



VFBV | VOLUNTEER FIRE
BRIGADES VICTORIA

ANNUAL REPORT

2021 - 2022





ROYCE COLLIER OAM

Royce was elected as a Victorian Urban Fire Brigades Association (VUFBA) Executive Member for what is now known as District 7 in 1975 and continued to serve in that role until standing down upon reaching the age of retirement in 1995. Royce was awarded Association Life Membership in 1985.

During his time as an Executive Member, Royce was known for his displays of passion for bettering safety, equipment and conditions for CFA volunteers all over the state which resulted in him being elected President on three occasions—1981-82, 1990-91 and 1991-92. Royce also served as a VUFBA representative to the CFA Board from 1983 to 1989, which included a short stint as acting Deputy Chairman. During his time as a VUFBA Executive Member Royce also contributed as a member to many Association and Authority Joint Committees.

Royce was a CFA member for more than 70 years, commencing his service in 1950 at Bairnsdale before transferring to Golden Square two years later, then later transferring to Portarlington Fire Brigade in 1973 where he held a number of roles including Captain, 1st Lieutenant, Secretary and brigade VFBV delegate. Royce was a talented competitor winning events at the State Urban Senior Championships and was a keen supporter of the competitions and a member of the VUFBA Competition and Rules Committee for many years.

In the Queen's Birthday Honours list of 1987 Royce was awarded the Medal of the Order of Australia (OAM) for "service to the community, particularly to urban fire brigades."



LANCE BAILLIE

Elected to Victorian Urban Fire Brigades Association as an Executive Member in 1975, Lance represented District 5 until stepping down from the role in 1993.

During his time as an Executive Member, Lance, served one term as Association Vice President in 1990-91 as well as serving as a member of the Equipment and Review, Competition and Rules, Portable Fire Appliance Servicing and Training committees. Lance also served one term on the Welfare Fund Committee.

Lance was a long serving, distinguished and respected member of the Warrnambool Fire Brigade, having joined the brigade in December 1955 and serving as an active firefighter, Apparatus Officer, Foreman and subsequently First Lieutenant before becoming a brigade member in 1995 and serving until his passing. Lance has been remembered as always being interested in the health and progress of CFA volunteers and of CFA as an organisation.

Fire Brigade competitions were another of Lance's passions, competing for many years competing at the State Urban Senior Championships and he was also heavily involved in the host committees when the Warrnambool brigade hosted State Championships over the years.

Lance was awarded VUFBA Life Membership in 1987 and the VUFBA Gold Star in 1988 recognising his significant contributions to the Association.



GEOFF BAXTER AFSM

Geoff devoted 26 years of service to the Victorian Rural Fire Brigades Association (VRFBA). Geoff was elected as a delegate from Region 7 to the Central Council in 1978 and retired from the role in 2004.

In 1982 he was elected as a member of the Executive and the following year became Vice President. In 1987 Geoff took over as Acting President following the death of Derrick Austin and continued to serve as President until 1990. In 1993, Geoff was appointed State Treasurer and continued in that role until 2001. Geoff also served on many VRFBA Committees including the Communications Advisory, Training and Fire Prevention Committees.

A member of the Freshwater Creek Fire Brigade for 75 years, Geoff held a number of roles in the Brigade including Lieutenant, Captain and was also Deputy Group Officer of the Barwon Group. Geoff served on numerous committees for the brigade and group and was a key member of the brigade's committee to help develop the fire station at its current site.

During his service, Geoff's focus on ensuring that that welfare of volunteers remained paramount along with the betterment of CFA.

Geoff was recognised for his distinguished contribution to CFA when he was awarded the Australian Fire Service Medal (AFSM) in the 1992 Australia Day awards. Geoff's outstanding contribution to the Association was recognised with VRFBA Life Membership in 1990.

Volunteer Fire Brigades Victoria Inc.

Reg No. A0057948T ABN 110 830 80403

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

ANNUAL REPORT 2021 - 2022

For the year ended 30 June 2022

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Some photographs courtesy of: *Fire Wise, Uniform Photography and CFA*

OVERVIEW

Volunteer Fire Brigades Victoria (VFBV) is established under Victorian law, the Country Fire Authority (CFA) Act, to represent CFA volunteers on all matters that affect their welfare and efficiency. VFBV is an independent association operating autonomously from CFA, but at the same time working closely with CFA and other key stakeholders, to engage volunteers in CFA and other deliberations and provide advice on all matters affecting CFA volunteers. Demonstrating VFBV's conviction and support of its members, almost 95% of CFA Brigades elect to pay an annual financial affiliation fee that contributes to the running of VFBV and its services.

VFBV also represents Coast Guard Brigades in Victoria and has close working relationships with other emergency service volunteer associations across Victoria and Australia. VFBV and volunteer fire brigade associations in all states of Australia work together on issues of common interest and/or national relevance through the Council of Australian Volunteer Fire Associations (CAVFA).

VFBV is an organisation run by the CFA volunteers it represents. VFBV is an independent and united voice of volunteers and engages with the State Government, Emergency Management Victoria, the CFA Board and management, Members of Parliament, official inquiries, municipal councils and instrumentalities, business and the public to proactively shape the future of emergency management in the interests of efficient and effective fire services and positive community safety outcomes.

VFBV engages with the Government and emergency management agencies to ensure that volunteers and their communities remain actively involved in emergency management decision making at every level through day to day practical work in VFBV/CFA Joint Committees and the Ministerial-level Volunteer Consultative Forum, and by advocating for positive, practical results from reviews such as the Jones Inquiry, the Royal Commission into National Natural Disaster Arrangements and inquiries conducted by the Inspector-General for Emergency Management in Victoria.

Given VFBV's direct volunteer-based foundations and in-depth knowledge of successful fire prevention, protection and response approaches in Victoria, it's well-established local and statewide networks and the breadth and depth of hands-on experience in matters affecting volunteers and the provision of a volunteer-based service model, VFBV is best placed to provide independent, unified and credible advice on matters affecting volunteers. VFBV facilitates regular state and local consultation forums and engagement activities to ensure that the views of volunteers are known and represented to stakeholders.

VFBV is independent from CFA but is an important part of CFA's foundation and future success. CFA is comprised of the community-based Brigades that form it. CFA management and staff provide the framework, governance, leadership, systems and expertise to direct, coordinate, support and empower this network of Brigades. Those CFA Brigades have built and delivered a remarkably successful and world-respected service to Victoria. VFBV is integral to enabling CFA to harness the leadership, knowledge and experience of volunteers and to engaging those volunteers in decision-making about matters that affect their welfare and efficiency. In a community and volunteer-based organisation such as CFA, genuine engagement with volunteers is vital. Robust, meaningful, respectful and honest communication and consultation is essential, and has been enshrined in the CFA Act through the Volunteer Charter as an obligation on CFA and the Government in any decisions that impact or have the potential to impact upon volunteers.

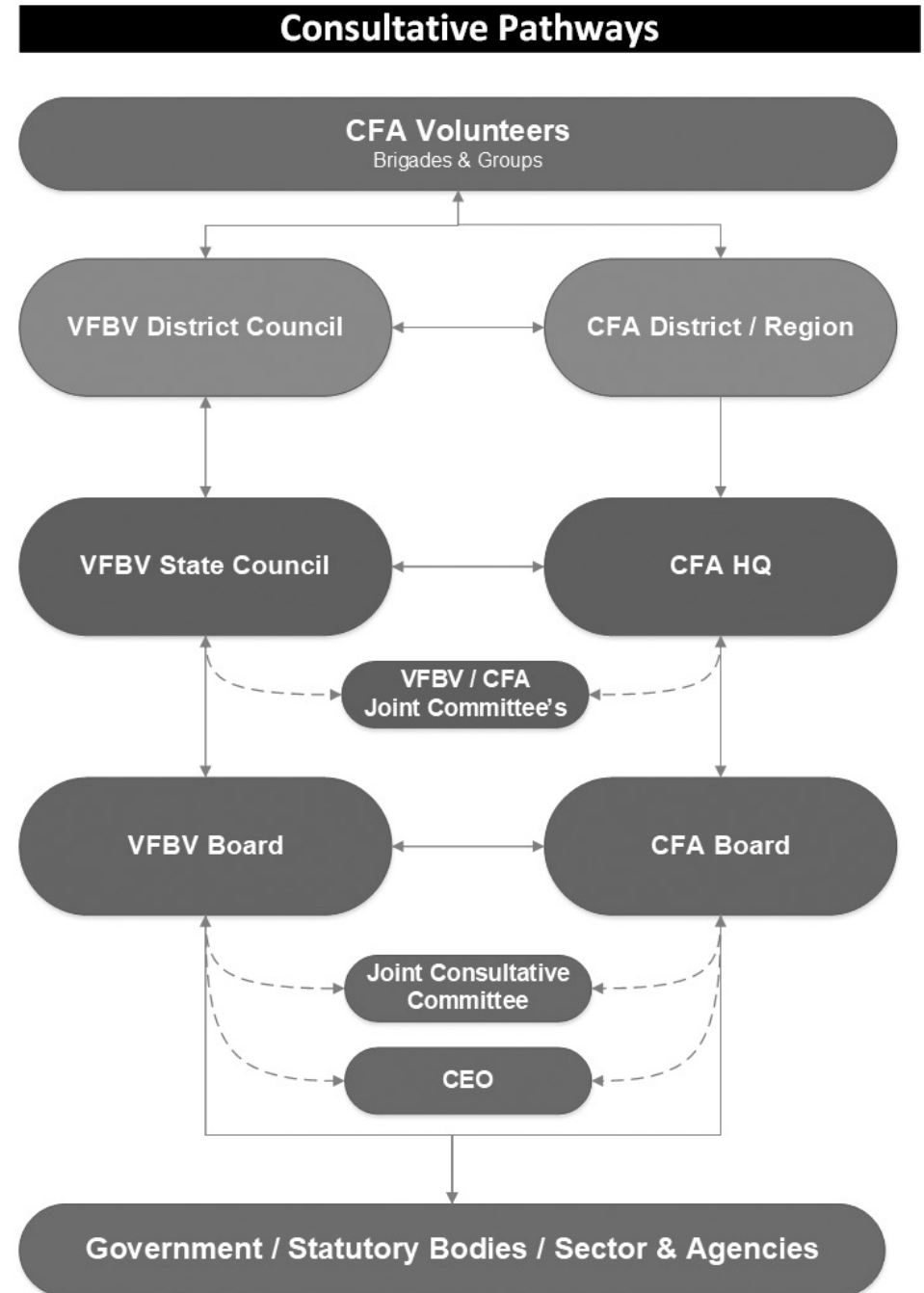
OUR VISION

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

OUR MISSION

To achieve our vision we will:

- Be well informed of, and responsive to, grass roots volunteer needs, ideas and concerns;
- Represent volunteers and work with CFA and the Victorian Government to ensure ongoing commitment to the principles outlined by the Volunteer Charter;
- Be aware of strategic influences, opportunities and challenges confronting CFA volunteers, volunteerism generally and the decision makers who influence our future;
- Be proactive and prepared to lead and contribute, as volunteer advocates, to decision making and future planning processes at all levels;
- Build the profile and relationships required to position VFBV as an active and respected influence on decision making;
- Deliver communication, representation and decision processes that keep volunteers informed and provide opportunity for volunteers to be consulted on matters that impact on them;
- Resolve concerns and issues raised as quickly as possible;
- Work collaboratively with CFA management to achieve a CFA culture, structure, and operating context that treats volunteers fairly, justly and reasonably.





