1,089	41,200
	<u>34,666</u>	<u>100,906</u>

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.

At the time of signing these financial statements the rental lease has yet to be renewed. Management has intentions to renew the lease for the office premises for a further term of 3 years.

## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

### Notes to the Financial Statements For the Year Ended 30 June 2015

#### 10 Related Parties Transactions

During the year, VFBV entered into contracts with the following brigades of which Board 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
Gary Lyttle	Cardigan	Yes
Hans van Hamond	Wendouree	Yes
Mick Nunweek	Stawell	Yes
Nev Jones	Moorooduc	Yes
Tom Brodie	Longwood	Yes
Graeme Jilbert	Swan Hill	Yes
Gerry Neyenhuis	Wallington	Yes

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

#### 11 Cash Flow Information

##### (a) Reconciliation of result for the year to cashflows from operating activities

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

	2015 \$	2014 \$
Surplus for the year	134,734	343,143
Cash flows excluded from surplus attributable to operating activities		
Non-cash flows in surplus:		
Depreciation	44,331	43,094
Changes in assets		
- (increase)/decrease in trade and other receivables	42,167	(99,869)
- increase/(decrease) in income in advance	(3,289)	79,376
- increase/(decrease) in trade and other payables	15,116	25,518
- increase/(decrease) in provisions	(7,308)	(13,231)
Cashflow from operations	<u>225,751</u>	<u>378,031</u>

#### 12 Association Details

The registered office of the company is:  
Volunteer Fire Brigades Victoria Inc  
9/24 Lakeside Drive, Burwood East  
VIC 3151



# Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

## Notes to the Financial Statements For the Year Ended 30 June 2015

### 13 Volunteer Fire Brigades Victoria Inc. Welfare Fund

#### (a) Statement of Income and Expenditure and Other Comprehensive Income for the year ended 30 June 2015

	2015	2014
	\$	\$
<b>INCOME</b>		
Affiliation fees	100,037	96,529
Interest Received	99,503	107,627
Other income	3,991	2,705
	<u>203,531</u>	<u>206,861</u>
<b>EXPENSES</b>		
Grants	(101,162)	(108,740)
<b>Surplus from operations</b>	<u>102,369</u>	<u>98,121</u>

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

	2015	2014
	\$	\$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	87,831	88,128
Trade and other receivables	98,829	94,933
Financial assets	2,735,315	2,634,445
<b>TOTAL ASSETS</b>	<u>2,921,975</u>	<u>2,817,506</u>
<b>CURRENT LIABILITIES</b>		
Deferred Income	115,721	113,620
<b>TOTAL LIABILITIES</b>	<u>115,721</u>	<u>113,620</u>
<b>NET ASSETS</b>	<u>2,806,254</u>	<u>2,703,886</u>
<b>MEMBERS' FUNDS</b>		
Retained surplus	2,806,254	2,703,886
<b>Total Equity</b>	<u>2,806,254</u>	<u>2,703,886</u>

# Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

## True and Fair Certification by Members of the Board

The board has determined 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 4 to 13:

1. Give a true and fair view of the financial position and performance of Volunteer Fire Brigades Victoria Inc during and at the end of the financial year of the association ending on 30 June 2015.
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.
3. Satisfies the requirements of the Australian Charities and Not-for-Profit Commissions Regulation 2013.

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

Board member 

Board member 

Dated 28 August 2015

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 2015, the statement of income and expenditure and other 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 statement by members of the board.

Director's Responsibility for the Financial Report

The directors 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 the Australian Charities and Not-for-profits Commission Act 2012, and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the officers 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 2015 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, the Associations Incorporation Reform Act 2012, and the Australian Charities and Not-for-profits Commission Act 2012.

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 has been prepared to assist Volunteer Fire Brigades Victoria Inc to meet the requirements of the Associations Incorporation Reform Act 2012 and the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose.

Saward Dawson Chartered Accountants



Tim Flowers

Blackburn VIC

Date: 28 August 2015

VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

Statement of Income and Expenditure

For the Year Ended 30 June 2015

	2015	2014
	\$	\$
Revenue		
Interest income	948	1,032
Expenses		
Surplus	948	1,032
Retained surplus at the beginning of the financial year	43,340	42,308
Retained surplus at the end of the financial year	44,288	43,340

VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

Balance Sheet

As At 30 June 2015

	2015	2014
	\$	\$
ASSETS		
CURRENT ASSETS		
Bank balances	44,288	43,340
Cash on hand	100	100
TOTAL CURRENT ASSETS	44,388	43,440
TOTAL ASSETS	44,388	43,440
NET ASSETS	44,388	43,440
EQUITY		
Settled Sum	100	100
Retained Surplus	44,288	43,340
	44,388	43,440
TOTAL EQUITY	44,388	43,440

# VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

## Notes to the Financial Statements

For the Year Ended 30 June 2015

### 1 Summary of Significant Accounting Policies

#### (a) Basis of Preparation

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 in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

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:

#### (b) Income Tax

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

#### (c) 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.

#### (d) 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.

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

## Trustees' Declaration

The Trustees declare that the Trust 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.