It is a great honour to be writing my first report as State President, and I am both excited and humbled by the experience.

I would like to begin by acknowledging the passion and commitment of our outgoing State President Nev Jones AFSM. His leadership over the last six years has been instrumental in so many successes of VFBV, though you will never hear that from him. His modest approach to our work has always put volunteers front and centre.

Nev's passion and dedication behind the scenes to ensure volunteers have been represented at all levels has been truly impressive. His connections to and understanding of volunteers and their issues has been deeply valued and highly effective.

Personally, I have appreciated the generous time and effort that Nev has invested in mentoring me over the last few years and feel I have benefited greatly from the insight and perspective he has given me. Mixed with my own experiences and background, I

have embraced every opportunity to hear different perspectives and thinking.

And while I feel I have very big shoes to fill, both metaphorically and literally – I feel well prepared, and I am truly looking forward to continuing VFBV's vital work supporting and representing CFA volunteers across the state.

As a long-standing volunteer myself, I know only too well the importance of CFA seeking genuine feedback and involvement of volunteers in its decision making, especially on matters impacting upon volunteers. I also have seen firsthand the importance of improving CFA processes, guidelines and procedures to enable a more volunteer friendly environment and culture.

COVID Challenges

This year, we have once again faced another year of immense challenges, including those presented by the COVID-19 pandemic. The resilience of our members to work under such trying conditions in order to support our communities continues to impress me.

As things slowly start returning to normal, the return to training and face-to-face meetings has been welcomed by many. I acknowledge the challenge that this may bring for some brigades, and the unsettling nature of things as we adapt from such a long period of isolation and physical distancing. There is likely to be some reluctance by some members to immediately engage back with their brigades, but I am sure this will improve with some encouragement over the next little while.

Highlights

There have been many highlights that I would like to acknowledge from the past year.

The return of the public and broader membership to our State Championships events that were held in Mooroopna in March over two weekends was a personal highlight following last year's scaled back events due to COVID.

It was especially exciting to see the high number of competitors competing in the female only events, which was a new inclusion in 2022. The excitement and positive energy across both weekends were great to witness with many volunteers being able to re-engage and network with others.

The Echelon Movement at Mooroopna and the Torchlight procession through Shepparton showcased all that is great about CFA. To see such a positive response from the community was uplifting and welcomed by all.

The importance of training, and the need for volunteers to be able to access it when and where they need it - continues to be highlighted by the annual VFBV Volunteer Welfare and Efficiency survey.

It was an honour therefore to be present for the opening of the new Central Highlands training ground late last year which will provide much needed additional capacity to support training across the state. My hope is that CFA will continue to invest in training infrastructure and I welcome the opportunity to continue advocating the importance of flexible training options across the whole of CFA.

These kind of improvements and advocacy is not possible without members contributing their voice to our organisation, so I encourage members to embrace VFBV's annual survey and add their voice.

One of the most rewarding aspects of my role is the opportunity to attend and represent VFBV at volunteer recognition events, including medal and award ceremonies. The Spirit of CFA awards was a particular highlight for me, and being able to witness the outstanding achievements and contributions of the award recipients from the last four years was truly inspirational. For me, it epitomised the true breadth of amazing contributions that are made by so many of our people across the whole state.

Vale

Sadly during the last 12 months we also acknowledge the passing of three VFBV Life Members, Royce Collier OAM, Lance Baillie and Geoff Baxter AFSM.

Royce passed away in July 2021 and was a longstanding member of the Portarlington Fire Brigade. Royce was an Executive Member of the Victorian Urban Fire Brigades Association (VUFBA) from 1978 until 1995 and was awarded VUFBA Life Membership in 1985. He also served three terms as President of VUFBA, and as a CFA Board Member for six years including serving a short period of time as acting deputy Chairman. Royce had a great passion for bettering safety, equipment and conditions for CFA volunteers and was also a strong supporter of the Championships.

Lance passed away in January 2022 and was a longstanding member of the Warrnambool Fire Brigade. Lance was an Executive Member of VUFBA from September 1975 until August 1993, and was awarded VUFBA Life Membership in 1987. Lance served one term as VUFBA Vice President and was a member of the Competition & Rules Committee as well as a delegate on the Equipment Review Committee & the Research Committee, also a member of the Welfare Fund Committee for one year.

Geoff passed away in May 2022 and was a longstanding member of the Freshwater Creek Fire Brigade. Geoff was a Central Council Member/State Councillor of the Victorian Rural Fire Brigades Association (VRFBA) from 1979 until 2004 and was awarded VRFBA Life Membership in 1990. Geoff served almost three terms as VRFBA State President as well as serving as Association Treasurer from 1993 to 2001.

VFBV extends its sincere respects to Royce, Lance and Geoff's family, friends and fellow brigade members.

Thank you

In closing, I would like to acknowledge the hard work and dedication of the VFBV team, both volunteer and staff.

To our staff team, each and every member over the last year has shown commitment for our organisation, working above and beyond in each of their roles. They have all worked tirelessly without complaint to support volunteers where possible. On behalf of the VFBV Board, I wish to recognise the teams' immense efforts. The work you all do is vital to our success as an organisation and is highly valued.

Our CEO Adam Barnett, has showed immense leadership over the last year again under very difficult circumstances. Adam's passion, knowledge, and extreme dedication to VFBV is acknowledged and greatly appreciated. Our influence and effectiveness as an organisation on behalf of our members has continued to grow and prosper under his leadership.

I would like to acknowledge the hard work and contributions of Glenn Mercer and Chris Dent who have worked for VFBV for many years and who have moved on from their Support Officer roles. I wish them well for the future in their new career paths. I welcome our new Support Officers, Max Blackmore (North West Region) and John Lloyd (West Region). Both bring with them lengthy experience of CFA and volunteerism.

Jenni Laing as most of you are aware has retired as Administration Officer from VFBV after 32 years of service. She has been heavily involved in the Welfare Fund, Championships and State Council. Jenni was awarded VUFBA Life Membership in 2003 for her hard work and dedication. We wish Jenni well in her retirement, but still hope to utilise Jenni's skills and knowledge at Championships where possible.

And finally, I would like to sincerely thank my fellow Board members, State Council, District Council members and all Brigade and Group delegates for your support.

VFBV would not be able to achieve what it does for volunteers if it wasn't for our members, delegates and supporters. To you, and all those that support you behind the scenes at home and work, thank-you. Our achievements together show what an inspiring and effective force volunteers can be when we are all united in our service to our communities.

Samantha Collins
VFBV State President



Reflecting on 12 months in our sector and within our organisation is always challenging. While the pace of change on things we want to see is often slower than we would like and often outside of our direct control, the quantum and breadth of issues and initiatives on the go in any given year is always immense. I commend this year's annual report to our members and wish to acknowledge the untiring efforts of all those volunteers who have contributed to the issues detailed within these pages.

My summary of the past year is one of immense pride and respect to all VFBV office holders, delegates and staff who have successfully pivoted from the tumultuous change journey of the past to embrace and seek out new opportunities and to strengthen the world class volunteer and community led fire service that is CFA.

Our mission to restore it as one of the world's most successful volunteer emergency service organisations continues, with this year bringing much needed stability, time and space that has been used to strengthen our foundations and ensure future effort and diligence is well invested.

This is the first annual report for many years that we have not had to report on changes to CFA's senior leadership team. And while last year I expressed cautious optimism in the new CFA leadership of Chair Greg Wilson, CEO Natalie MacDonald and Chief Officer Jason Heffernan, I am pleased to report that I not only remain optimistic but can also affirm that each has worked extremely hard to rebuild the trust and confidence of both VFBV and CFA volunteers alike.

Organisationally, both VFBV and CFA continue to work closely at the highest levels to rebuild the relationships and structures that ensure the mutual respect and goodwill of our shared membership is honoured. To ensure the commitments made under the Volunteer Charter are upheld and respected, and that discussions are honest and robust to reflect our shared values and harness the incredible knowledge, experience and expertise of CFA volunteers and the communities they serve. And while there is still much to do, I have been very pleased with progress so far.

We have also seen some long overdue stability in our Minister, with the Hon. Jaclyn Symes MP appointed as Minister for Emergency Services in August 2021.

Our annual Volunteer Welfare and Efficiency Survey celebrated its ten-year anniversary, and again provided highly valid and credible results from grass roots on the topics close to their hearts. Almost 2,700 volunteers participated in this year's survey, making it one of the largest surveys of its kind across the country. This year's results confirm that while there remains a significant gap between what they expect and their actual lived experience - volunteers felt and acknowledged there had been improvements in the way CFA was consulting and involving its volunteers in decision making. The critical VoWEL result for this theme showed a marked improvement over last year's worst ever result.

These improvements were felt across many of the other themes, with 21 of the 33 key result areas recording an improvement, albeit small – but demonstrating real world impacts from the work that is being diligently pursued to improve arrangements across CFA.

We have maintained our record levels of affiliation, with 94% of Brigade's continuing to demonstrate their strong support for the Association's important work in representing and advocating for all CFA volunteers. This year we also achieved a new record of support from CFA Groups, with 82% of Groups choosing to affiliate also. This marks our highest rate to date and is deeply satisfying as we move from strength to strength.

While COVID-19 has continued to impact on our operations, by the last quarter of 2021-22 the majority of consultative meetings and forums had begun to return to face-to-face. It cannot be underestimated how disruptive the inability to meet in person has been, and in organisations such as ours where people and interaction is critical to what we do, the return to face-to-face meetings has been enthusiastically welcomed and embraced by our members.

The inability to hold meetings in person are again reflected in this year's financials, as too was the delay in filling some vacant staffing positions. Both of these factors have contributed to significant underspends and resulted in another short-term operating surplus. I draw strong personal satisfaction that unlike the public sector organisations across our sector, VFBV has maintained disciplined restraint in our staffing model, with no expansion to our headcount and a significant drop in employment costs over the year before - reflecting the staggered approach we have taken to vacant positions. Combined, we finish the year in a strong and secure financial position that ensures the Association's viability and security long into the future.

The work of the VFBV Volunteer Support and Recovery Trust continued, with the final phase of our 2019-20 Bushfire recovery initiatives commencing. The final phase focusses on equipment and infrastructure support to build local capability and improve firefighter safety in four CFA Groups which were the hardest impacted by the 2019-20 bushfires.

This phase was made possible by all the generous donors who contributed to our campaign during the bushfires. I wish to acknowledge and thank the Barlow Impact Group in particular, for their continued support of our work, and who made a second

generous donation of \$250,000 to the Trust so we could continue our work. On behalf of the hundreds of CFA volunteers who have benefited from the Trust's work over the years, (dating back to Black Saturday in 2009) I extend a very, very heartfelt thank-you to the Barlow Group and its CEO Deborah Barlow.

Along with all our peers across the country, we were rocked by and grieved the tragic in-the-line-of-duty death of volunteer firefighter Louise Hinks from the South Australian Country Fire Service on 21 January 2022 while attending a fire in the southeast of South Australia. While words can never properly express our sorrow, we pass on Victoria's heartfelt condolences and respect to Louise's family, loved ones and fellow brigade members from the Happy Valley Fire Brigade. She will be forever remembered amongst those who have paid the ultimate sacrifice to protecting their community.

And finally - just before the end of this year's reporting period, VFBV State President Nev Jones AFSM announced his retirement from the VFBV Board, and his desire to step down as President in order to support the new President for the last remaining months of his term.

Following a Board election, Samantha Collins was unanimously elected as the new State President, vacating her position as State Vice President which she has served since 2017, with Andy Cusack AFSM being elected as the new State Vice President.

Nev's announcement proceeded his earlier advice to the Board last year, that he would be seeking to retire later this year. This not only allowed succession planning but enabled a period of handover and stewardship for the new President, leaving the association very well prepared and a seamless transfer of leadership.

Nev has served with distinction with CFA for well over 40 years, commencing as a junior from a multi-generational family where CFA involvement was firmly entrenched. One of Nev's proudest achievements was being one of the original driving forces behind the concept and creation of the original CFA Volunteer Charter. He was elected to the VFBV Board in 2009 and was elected as State President in 2015 and was conferred VFBV Life Membership in 2021.

Nev's leadership of the Association encompassed some of our most difficult and challenging periods in recent memory. He led with integrity and strength, and never stopped standing up for CFA volunteers, their representatives and the communities they serve.

On a personal note, I have witnessed Nev's unwavering support and commitment during my entire time with VFBV, and acknowledge the enormous debt owed to him for the sacrifices he has made in service to his fellow volunteers. In Nev's inaugural report as State President back in 2015, Nev welcomed the arrival of the first women to the VFBV Board as being reflective of the great pool of quality female leaders coming through the ranks.

One of those women he was referring (and named) was none other than Samantha Collins, and I cannot help but smile when I reflect on the prophetic nature of Nev's words and the evidence of his commitment to supporting the next generation. He went on to affirm his belief that it was up to each leader to ensure they pass the organisation to their successor in better shape than they received it, as had been done by his forebears before him.

Nev, you can rest easy knowing that not only have you left VFBV in better shape, but we have all benefited enormously from your incredible leadership and we thank-you most sincerely for your unflinching loyal service, dedication and duty.

And to Samantha, I offer a hearty warm welcome to the role of State President. Sam has served with distinction on the VFBV Board for the past seven years. I have always enjoyed and appreciated her enquiring mind and ability to seek and respect wide ranging viewpoints and I am looking forward to continuing to work alongside Sam immensely.

And finally, I wish to also acknowledge the departures throughout the year of long serving VFBV Support Officers Glenn Mercer and Chris Dent, and pay special tribute to Jenni Laing who has retired after serving more than 32 years to VFBV and our predecessor Urban association. I am thrilled that Jenni has agreed to remain on as a casual, and know she is looking forward to continuing her involvement with our State Championships each year.

We are blessed to have such loyal and committed staff who work tirelessly to support and encourage our volunteers, and I pass on my sincere gratitude to not only those departing but also to our whole staff team for their continued outstanding contributions and hard work.

To our Board members, State Councillors, District Council members and delegates across the State, I say thank-you and well done on another outstanding year of support to and on behalf of all CFA volunteers. I never cease to be inspired by what each of you achieves on behalf of your communities, and again pledge my and VFBV's unwavering commitment to supporting each of you in your roles, whatever they may be.

Adam Barnett
VFBV Chief Executive Officer

Despite a challenging year, VFBV continued to successfully advocate for CFA volunteers on various platforms and contribute to the continuous improvement of Victoria's fire services in many ways. While the year was once again dominated by the COVID-19 global pandemic and its subsequent impact and restrictions on VFBV, Brigades and members. VFBV has kept focus on all aspects of our portfolio and delivered pleasing results. In addition to the issues covered in detail elsewhere in this report, the following is a brief snapshot of some of the key issues for the year:

- VFBV's Welfare Fund distributed \$109,000 to assist 26 volunteers and their families during this financial year with more than \$2.3 million dollars distributed since the Welfare Fund was established in 1913.
- VFBV continued to support volunteers in Districts 11 and 24 who were impacted by the 2019-20 Black Summer Bushfires with the VFBV Volunteer Support and Recovery Trust working with local groups to provide equipment and infrastructure support to build local capability and improve firefighter safety in four CFA Groups. This was possible in part due to a further significant donation received from the Barlow Impact Group to the Trust.
- The annual VFBV Volunteer Welfare and Efficiency Survey had almost 2,700 CFA volunteer participants in 2021, with the results studied by VFBV, CFA and EMV to better understand volunteer opinions.
- VFBV Board, State Council, seven Joint VFBV/CFA Committees, 21 District Councils and numerous Working Parties continued their hard work and advocacy pursuing a wide range of issues impacting on volunteers' day to day work and our future success while also dealing with COVID-19 related restrictions.
- VFBV provided assistance to many Brigades and Groups applying for VESEP grants in the 2021-22 and 2022-23 programs, with an updated Application Help Pack distributed along with Case Studies of successful grants in previous years to support applications.
- COVID-19 restrictions continued to impact on VFBV activities, with the majority of meetings being held virtually during the last year. CFA Brigade and Group activities were also heavily impacted with Brigades maintaining their emergency response under the restrictions while also coming up with innovative ways to meet and conduct training virtually and in an engaging manner.
- VFBV continue to distribute the *VFBV Quarterly Supplement* in partnership with *Fire Wise* four times a year. The *VFBV Quarterly Supplement* is distributed to all Brigade Secretaries, Captains, Group Officers and Group Secretaries and includes 16 pages of relevant news, updates and information on current issues being pursued by VFBV on behalf of members alongside VFBV's popular Joint Committee Two-Minute Briefings.
- VFBV continued to monitor the implementation of the Victorian Government's Fire Services Reform following the creation of Fire Rescue Victoria (FRV) on 1 July 2020. VFBV also continued to advocate for volunteers, particularly those volunteers at the former integrated, now Co-located Brigades.
- The 2022 State Championships were again run as a combined event with the Urban Senior and Rural State Championships held in Mooropna on the same weekend and the Urban Junior State Championship was conducted the weekend prior at the same location. There was a continued impact on local competitions due to COVID-19 in the lead up to the State Championships again this year with competitions being rescheduled, relocated and cancelled due to restrictions.
- The Torchlight Procession returned to the State Championships in 2022 for the first time since 2019, with the procession held in Shepparton on Saturday 26th March in conjunction with the Illuminate Shepparton festival with close to 15,000 people in attendance cheering on the brigades participating.

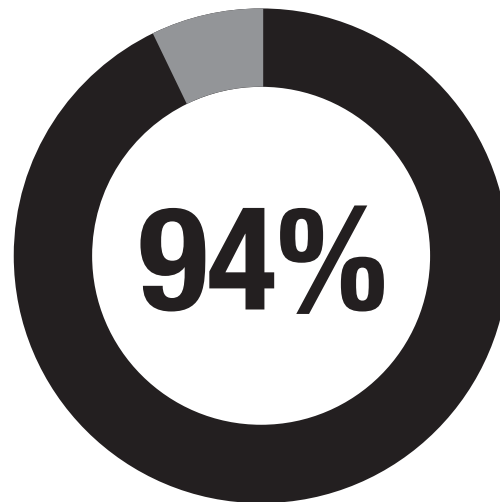
Again in 2021-22 CFA Brigades and Groups have showed that it is more important than ever that volunteers have a strong, united, independent and credible voice.

VFBV's Brigade affiliation rate remained at a high level in 2021-22 with 94% of Brigades demonstrating the strong support for VFBV's important work in representing and advocating for all CFA volunteers. VFBV also received strong support from CFA Groups with the majority of Groups choosing to affiliate with VFBV.

The strong support from Brigades and Groups can be in part attributed to the hard work and good local representation of each VFBV District Council, Brigade and Group delegates and State Council delegates.

These high levels of affiliation are especially appreciated in a year that has again been marked by COVID-19 restrictions. These restrictions impacted on Brigades and Groups being able to meet as some areas of the state are without reliable internet connections to allow for virtual meetings to take place. COVID-19 restrictions have also limited some Brigade's ability to fundraise within their local communities which has then in turn impacted on their ability to pay for any ongoing expenses that Brigades may have.

The high level of affiliation reinforces the importance of VFBV's legislated role in the CFA Act and our driving motivation to encourage, maintain and strengthen volunteerism and the capacity of volunteers to deliver CFA services.



Good service delivery is a fundamental requirement to enabling a community to share responsibility for their own safety, to community resilience and, ultimately, to achieving a safer Victoria.

To thank Brigades and Groups for their support, all Brigades and Groups who paid their 2021-22 affiliation invoices prior to 31st July 2022 were automatically entered into a prize draw to win one of four prizes valued at over \$5,000. The prizes were donated again in 2021-22 by GAAM Emergency Products and Powdersafe as well as CFA. VFBV acknowledges the kind and generous donations from GAAM Emergency Products, Powdersafe and CFA in support of VFBV and CFA Groups, Brigades and volunteers.

The affiliation prize winners were:

G-Force Nozzle and Gated Wye donated by GAAM	Yallourn North Fire Brigade – District 27
Root Soaker donated by GAAM	Tarwin Lower Fire Brigade – District 9
TFT Break Apart Nozzle donated by GAAM	Boneo Fire Brigade – District 8
Five 3325 Helmet Torches and carry case donated by Powdersafe	Welshpool Fire Brigade – District 9
Digital Scanners donated by CFA	Foster Fire Brigade – District 9 and Woodford Fire Brigade – District 5

**of CFA Brigades affiliated
with VFBV in 2021-2022**

With COVID-19 impacts continuing through the 2021-22 year, VFBV continued to prioritise the VFBV Welfare Fund and put in place processes to ensure it continued to operate uninterrupted during various restrictions including lockdowns. All Welfare Fund operations and processes were maintained with the Welfare Fund Committee of Management continuing to meet regularly through virtual means.

In an effort to support brigades in 2021-22, the Welfare Fund subscription rate was discounted by 50% due to the significant public donations received following the 2019-20 Black Summer Bushfires. The Welfare Fund Committee of Management carefully considered the health and sustainability of the capital base of the Welfare Fund with estimated future demand and believed that a one-off discount was both responsible and well deserved. This honoured the Fund's commitment to minimising the annual cost to brigades and provided excellent benefit to brigades who have loyally supported the Fund since 1913 as well as providing an opportunity for new brigades to join and experience the peace of mind the Welfare Fund can provide members in times of personal hardship.

Brigade subscription to the VFBV Welfare Fund has been maintained at a high level again in 2021-22, with 1,070 CFA Brigades subscribing to the Welfare Fund. At the same time the Welfare Fund distributed \$109,000 in grants to assist 26 volunteers and their families who were experiencing personal financial hardship. The Fund's high approval rate of applications continued with 100% of applications submitted to the Fund being awarded a grant in the 2021-22 year.

2019-20 - Highest Grant Distribution in last 10 years \$273,237

2021-22 - Grants Distributed this year \$109,000

2018-19 - Lowest Grant Distribution in last 10 years
\$96,735

\$0 \$50,000 \$100,000 \$150,000 \$200,000 \$250,000 \$300,000

Since its creation in 1913, the Welfare Fund has assisted 1,288 volunteers with more than \$2.3 million in grants distributed. The Fund was established to aid members who find themselves experiencing severe financial hardship and are unable to meet their essential living expenses.

The Welfare Fund is run as a Government-approved charity under Australian Taxation Office rules with a Committee of Management comprising of six long-serving CFA volunteers. The Fund is independently audited annually, with all operating and administrative costs covered by VFBV. This ensures that every dollar earned by the Fund's investments and subscriptions goes to assisting volunteers in need. Grants from the VFBV Welfare Fund are financed by Brigade subscriptions along with interest earned on the Fund's invested capital, which ensures the Fund's capital base is maintained to support CFA volunteers in need for future generations.