The directors of the trustee company declare that the financial statements and notes, as set out on pages 1 to 3 are in accordance with *Australian Charities and Not-for-profits Commission Act 2012* and:

1. present fairly the Trust's financial position as at 30 June 2015 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements, and;
2. in the Trustees' opinion, there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Trustees.

Trustee

Trustee

Dated 28 August 2015

# 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 balance sheet as at 30 June 2015, the statement of income and expenditure for the year ended and notes comprising a summary of significant accounting policies.

### Trustees' Responsibility for the Financial Report

The trustees are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the needs of the *Australian Charities and Not-for-profits Commission Act 2012* and to meet the needs of the stakeholders. The trustees' responsibility also includes implementing such internal control as the trustees determine is necessary to enable the preparation 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 have 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 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 judgment, 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 Trust'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 Trust's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the trustees, 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

### 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 2015, and its financial performance for the year then ended in accordance with the 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 has been 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

Blackburn VIC

Date: 28 August 2015

## The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund

ABN: 30 120 187 964

### Statement of Income and Expenditure For the Year Ended 30 June 2015

	2015 \$	2014 \$
<b>Revenue</b>		
Donations	13,492	9,930
Interest received	327	-
	<b>13,819</b>	<b>9,930</b>
<b>Other Income</b>		
Miscellaneous Income	-	100
	<b>13,819</b>	<b>10,030</b>
<b>Surplus</b>		
Retained surplus at the beginning of the financial year	10,030	-
<b>Retained surplus at the end of the financial year</b>	<b>23,849</b>	<b>10,030</b>

## The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund

ABN: 30 120 187 964

### Balance Sheet As At 30 June 2015

	2015 \$	2014 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Bank balances	23,849	9,730
Cash on hand	100	400
<b>TOTAL CURRENT ASSETS</b>	<b>23,949</b>	<b>10,130</b>
<b>TOTAL ASSETS</b>	<b>23,949</b>	<b>10,130</b>
<b>NET ASSETS</b>	<b>23,949</b>	<b>10,130</b>
<b>EQUITY</b>		
Settled sum	100	100
Retained Surplus	23,849	10,030
	<b>23,949</b>	<b>10,130</b>
<b>TOTAL EQUITY</b>	<b>23,949</b>	<b>10,130</b>

The accompanying notes form part of these financial statements.

# The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund

ABN: 30 120 187 964

## Notes to the Financial Statements For the Year Ended 30 June 2015

### 1 Summary of Significant Accounting Policies

#### (a) Basis of Preparation

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, the information needs of stakeholders and in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

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:

#### (b) Income Tax

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

#### (c) 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.

#### (d) 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 the fund's activities as discussed below.

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

# The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund

ABN: 30 120 187 964

## Trustees' Declaration

The Trustees declare that the Trust 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.

The directors of the trustee company declare that the financial statements and notes, as set out on pages 1 to 3, are in accordance with *Australian Charities and Not-for-profits Commission Act 2012* and:

1. present fairly the Trust's financial position as at 30 June 2015 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements;
2. in the Trustees' opinion, there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Trustees.

Trustee .....

Trustee .....

Dated 28 August 2015

## The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund

ABN: 30 120 187 964

### Independent Audit Report to the members of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund

We have audited the accompanying financial report being a special purpose financial report, of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund, which comprises the balance sheet as at 30 June 2015, the statement of income and expenditure 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 of the financial report and have determined that the basis described in Note 1 to the financial report is appropriate to meet the needs of the Australian Charities and Not-for-profits Commission Act 2012 and to meet the needs of the stakeholders. The trustee's responsibility also includes implementing such internal control as the trustees determine is necessary to enable the preparation 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 trust'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 trust'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.

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## The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund

ABN: 30 120 187 964

### Independent Audit Report to the members of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund

#### *Opinion*

In our opinion, the financial report presents fairly, in all material respects, the financial position of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund as at 30 June 2015, 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 The Trustee for the Volunteer Fire Fighters Occupational Illness (VFFOI) Awareness and Protection 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

A handwritten signature in black ink, appearing to read 'Tim Flowers'.

Tim Flowers

Partner

Blackburn, VIC

Date 28 August 2015



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CONSULTANT: Cliff Dawson FCA

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# DELIVERING FROM ONE GENERATION TO THE NEXT

From our first vehicle sold in 1965, to the introduction of the first hybrid truck available in Australia, Hino has been providing quality trucks and buses for over 50 years. At Hino, we believe it's what's passed down from one generation to the next that matters. It's how we learn and how we grow. It's at the heart of every innovation achieved and every long-term relationship forged.

So what will the next 50 years bring? Well, they say that the future starts today... It starts with innovation, quality products, long-term relationships and mutual respect. At Hino we are committed to keeping our customers businesses on the road... so when you choose a Hino truck, you can be sure we're in it for the long haul.



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