Typical circumstances of volunteers who have been supported by the Fund over the last year included volunteers facing financial difficulty due to prolonged illness, bereavement, loss of earnings or costs associated with supporting a family member in hospital or undertaking medical treatment or hospitalisation.



90% of CFA Brigades are members of the VFBV Welfare Fund in 2021-2022

Throughout the year, the VFBV Volunteer Support and Recovery Trust continued to work alongside delegates and the VFBV District Councils in CFA Districts 11 and 24 to continue to provide support to brigades and members impacted by the 2019-20 Black Summer fires.

Following the fires the initial phase of support to volunteers and their families from VFBV Volunteer Support and Recovery Trust and the VFBV Welfare Fund provided personal and family support through providing grants for the re-establishment of primary residences, high impact support grants, general support and relief grants and small and fast emergency relief.

The second phase of support from the Volunteer Support and Recovery Trust is focussing on equipment and infrastructure support to build local capability and improve firefighter safety in the four CFA groups (three in District 11 and one in District 24) which were the hardest hit by the 2019-20 bushfires. During discussions and consultation with the groups it quickly emerged that the priority focus for additional equipment would be the purchase of quick fill trailer pumps that can be shared between the brigades in each group meaning that a large number of brigades will benefit from the purchase of these trailers.

While COVID-19 impacts have delayed the manufacture of the trailer pumps with labour and raw material shortages, VFBV has been working with each Group to determine whether a single or tandem axle trailer is best suited to the local conditions and to identify a brigade who will house the trailer pump on behalf of the group. The mobile nature of these trailer pumps meant that they will not only benefit the local CFA Group and surrounding communities but will also contribute to the states wider surge capacity into the future.

The work of the Trust was made possible due to the many donors who contributed generously to the Trust following the 2019-20 bushfires. There was an outpouring of support from the general public, international donors and corporate donors as well as contributions received from CFA brigades and individuals.

In particular VFBV and the Volunteer Support and Recovery Trustees wish to thank and acknowledge the Barlow Impact Group for their generous donation that has enabled the purchase of the quick fill trailer pumps for the brigades and groups impacted by the 2019-20 fires. The Barlow Impact Group donation to the Volunteer Support and Recovery Trust will also enable the trust to quickly mobilise if and when the next natural disaster occurs without waiting for fundraising to ramp up following the next disaster to support CFA volunteers.

In July of this year we were saddened to learn of the passing of Doug Barlow, who was instrumental in establishing the relationship between VFBV and the Barlow Impact Group, and who's respect and passion for the work of CFA volunteers will forever be cherished and remembered.

As with the Welfare Fund, 100% of the money received through donations to the Volunteer Support and Recovery Trust are distributed as grants to volunteers and their families. VFBV covers all expenses, administration and operating costs to ensure that donations are directed to supporting CFA volunteers.

Supporting volunteers in their time of need is not possible without the support and hard work that the VFBV delegates who serve as Trustees for the VFBV Volunteer Support and Recovery Trust and our Welfare Fund put in. The work that the Trustees do to selflessly support our members in their time of need is incredibly important and much appreciated, especially in light of the increased workload over the past two years. Thank you to each of the VFBV Trustees for taking on these important roles.



Overview

Some key issues that were addressed by our consultative forums and working parties during 2021-22:

DISPOSABLE SPLASH SUITS

After many years of VFBV advocacy through the PPC/E Committee, CFA began trialling disposable splash suits that are available in multiple sizes. This is a great step forward to ensure that all members will be able to be protected at chemical and hazardous material incidents in personal protective clothing that is fit for purpose and sized appropriately for each individual. VFBV will continue to monitor CFA's trial of disposable splash suits over the coming year.

DEFIBRILLATORS

While it took some time, VFBV's campaign for every CFA appliance to have a defibrillator reached an important milestone this past year, with the CFA and Brigades Donations Fund purchasing and distributing an additional 426 defibrillators through donations received following the 2019-20 bushfires. While there is still some way to go to reach coverage for CFA every vehicle, these additional defibrillators now mean almost every CFA brigade will now have a defibrillator available.

The extra defibrillators ensure that our first responders now have access to this life saving equipment at most incidents. There are now 1,700 defibrillators in CFA brigades across the state.

VOLUNTEER TRAINER AND ASSESSORS

Over the past 12 months VFBV representatives to the Joint VFBV/CFA Training Committee made a formal request to CFA to engage in an authentic and genuine process to further enhance the capability and recognition of Volunteer Trainer and Assessors who provide an excellent service to the wider CFA membership. VFBV's request was based on feedback received from members and included recommendations from reviews into training and informal discussions and statements that have occurred in the past as well as feedback from the annual VFBV Volunteer Welfare and Efficiency Survey. Some of the initiatives suggested by the Committee delegates included, identifiable helmets, funded workwear allocation, additional PPC and genuine promotion, encouragement, recruitment and retention of trainers and assessors. CFA committed to consultation on these requests and indicated in principle support for most of the recommendations, agreeing that the recognition and enhancement of trainers and assessors is vitally important to the success of training delivery across CFA.

Committee delegates also proposed to CFA a systematic and state-based appeals process to be implemented for Trainer and Assessor endorsements following a VFBV review of complaints from dedicated and committed trainer and assessors who were being denied the

opportunity to become endorsed to deliver training programs to members. The current state policy is that trainer and assessor endorsements are signed off by District ACFO's or Manager Learning and Development there is no accountability or justification required to be given to trainer and assessors as to why a decision has been reached.

CFA has agreed to work collaboratively with VFBV delegates to the committee to develop a fair and non-biased appeals process to ensure ongoing effectiveness of trainer and assessors and better transparency in the local endorsement process to ensure that endorsements are based on merit and ability and minimise the potential for personality conflicts to overshadow the process.

CFA DISCIPLINE PROCESS

The Joint VFBV/CFA HR, Welfare and OH&S Committee delegates advocated strongly for improvement in the time taken to resolve all complaint cases but particularly legacy complaint cases. Following this, CFA identified over 150 legacy cases that were outstanding and have now been finalised by CFA over the last year. The VFBV delegates welcomed the resolution of these long-standing cases but will continue to ensure that time frames to resolve complaints remain a focus of improvement for CFA. In the resolution of legacy cases, delegates were eager to understand the volunteer experience and feedback relating to those resolutions and as such, the "Member Satisfaction Survey" questionnaire was made available to all volunteers involved in the complaints process. Delegates believe it is crucial for volunteers to be able to speak to their experience of the complaints process and contribute valuable feedback in order for CFA to improve and refine their practices. The information provided also enables CFA and VFBV to evaluate more clearly, the effectiveness of independent contractors engaged by CFA as mediators and investigators; and if case management is efficient and supportive of volunteers.

Delegates worked with CFA through the Joint VFBV/CFA HR, Welfare and OH&S Committee and a subsequent working party, to improve the volunteer experience of the CFA Hearing Process, and to address the perception of an imbalance between parties subject to a CFA Hearing. Delegates welcome the imminent appointment of Hearing Advocates to support and guide volunteers called as respondents to a CFA Hearing. The appointment of Hearing Advocates ensures that all volunteers involved in the CFA Hearing Process are equally protected, guided and supported.

The committee also discussed VFBV delegate concerns at the level of responsibility falling to the Regional HR Business Partners (HRBP) in the very sensitive and difficult area of complaints management and sought clarification on how workload is being monitored. Delegates

also pointed out the possible perceptions of bias, considering the range of matters that a HR Business Partner is expected to manage locally within their allocated Region and the possible conflict of interests with HRBPs conducting initial mediation and then potentially launching investigations while simultaneously acting as case managers. Given the important role HRBP's will play, VFBV delegates requested CFA conduct a review to ensure HRBP's training and skills are upskilled and supported given the increased responsibilities within the role. The committee will continue to monitor this over the next year.

NATIONAL EMERGENCY MEDAL

Throughout the year, VFBV delegates to the Joint VFBV/CFA Volunteerism Committee monitored the progress of the CFA nominations for the National Emergency Medal for the 2019/20 Bushfires. Delegates were pleased that CFA implemented a simplified process to assist brigades in nominating members who may be eligible for the award. The Volunteerism Committee delegates advocated that members in the hardest hit areas, Districts 11 and 24 should have the first allocations of medals due to the direct impact of the fires on these areas. In May 2022, the first ceremonies to present National Emergency Medals to CFA members were held in District 11. With 348 volunteers from East Gippsland receiving their National Emergency Medal from his Excellency Governor-General, General David Hurley AC, CFA Chief Officer Jason Heffernan and CFA Board Member Dawn Hartog. The remaining district ceremonies have been planned to be held in the coming months.

FUTURE STATION DESIGN

VFBV delegates to the Joint VFBV/CFA Equipment and Infrastructure Committee continued to request CFA to undertake a significant review of new station designs. With innovation and technology progressing in leaps and bounds volunteer stations have not had a substantive design review since 2013. Many brigades are retrofitting stations with alternative energy sources to reduce their carbon footprint and using grant money and community funds to bring their stations up to modern building compliance standards. There are many brigades who are looking at OH&S concerns with ventilation and are requesting mechanical ventilation of motor rooms, separate turnout rooms, motorisation of doors, security upgrades and changeroom and toilet upgrades. VFBV has advocated for a full review of station designs and broad engagement with brigades to discuss future options.

NEW AUSTRALIAN FIRE DANGER RATING SYSTEM

Throughout the year, the Joint VFBV/CFA Community Safety Committee monitored the progress of the rollout of Australia's new Fire Danger Rating System which is expected to be completed by 1 September 2022.

Danger Ratings are nearly 70 years old and are applied and displayed differently in each state. This can lead to confusion about what the ratings mean particularly in the border regions and holiday destinations. Eight years ago, agencies from across Australia came together to begin developing a national system of Fire Danger Ratings that would be consistent across all jurisdictions in appearance and messaging. The 2019-20 bushfires added urgency to the need to complete this project, and the resulting Commonwealth Royal Commission into National Natural Disaster Arrangements recommended this work be expedited.

The new national system will have four fire danger rating categories (instead of the current six) and will be intended to have clear and concise meaning for each of the categories so that they are easy to be understood and incorporated into people's fire plans. The science behind the new ratings has also been completely overhauled, replacing the current reliance on just the grass and forest indexes, and moving to a new system that predicts fire behaviour across eight broad fuel types.

The replacement of the existing road side Fire Danger Rating signs is intended to be completed by the end of 2022, with work currently being undertaken in consultation with brigades to establish which locations provide the best visibility for motorists as well as ensuring the safety of members who update manual signs. VFBV delegates to the committee are continuing to call for more automatic signs to replace the manual signs, with the manual signs requiring volunteers to manually update then often alongside busy roads which present significant safety risks.

BREATHING APPARATUS

Delegates to the Joint VFBV/CFA Operations Committee called on CFA to refresh and modernise its Breathing Apparatus (BA) strategy and has requested CFA consult and communicate its strategy to the broader membership. Since the implementation of the Fire Services Reform in July 2020, most of the CFA owned BA vans were moved across to Fire Rescue Victoria, therefore there is a need to revise and update CFA's BA strategy.

The increase in donations to the CFA and Brigades Donations Fund following the 2019-20 Black Summer Fires allowed the Trust to allocate donated funds to purchase an additional 200 BA sets (400 cylinders) and associated gear. The Operations Committee delegates hope that this will be the impetus to initiate more formal and robust discussions around a planned structured state-wide BA strategy that involves volunteers, brigades, groups, regions and districts. VFBV requested consultation commence as soon as possible and looks forward to contributing to the development of the strategy.

DRIVER TRAINING

After consistent advocacy from VFBV, delegates to the Joint VFBV/CFA Training Committee welcomed two driver training courses there were released for delivery to members. Both Drive on-roads and Drive off-roads were removed for delivery late in 2021 due to the requirement to have the units updated to latest units of competency and incorporate legislation changes. The new courses are available for members via the Learning Management System and it is expected that Districts will be scheduling additional courses to keep up with demand. VFBV will continue to work with CFA on changes and improvements to Driving Policy and Legislation which was also taken down to allow for legislative and JSOP/ SOP changes.

FIRS UPDATE

Delegates to the VFBV/CFA Joint Communications and Technology Committee have long advocated for changes to CFA's Fire Incident Reporting System (FIRS) - advocating that brigades require better access to enter data directly rather than relying on a paper based or phone-in type system.

During the year, CFA committed to using results from the online (support calls only) FIRS pilot to investigate and trial an expanded online system which would allow brigades to enter incident data for all calls directly through a mobile phone app. The main objective of the platform will be to allow brigades to access the application and manage incident records themselves. Currently if a brigade wishes to access records they must phone into the Service Delivery Reporting Centre (SDRC) with only a very small number of brigades having direct access. The new system will allow brigades that wish to interact with the system directly to be able to do this themselves, when and where is most convenient, on an easy-to-use platform. There are a range of benefits from such an application; decreased calls between SDRC and brigades; improved incident reportability; improved compliance; more accurate data; and a technology lift up.

VOLUNTEER RECRUITMENT HUB

VFBV delegates to the VFBV/CFA Joint Volunteerism Committee continued to work with CFA on the development of the Volunteer Recruitment Hub which is a one stop online system to streamline and automate the registration process for new members from the initial expression of interest to the registering as a member of a Brigade. The changes were made to address concerns frequently raised by volunteers about the time taken for a member to be registered, with the new system designed to improve privacy and facilitate the faster processing of applications. Delegates to the Volunteerism Committee raised concerns with CFA about the system being solely online and emphasised that some applicants and areas of the state still have limited or no access to the internet. CFA acknowledged

these concerns and assured delegates that reasonable support will be provided throughout the entire process by CFA support staff to ensure that there are no barriers to the process at any stage. This may include BASO's or other staff assisting applicants with their applications. Delegates will continue to monitor its implementation. The Committee has also worked with CFA on the development of an introduction booklet to be sent out to the applicant once their application is approved for registration by their nominated brigade. The New Member Registration Guide covers CFA values, Child Safety Policy, Working with Children Check and much more valuable information about joining CFA.

CYBER SECURITY POLICY

The Joint VFBV/CFA Communications and Technology Committee discussed the CFA Cyber Risk Mitigation Project, with delegates requesting further discussion on potential volunteer impacts prior to the proposed changes being made to the log on protocols for CFA Members Online.

While delegates are supportive of some of the benefits to increased security, such as protecting confidentiality of information assets like personal and health information, providing integrity by controlling access to information in line with best practices and enabling availability of data and information for emergency services in a secure and managed form, some of the changes may present some practical issues. Changes to multi factor authentication (the use of security questions), greater control of log on password usage (specific mix of characters and formats), regular password change requirements (every 60-90 days) and the use of a verification code system to a phone (SMS code notification) need to be properly tested to understand what impacts this may have on regional and remote based IT systems where internet access is not always reliable. Delegates to the Committee requested broader consultation and testing before the introduction of these changes to better understand real world usage and reliability of systems to cater for volunteers who often need to use their own devices and equipment.

COMMUNITY SAFETY CONTENT REVIEW

For some time now VFBV delegates to the Joint VFBV/CFA Community Safety Committee have been requesting to be directly involved in the review of CFA publications and wanted to strengthen the consultation and engagement process when reviewing publications. CFA developed a new content development and review process which is hoped will give greater clarity around the work that goes into content review and development and hopes to provide a consistent approach making it easier to prioritise reviews. Delegates to the committee are eager to contribute and have greater input into the review and guidance on the key messages sent out

to communities. Committee delegates also reminded CFA that while the new content is welcome there needs to also be a quality control process to ensure that the old publications are removed from service when the new content is distributed, and to ensure sufficient time is provided to consult more broadly with the wider CFA membership.

FIRE INVESTIGATORS

VFBV delegates to the Joint VFBV/CFA Operations Committee continued to advocate for CFA to maintain volunteer structural fire investigators throughout the year. This continued advocacy resulted in welcome changes to the rigid and discriminatory processes that were attempted to be introduced since the implementation of the Fire Service Reforms in July 2020. CFA and FRV undertook detailed discussions, which have resulted in good progress on developing more open and transparent processes that respect and utilise volunteer fire investigators. In the twelve months to end June 2022, over 300 fire investigations were conducted by the CFA in the country area of Victoria. The majority of these were structural fire investigations highlighting why CFA needs to retain this critical capacity. While there is still work to be done to ensure the ongoing training and utilisation of volunteer fire investigators, the commissioning of the new Huntly training ground in the last year, which incorporates specialised capacity for fire investigator training is a positive step forward in ensuring volunteer involvement in fire investigation.

STORZ UPDATE

In a good news story for volunteer persistence from delegates to the Joint VFBV/CFA Equipment and Infrastructure Committee, CFA committed to fully fund the completion of the Storz coupling rollout across the state. Members will remember there has been some resistance in previous years for CFA to commit to funding this program and instead requested brigades fund this equipment by using donated funds or grant schemes. VFBV delegates have been very clear to CFA that brigades having to fundraise to buy operational and essential equipment such as fire hoses for example - is not fair nor reasonable and CFA should fully budget for such large programs of essential and basic equipment. While delegates queried the funding allocated to each region, believing it is under resourced, CFA assured delegates that the project would be fully funded and completed by 30 June 2022. Unfortunately the rollout was still not complete by 30 June and delegates continue to highlight the slow progress in completing the rollout of Storz couplings to brigades.

SAFETY COMPLIANCE

CFA provided VFBV delegates to the Joint VFBV/CFA Training Committee with a comprehensive status update on Low Voltage Fuse Removal (LVFR) and Safe Working at Heights (SWaH) Training from the Safety Compliance Project Team that manages these projects. It was clear to VFBV that CFA is well behind the intended training target

with both these courses although there is an understanding that the pandemic has created some training delivery issues.

VFBV delegates continued to advocate to CFA that there needs to be a transparent and acceptable RPL process in place for members that already practise these skills in industry, especially in bolstering the training delivery aspect with volunteer Trainer and Assessors. VFBV is aware that CFA has a small pool of Trainer and Assessors and Instructors for these courses and encouraged CFA to build the capacity within the volunteer cohort.

VFBV also expressed concern that unrealistic and in many cases, unachievable pre-requisites are creating unnecessary blockers for suitably qualified Trainer and Assessors to achieve endorsement to deliver these programs. CFA has committed to review the pre-requisites with a hope to engage and recruit a pool of experienced and suitably qualified Trainer and Assessors to assist in the delivery of LVFR and SWaH.

YOUTH CADETS

Work continued to progress on the cadet pilot program to develop activities and requirements for CFA youth members to participate in the pilot program, with the Joint VFBV/CFA Volunteerism Committee monitoring progress and providing feedback to the program development. Delegates were pleased with the collaborative approach that CFA took to develop the pilot program, with the aim of the program to increase participation and retention of 16-and-17-year olds and encourage junior members to continue onto to senior membership. The working group developed modules for the pilot around flexible learning around mental health, adapting to change, FEM, Vegetation Management, community engagement along with advice from delegates regarding practical aspects, visits to field training grounds and possible site visits. With the pilot program concluding in June 2022, VFBV look forward to reviewing the program with CFA and considering what a future cadet program will include.

SUPPLEMENTARY ALERT SERVICE (SAS)

The Supplementary Alerting Service (SAS) working group which includes VFBV delegates has continued to meet over the last year to highlight and prioritise updates and enhancements and support material for the SAS app. Throughout the year updates have been released to improve functionality and 'bug' fixes that have been reported by volunteers. Future planned updates include user enhancements focusing on member availability and better administration improvements. The VFBV delegates to the working party will continue to monitor any future releases to ensure the app is user friendly for volunteers.

VOLUNTEER LEADERSHIP DEVELOPMENT

The Joint VFBV/CFA HR, Welfare and OH&S Committee continues to monitor the Volunteer Leadership Development project being led by CFA's People and Culture team which is a five-year initiative which commenced scoping in 2020 and is funded by the CFA Brigades and Donations Fund.

VFBV delegates expressed disappointment in the lack of progress, with CFA advising that due to changeover of staff and other issues, progress on the project has been slow. CFA advised that although there are pressing immediate needs that require a response, long term the program needs to be established to ensure it is sustainable and relevant. CFA has acknowledged that a number of issues affecting brigade leadership and BMT's require a more urgent approach and has agreed with delegates that this work needs to be progressed as quickly as possible. VFBV delegates pointed out that with CFA's decision to stop offering previous programs such as the popular Fireline leadership program, and VFBV's Certificate IV leadership scholarships that were previously supported by the Valuing Volunteers grants - this effectively means that very little formal leadership training has been offered to volunteers since 2018. Delegates suggested that CFA consider utilising existing training packages and programs in the interim while the new programs are implemented.

MOBILE EDUCATION UNITS

A small working group of delegates from the Joint VFBV/CFA Community Safety Committee worked with the Mobile Education Unit Project team and CFA engineering to complete a role statement and equipment list for the Mobile Education Units (MEU). CFA received \$950,000 from the CFA and Brigades Donations Fund to fund the building of 10 MEU's to be distributed across the state. The intent of these vehicles is that they will be available to brigades to use at open days, markets, community education events and fire safety awareness days for Community Safety Officers to deliver bushfire safety education to Victorian communities, schools, public events and tourist hotspots. The vehicles will also be able to be deployed to support and educate communities during major incidents. The vans will be fully self-supported with battery management system and solar panels for events where 240-volt power is unavailable. All units will be able to be driven on a standard car licence and will come fully equipped to ensure a consistent fire safety message is delivered to communities across the state. The designs for eight of the MEU's is complete and production is expected to begin in the next year.

VFBV continues to build volunteer involvement across the emergency management sector. These connections complement VFBV's network of Board, State Council, District Councils, Group and Brigade engagement, which provides VFBV with unparalleled reach to the grass roots of CFA, ensuring VFBV representatives are well informed by rank-and-file members and local consultative forums. The VFBV framework makes for an extremely credible, knowledgeable and cohesive input into decisions.

VFBV/CFA JOINT COMMITTEES

VFBV/CFA Joint Committees are a critical part of the consultative framework, offering a direct line of communication between volunteers and state-level decision makers. Each Committee endeavours to work collaboratively and cooperatively on issues, but may also be required to escalate issues where resolution or common ground cannot be found – requiring executive attention. Collectively the Joint Committees meet, on average, 28 times a year and involve almost 80 volunteer delegates drawn from each of the 21 District Councils.

VFBV sincerely thanks all Joint Committee volunteer delegates for their time and contribution, which is instrumental for our consultative process. Their efforts make an immense difference to all volunteers across the state and to the effectiveness of volunteer input into CFA decision-making.

Committee	Joint Communications & Technology	Joint Community Safety	Joint Equipment & Infrastructure	Joint HR, Welfare & OH&S	Joint Operations	Joint Training	Joint Volunteerism
Key Issues	<ul style="list-style-type: none"> Supplementary Alerting System Radio Replacement Project FIRS Update Members portal Response Review Project Microsoft365 Accounts Cyber security policy Member Participation App ESTA (FIRECOM) Procedures 	<ul style="list-style-type: none"> Community Engagement Framework Mobile Education Units Publication reviews Australian Fire Danger Rating System Integrated Fire Management Planning guidelines Smoke alarm research Fire Safety Planning Workshops 	<ul style="list-style-type: none"> F15 Structural Helmet Stowage Future Station Designs Appliance build reviews BA prescription lens inserts Appliance replacement program Specialist response 	<ul style="list-style-type: none"> CFA Discipline Process Child Safety Flu vaccinations Medical stand downs Volunteer leadership development Working with Children Checks 	<ul style="list-style-type: none"> Defibrillators ACFO and Commander vacancies Fireground tabards Alternative energy doctrine Fire Investigators Ground Observers Local Response Data Project Medical response BA Strategy Service delivery strategy 	<ul style="list-style-type: none"> Volunteer Trainer and Assessors LPG Emergency Response Training First Aid training Learning Management System changes Structural Firefighter Driver training Operate Pumps RPL process 	<ul style="list-style-type: none"> Youth Cadets program Brigade capability review National Emergency Medal Recruitment and Retention projects Volunteer recognition events Brigade management manual review Information security policy
Committee Members	Dave Arnott Andrew Bath John Cowan Shane Cramer Neil Irving-Dusting Nathan Jolly Mick Jones Robert O'Connor Jim Parsons Russell Pritchard David Sidebottom Gary Taylor	Samantha Ackland Graham Cocks Peter Dillon Mary Anne Egan Craig Elliott Libby Hay Elissa Jans Bruce Jewell Phil Lind Darryl Wagstaff	Noel Austin Geof Bassett Mark Jones Jason Kerr Stephen O'Keefe Bruce Pickett Phil Slender David Stephens Ben Stork Rob Waterson Peter White Trevor Wyatt	Steven Atkinson Robert Auchterlonie Kelvin Bateman Mark Gravell Ian Hannaford Vickie Linaker Michael O'Mara Eric Smith Howard Smith Bill Watson	Jan Cleary Andy Cusack Tim Desmond Rohan France Lachlan Gales Josh Gamble Mark King Adrian Marshman Peter Shaw Peter Solley Leigh Tomlinson Greg Walcott David Webb Ware	Craig Aiton Noel Arandt Janet Auchterlonie Samantha Collins John Davies Paul Denham Colin James Harold Jochs Raymond McGeehan Greg McIntyre Rod Taylor Justin Wills	Malcolm Bishop Robert Clark Maurice Dumesny Neil Hillas Leigh Neale Ryan O'Shannessy Julie Owens Roger Smith Bryan Walpole

VOLUNTEERS HAVE THEIR SAY

Through VFBV's network of 21 District Councils and elected volunteer representatives, VFBV maintains direct links with volunteers. VFBV's process of engaging with and seeking feedback from volunteers is vital in enabling VFBV to credibly advocate to CFA on behalf of volunteers.

VFBV sought feedback through its representative networks and encouraged all members to participate in discussions at the District, Group and Brigade level on a number of important issues during the last year.

2021 VFBV VOLUNTEER WELFARE AND EFFICIENCY SURVEY

The annual VFBV Volunteer Welfare and Efficiency Survey opened in November 2021 and ran until early 2022, with almost 2,700 CFA volunteers taking part in the survey.

The annual VFBV Volunteer Welfare and Efficiency Survey is an initiative by VFBV designed by and for volunteers to help capture and communicate fundamental issues as volunteers see them. The survey contains 33 questions on topics chosen by volunteers.

The survey is a critical and important tool that gives CFA and other decision makers clear feedback, directly from volunteers about the issues affecting them. It is a critical tool in monitoring short-and-long-term trends and the effectiveness of initiatives aimed at improving CFA volunteer engagement and wellbeing.

The survey is a reliable and important method that is used to capture the views of volunteers at a point in time while also tracking trends in volunteer opinion over the years. It is one of the largest surveys of its kind in Australia. VFBV regularly support other Australian States and Territory volunteer associations in the running of the survey within other fire services to gain a national perspective on volunteer views through the Council of Australian Volunteer Fire Associations (CAVFA). VFBV has also worked with our colleagues from the Victorian SES Volunteers Association (VicSESVA) in offering the survey to VICSES members in recognition of the shared respect between CFA and VICSES volunteers.

The survey results are used by VFBV to advocate on behalf of volunteers and also by senior leaders across the emergency management sector. The results go straight to decision and policy makers, within CFA, EMV and Government. It shapes and drives the important advocacy work that is done in the background to help volunteers.

It was clear from the number of responses to the 2021 survey that Brigades and Groups had worked hard to promote the survey and encourage members to participate, with the number of participants considered to be a reliable and robust sample size. This is an outstanding result considering that some COVID-19 related restrictions were still in place which may have prevented some in-person interaction and promotion of the survey.

The results of the 2021 survey show that there has been some improvement in volunteer satisfaction in the survey themes of Cooperation, Respect and Professionalism and Support from CFA. While the Training by CFA theme has seen a decrease in volunteer satisfaction over the past 12 months.

More detailed results from the 2021 Survey can be found on pages 18 and 19 of this report.

CHILD SAFETY

Throughout the year, VFBV consulted with volunteers on a number of issues relating to child safety at CFA.

Child Safety Behavioural Statement

As part of CFA's requirement to act in compliance with the Child Safe Standards governed by the Commission for Children and Young People, Standard 2 required all organisations have a child safe code of conduct that establishes clear expectations for appropriate behaviour with children which was then updated to be named a Behavioural Statement. The purpose of the Behavioural Statement was to set out behaviours that are acceptable and those that are not, to promote the safety and wellbeing of children and young people.

Child Safety and Protection Business Rule

CFA drafted a Child Safety and Protection Business Rule that set out practical rules designed to ensure compliance with the Child Safety Executive Policy and the child safety principles within it. The Child Safety Executive Policy allows CFA to embed child safety compliance within its programs, policies and processes.

Working with Children Check - Adverse Notice Procedure

As reported last year, when VFBV was consulted on CFA's proposed changes to their Working with Children Check Adverse Notice Procedure VFBV did not support the proposed procedure and suggested that it would need to be reworked in conjunction with VFBV.

CFA agreed to VFBV's request for a small working party which consisted of six VFBV nominees and three CFA nominees which worked diligently to co-design a robust procedure that provided for the safety of children and young people, ensures privacy and

confidentiality throughout the process and affords procedural fairness. The procedure was designed for volunteers only with a similar procedure developed for CFA staff with only subtle differences between the two cohorts. This revised procedure was then circulated to members for further consultation to gauge any further comments and feedback in early 2022. The revised procedure was well accepted and validated the importance of consultation.

CFA CULTURE AND ISSUES MANAGEMENT REVIEW

In October 2021, VFBV welcomed the announcement made by CFA of the Commissioning of Dr Helen Szoke AO to help lead a review into how to further strengthen CFA's systems and approaches to ensure CFA becomes the exemplar of health, safe and respectful workplaces across the fire sector.

Dr Szoke is a former VEORHC Commissioner and brought unparalleled credibility and expertise to the review and was assisted by the review team at Allen + Clark Consulting in conducting the review.

VFBV were fully supportive of the review, as the VFBV Board and State Council had both been advocating strongly to try to resolve the impasse of the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) review into the fire services, which was not able to be published due to court orders.

VFBV encouraged all CFA members to contribute to the review, and widely promoted the review, the review teams discussion paper and consultation schedule to members. VFBV urged members to meet with the review team to discuss their experiences in CFA, encouraging members with both positive and negative stories to come forward.

To assist Dr Szoke and the review team, VFBV also facilitated volunteer attendance at workshops to test the reviews draft proposals with volunteers. Two further workshops were also conducted with Captains and Group Officers to test the proposals as well.

The review report was released in late June 2022, and VFBV welcomed the release of the review, its findings and supported all ten recommendations made by the review team. VFBV hopes that this will be catalyst for positive change within CFA while also calling on Government, other key stakeholders and the entire emergency services sector to ensure that the work to address these longstanding issues is joined up, resourced and transparent.

VFBV will remain vigilant by contributing to the next phases of the implementation journey and will monitor progress and efforts to independently verify that members are receiving the support they require.

BEHAVIOURAL STANDARDS

CFA commenced consultation with members including VFBV on a set of Behavioural Standards. These standards set out the required standards of behaviour for all CFA members, officers and contractors. The standards are intended to cover all CFA members paid or volunteer under one standard and complement the existing Volunteer Code of Conduct for volunteers and the Victorian Public Sector Code of Conduct for CFA employees. VFBV facilitated volunteer feedback on the draft standards and encouraged CFA to engage widely with volunteers in the development of processes, guidelines and training required to embed the standards across the whole organisation while also building upon the recommendations from the Culture and Issues Management Review conducted by Dr Helen Szoke.

AFAC PEER REVIEW

CFA released the peer review into CFA Training undertaken by AFAC in October 2021. VFBV had facilitated volunteer involvement in the review through three focus groups last financial year. This review was requested by the CFA Chief Officer to provide observations and recommendations for how training should be managed and delivered into the future.

Upon the release of the report, the CFA Chief Officer accepted all 14 recommendations made by the review to improve training within CFA. As part of the implementation of the recommendations, VFBV has facilitated volunteer representatives to the four project working groups as well as being represented on the Project Control Board.

EMV OPERATING MODEL REVIEW

In late 2021, feedback was requested on EMV's draft operating model review with an extremely short deadline for feedback to be received. Despite the report having been published by EMV in November, VFBV only received a copy four days before Christmas and EMV requested feedback be provided by mid-January 2022. VFBV were extremely disappointed with volunteers being provided with such a short timeline over the Christmas/New Year period in what is also traditionally the busiest time of year for CFA brigades. The lack of consultation with volunteers throughout the review was evident upon reading the draft model and rather than focusing on building and supporting emergency management capability across Class 1 and Class 2 agencies in the sector, it narrowly focused on building capacity largely through the use of Victorian public sector employees and recommending 'permanent' Incident Management Team's be established.

Volunteer feedback received by VFBV was critical of the draft proposals and the potential of the report to represent a serious deterioration in volunteer respect and confidence in EMV. VFBV indicated that we were keen to play a constructive role with EMV to strengthen frameworks and arrangements that respect the unique opportunities that volunteers can provide to achieve improved sector arrangements and build stronger more resilient communities.

FIRE DISTRICT REVIEW PANEL: PROPOSED RISK METHODOLOGY DISCUSSION PAPER

As part of Victoria's fire services reform, the Fire District Review Panel has been established to undertake reviews of the FRV fire district boundaries at least once every four years and at the request of the Minister for Emergency Services.

The Fire District Review Panel released a Risk Assessment Methodology Discussion Paper in September 2021, which outlined the proposed risk assessment methodology that will underpin the conduct of these reviews. VFBV invited volunteers to provide feedback on the proposed risk assessment methodology to inform VFBV's formal response to the review panel.

VFBV's submission suggested that the review panel needs to take a hybrid approach to assessing risk, which takes into account both quantitative and qualitative inputs and that the model should be flexible, transparent and evidence based.

Volunteer feedback received by VFBV indicated that volunteers felt that the narrative outlined in the discussion paper was narrow and inferred that the role of the panel was to simply assess risk, identify changes and recommend additions to the FRV fire district boundaries when a CFA response may be more efficient and effective and more appropriate to address the risk in areas currently covered by FRV boundaries.

Other feedback received by VFBV also indicted that the discussion paper placed too strong an emphasis on response activities, ignoring the interplay between prevention and mitigation activities that have a direct impact on service demand and fire safety outcomes and also that there was an over emphasis on local service delivery, ignoring the critical impacts that this has on peak load capacity for major emergencies and disasters.

The review panel published the submissions received and the results of the survey conducted on the discussion paper in December 2021 and VFBV awaits further updates from the Review Panel on the Risk Assessment Methodology that will be used into the future.

PROVISIONAL PAYMENTS

The CFA Regulations were updated on 20th July 2021 to reflect the Victorian Government's new 'Provisional Payments' for mental health compensation claims being incorporated into CFA volunteer compensation.

VFBV was engaged early in the pilot with the former Minister for Workplace Safety, the Hon. Jill Hennessy MP engaging with VFBV early and encouraging our participation on the pilots steering committee when established in 2019.

Provisional payments enable Victoria's eligible volunteers and workers to access provisional payments for reasonable treatment and services for work-related/CFA-related mental injuries, while their compensation claim(s) are being determined. The intent is to enable eligible volunteers and workers who suffer from a work/CFA-related mental injury to access early treatment and support while they await the outcome of their claim.

The Workplace Injury Rehabilitation and Compensation Amendment (Provisional Payments) Act 2021 came into effect on 1 July 2021, however because CFA volunteers are not covered under WorkSafe but instead CFA volunteer compensation the CFA Regulations were required to be updated to mirror the arrangements for CFA volunteers. VFBV worked with Government, EMV and CFA to ensure the regulations reflect the intent of the new provisional payment scheme with Regulations 79 and 86 updated and a new Regulation 86A inserted to specifically cover interim payments.

PRESUMPTIVE LEGISLATION COVERAGE EXPANDED

Throughout 2021-22 VFBV supported the Victorian Government's expansion of Presumptive Legislation scheme to cover Forest Firefighters (employed by Forest Fire Management Victoria) and District Mechanical Officers (DMO's) who are employed by both CFA and FRV.

Presumptive Legislation was designed to give all firefighters simpler access to compensation should they contract one of 12 specified types of cancer that has been linked to the risks that firefighters are routinely exposed to.

In late 2021, the Victorian Parliament passed a bill expanding the coverage of Presumptive Legislation to include Forest Firefighters. The amended legislation received Royal Assent on 3 November 2021.

Following this in early 2022, the Victorian Parliament introduced legislation to expand presumptive legislation eligibility to include mechanics employed by CFA and FRV. The expansion of Presumptive Legislation to include DMO's recognises the integral role they play in the fire services and acknowledges that in their role of maintaining critical firefighting vehicles and equipment both on and off the fireground, they are exposed to the same smoke, chemicals and carcinogens that firefighters are routinely exposed to. The amended legislation to cover DMO's received Royal Assent on 16 March 2022.

In May 2022, Upper House MP Tania Maxwell from Derryn Hinch's Justice Party introduced a Bill to extend presumptive cancer rights for firefighters to include three female-specific cancers. VFBV supported the inclusion of female specific cancers in Presumptive Legislation and advertised for members to join a Presumptive Legislation Women's Reference group to support and advocate for the inclusion of these cancers alongside the Bill introduced into Parliament by Ms Maxwell.

As at the end of June 2022, both the Labor and Coalition parties indicated in Parliament that they will not be supporting the amendment to include female specific cancers in the current legislation citing that there is not enough evidence to support the inclusion of these cancers.

However it should be noted that other jurisdictions around the world have already included female specific cancers in their legislation particularly in the United States of America. The limitation of evidence to support the inclusion of these cancers can be partially attributed to the fact that most research conducted on the incidence of cancers in firefighters is conducted using paid firefighting services where female employees are in the minority. This means that there is limited data on the incidence of female specific cancers in firefighters.

VFBV will continue to pursue the inclusion of female specific cancers in presumptive legislation in the coming year.

VOLUNTEER EMERGENCY SERVICES EQUIPMENT PROGRAM (VESEP)

VESEP is an ongoing program funded by the Victorian Government. The annual program was established more than 20 years ago after VFBV proposed an annual program to provide emergency services volunteer groups with grants. VESEP provides funding to assist emergency services volunteers in acquiring a wide range of ancillary equipment in recognition of their significant contribution in supporting Victorian communities in times of emergency.

The 2021-22 program successful applicants were announced in November 2021 with CFA Brigades and Groups sharing in almost

\$10.5m in grants. Of the 194 successful grants, 51 were for the replacement or upgrade of firefighting or specialist vehicles, 37 for volunteer amenities improvements, 42 for minor works projects and 57 for operational equipment. Included in this was 24 brigades and groups who received a grant with assistance from the Special Access Grants program which assisted in reducing or eliminating the brigade or group contribution, the majority of these grants were for minor works or operational equipment. In addition to the Brigade and Group grants, a further \$1.5million was awarded for statewide initiatives which included road crash rescue brigade equipment, computers for volunteer health teams and upgrades to volunteer amenities at airbases around the state.

The 2022-23 program was opened by the Minister for Emergency Services Jaclyn Symes MP in April 2022 and applications closed at the end of May 2022, with the successful projects from this round of funding to be announced later in 2022.

As in previous years, VFBV provided an Application Help Pack for the 2022-23 program which included Case Studies to assist Brigades and Groups in preparing their application for the program. The Help Pack includes practical suggestions to help with the application process and compiles CFA information sheets and application forms as a one stop shop of information.

VFBV SUPPORT OFFICERS

VFBV's team of five Support Officers cover the entire state and work directly with volunteers, Brigades, Groups and each of the 21 VFBV District Councils. VFBV Support Officers provide technical, administrative and leadership assistance and hands on practical support in each of CFA's five Regions. They are an important link in VFBV's Brigade and Group engagement and consultation network to volunteers, Brigades, District Councils and other local CFA committees and processes.

VFBV Support Officers are experienced CFA volunteers, many having occupied senior Brigade leadership positions. They work on statewide projects in addition to providing localised support and engagement with volunteers.

CENTRAL HIGHLANDS TRAINING CAMPUS OPENING

In November 2021, the new Victorian Emergency Management Training Centre (VEMTC) Central Highlands Training Ground at Ballan was opened by the Minister for Emergency Services Jaclyn Symes. While the number in attendance at the opening was limited due to COVID-19 restrictions, CFA was able to showcase the new state of the art training ground with tours of the facility and demonstration of the new Practice Areas for Drills (PADs).

The build of the Central Highlands Training Ground commenced some years ago following the closure of Fiskville and has resulted in CFA having a new, modern and safe training facility for volunteer use.

As part of the opening, roads within the facility and in the off-road driver training area were named in honour of CFA members. Last financial year, VFBV conducted a nomination process on behalf of CFA to name the road network, with the nominations received by VFBV provided to the CFA executive to select the worthy recipients.

At the opening, 10 current and former volunteers, staff and family members were presented with a replica sign and certificates to recognise the significant contribution they have made to CFA. Recipients included CFA's first female Captain Sue Sheldrick, first female Group Officer Jan Cleary and the first female recipient of an Australian Fire Service Medal the late Winsome 'Win' Morris AFSM as well as some of CFA's longest-serving driving instructors, trainers and assessors. VFBV State President Samantha Collins was also honoured with a street name for her commitment to training and development including secondary school programs. VFBV congratulates the members who were honoured with a road name and those who were nominated by their peers, with many extremely high-quality nominations received from across the state.



VFBV Board Members Samantha Collins and Jan Cleary with CFA CEO Natalie MacDonald receiving their road names.

Volunteers faced significant challenges in 2021-22 with ongoing impacts of the COVID-19 restrictions and the continuing implementation of the Government's Fire Services Reform which began in 2020.

COVID-19 IMPACTS

COVID-19 measures and restrictions continued throughout 2021-22. These restrictions did not impede CFA Brigades and volunteers' ability to respond to emergencies, with emergency plans activated and protocols in place to maintain emergency response continuity to Victorian communities. However, restrictions did impact on the ability of brigades to meet.

For VFBV, the restrictions meant that meetings of VFBV Board, State Council and State Council Executive continued to be held virtually, with meetings taking place either via videoconference or teleconference. District Councils also continued to meet using either videoconference or teleconference where suitable. By late 2021 meetings were able to be held face-to-face while virtual meetings also continued in early 2022. All seven VFBV/CFA Joint Committees also continued to meet using both virtual and face-to-face meetings in early 2022.

For VFBV's Secretariat it was business as usual with limited VFBV staff working from the office at any one time and all other staff working from home, this maintained VFBV's normal work practices and support to Brigades, volunteers and our membership.

COVID-19 restrictions also forced the postponement of VFBV's Annual General Meeting (AGM) from September to December 2021, however this postponement did allow for a face-to-face meeting to be held to conduct the AGM.

COVID-19 Impacts on Equipment and Fleet Management

Throughout the year, VFBV delegates to the Joint VFBV/CFA Equipment and Infrastructure Committee continued to monitor the impacts of COVID-19 on the rollout of various projects within CFA. The Committee noted that while these impacts were out of CFA's control there would be flow on effects that impacted on volunteers.

The supply of components and staffing shortages along with the lack of supply of cab chassis from overseas resulted in delays in appliance builds that were due to be completed this year. The additional provision of BA sets funded through the CFA and Brigades Donations Fund was also impacted due to impacts on manufacturing and shipping.

A further impact the committee delegates noted was the increase in cost of building materials used in station development and

refurbishment projects. With the cost of some building materials increasing by 30%, this price increase will be felt by brigades who received VESEP grants to undertake projects, with the VESEP Steering Committee delegates worked closely with CFA to understand and plan for the impacts on CFA and the brigades as these projects continued towards completion.

COVID-19 Impacts on Training Delivery

VFBV delegates to the Joint VFBV/CFA Training Committee continued to monitor the impacts to training caused directly by the COVID-19 pandemic and CFA restrictions that prevented Brigades from conducting face-to-face training and practical assessments. In a welcome move, during late 2021 CFA deemed core operational training and skills maintenance as an essential activity under CFA COVID Response Level 2. This meant that training could be conducted in a COVID-safe manner as long as it was core to maintain operational activity. There was also automatic approval for activities required to meet the CFA Chief Officer's pre-summer requirements and CFA also released an adapted burn over drill procedure to allow for physical distancing to maintain COVIDSafe protocols. Brigades were also able to discuss their training requirements with their local Assistant Chief Fire Officer to allow for formal skill acquisition and assessments to be conducted in smaller groups. Online resources were also available to assist with blended learning. VFBV District Councils were available to assist any brigade that believed that their essential training requests were inappropriately denied by CFA.

CFA RESTRUCTURE

In August 2021, CFA's new, refreshed organisational structure became effective. During the restructure process both CFA CEO Natalie MacDonald and Chief Officer Jason Heffernan committed to seeking feedback and input from both volunteers and staff and took that feedback into account when making their final decisions on the new organisational structure.

One of the largest changes to CFA's structure is a renewed focus on ensuring service delivery decisions and leadership is provided at the lower levels and those closest to the ground are empowered to lead meaning that decisions that impact on brigades and groups are being predominantly managed at the regional and district level rather than at CFA headquarters.

This supports results from the VFBV Volunteer Welfare and Efficiency Survey which indicate that the closer any issues are managed to volunteers, generally the more satisfied volunteers are with the outcome.

The new CFA organisational structure brings a renewed focus on regional and district accountability and an increased focus on consultation at that level. Throughout the year this meant that VFBV District Councils had an increased workload in resolving issues at the local level and building productive and effective relationships with local CFA management.

One of the biggest changes is that the majority of training delivery is now the responsibility of each CFA District. Decisions regarding course scheduling, where and at what times are the areas that brigades are experiencing the most concerns with CFA training. VFBV encouraged brigades to first raise these issues at their local VFBV District Council Forums and to work with their District Council and local CFA management to resolve these issues locally where possible.

VOLUNTEER DISAPPOINTMENT AT UNION CAMPAIGN

VFBV received a number of concerns from members regarding the firefighting unions media campaign in late 2021.

Concerns raised by members with VFBV included: the false insinuation that CFA brigades provide a less service than their FRV counterparts; the misappropriation of an agency brand to try and trick the community into thinking its an official agency campaign; undermining community safety messaging that Victorians must plan for their own fire safety; attempting to influence an independent panel formed by the Government's own fire service reforms designed to take politicisation out of boundary reviews; and the continued perpetuation of gender and diversity stereotypes that the fire services are collectively trying hard to address.

VFBV issued a statement rejecting the divisive campaign, and reminded all Victorians that all firefighters are professional, including those that choose not to be paid. It was disappointing for such a divisive campaign to be launched while all firefighters had been working hard over the previous 12 months to rebuild respect and courtesy between the agencies and each other following the introduction of the Government's Fire Services Reform on 1 July 2020.

The annual VFBV Volunteer Welfare and Efficiency Survey attracted responses from almost 2,700 CFA volunteers when it was conducted in late 2021 and early 2022. The survey, in its tenth year, provides highly valid and credible results.

The VFBV Volunteer Welfare and Efficiency Survey is an initiative by VFBV designed by and for volunteers to help capture and communicate fundamental issues as volunteers see them. It is conducted annually, with the first survey conducted in 2012. The VFBV Volunteer Welfare and Efficiency Survey is a critical and important tool that gives CFA and other decision makers clear feedback, directly from volunteers about the issues that are affecting their welfare and efficiency. For many volunteers this survey is one of the key opportunities to have their voice heard, both individually and collectively.

The survey measures volunteer opinions on what is important to their welfare and efficiency and how well CFA is performing according to what they are experiencing, the gap between the measurement of importance and performance is referred to as the Volunteer Welfare and Efficiency Level (VolWEL) outcome. A high VolWEL is a sign that things are not working well, and while a low VolWEL is a sign that things are working well. Any VolWEL over 2.0 indicates a large to critical gap is emerging and volunteers are highly dissatisfied with arrangements requiring priority attention.

The 2021 survey was conducted later than usual, running between November 2021 and February 2022, to coincide with the lifting of the majority of COVID-19 related restrictions when CFA volunteers were able to get back to a more normal CFA volunteer experience.



WE LISTENED TO

2643
CFA VOLUNTEERS

GENDER

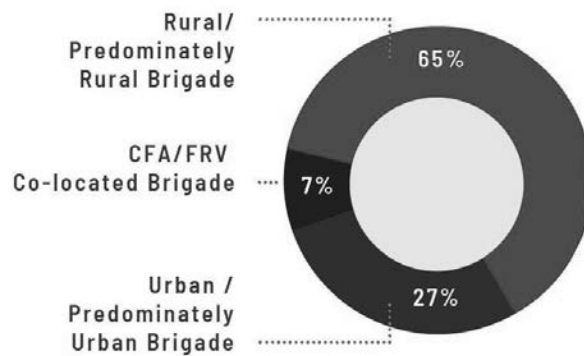


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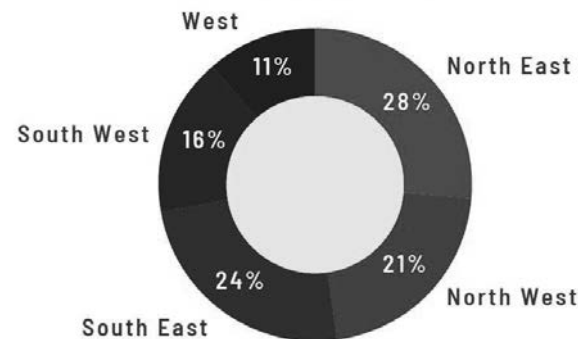


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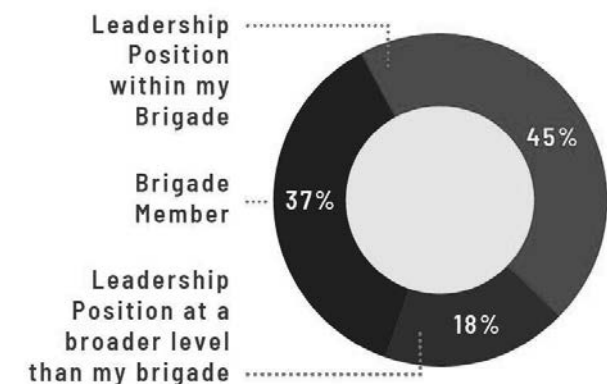
BRIGADE TYPE



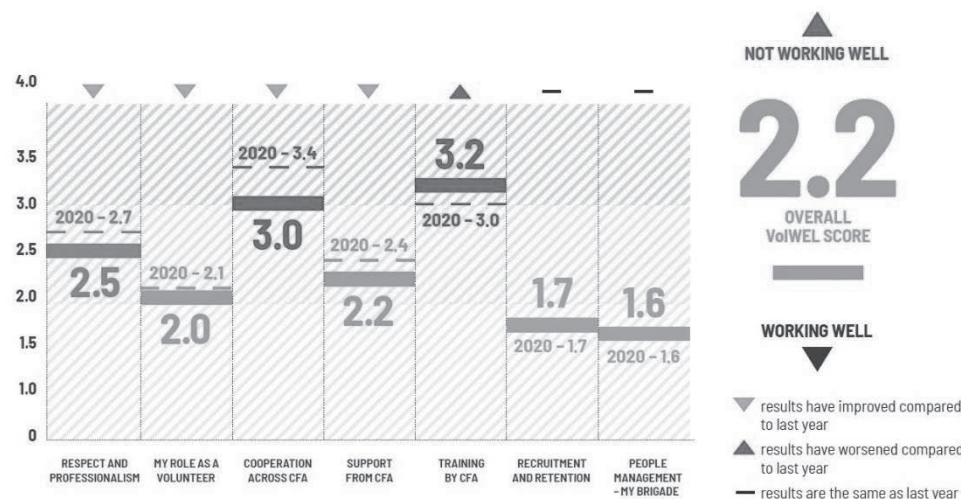
REGION RESPONSE



VOLUNTEER ROLE



VOLUNTEER WELFARE & EFFICIENCY LEVEL (VOLWEL) – OVERALL RESULTS



The results from the 2021 survey indicate that while volunteers feel there has been improvement in the way CFA consults with and involves volunteers in decision making, it is still a critical issue with the Cooperation Across CFA theme recording a critical VoIWEL outcome. The Training by CFA theme has the worst VoIWEL outcome of the seven survey themes for the first time in the 10 years of the survey. The significant gap between what volunteers expect and the actual, lived experience of volunteers remains. The VoIWEL result for both of these survey themes indicate that priority attention is required to improve volunteer satisfaction.

The survey results show that volunteers are particularly dissatisfied with training not being provided in formats, at times and at locations that make it easy for them to participate and that training is not being provided within a reasonable distance from their brigade. With training delivery being decentralised under CFA's new organisational model the results of these measures will require close attention by CFA's Regions and Districts to improve in future years.

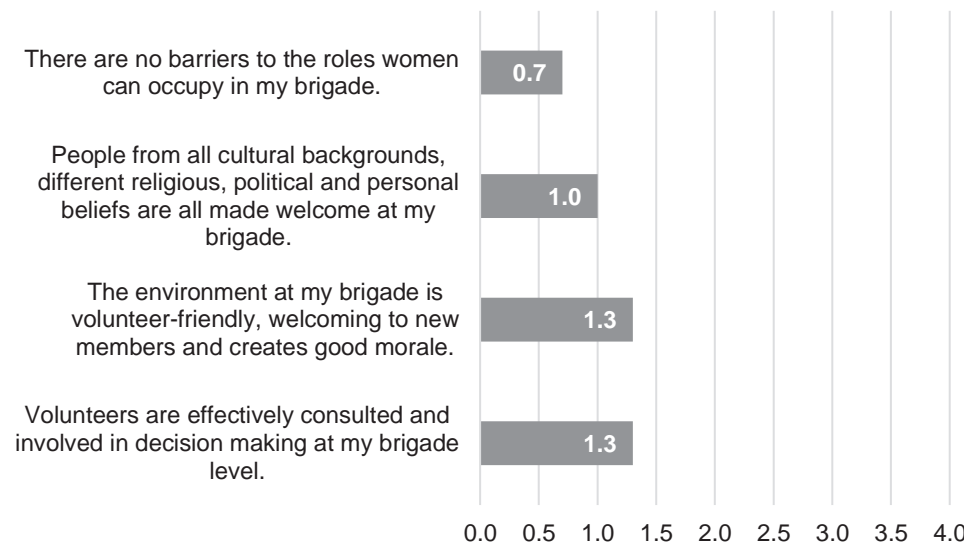
Conversely, the results also demonstrate that CFA provides a welcoming environment, that engagement and consultation at Brigade level is satisfactory, and that in spite of challenges, and low satisfaction levels, volunteers feel the time they devote to CFA is worthwhile.

The survey results are evidence that the changes CFA have implemented over the last 12 months have helped to improve volunteer satisfaction in some areas, however there is still a way to go. Survey respondents also indicated that they are feeling more positive about CFA's future than the 2020 survey and satisfaction with the way volunteers are treated by CFA has also improved in the last 12 months.

Continuing to engage with volunteers and involve them in decisions that may affect them will go a long way to improving the survey results in future years and improve volunteer satisfaction.

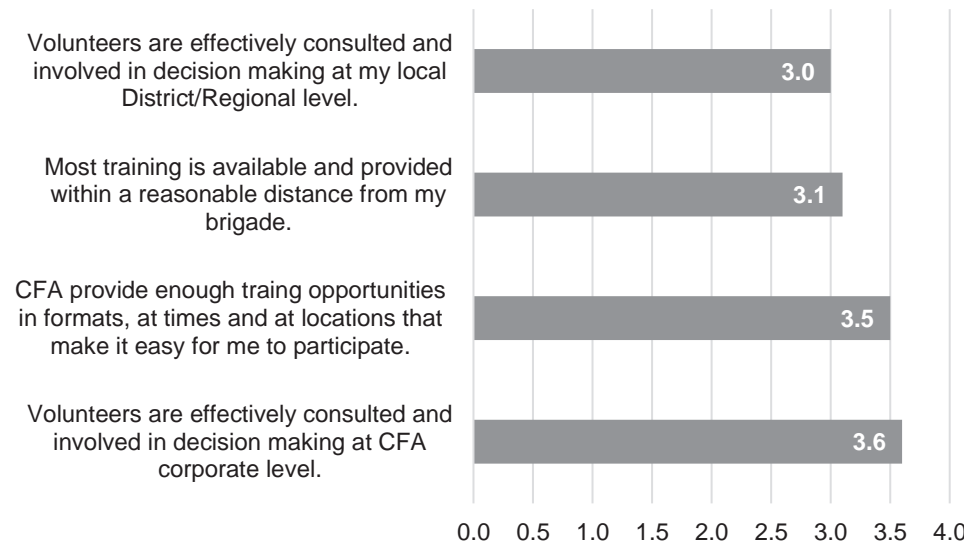
MOST POSITIVE VoIWEL OUTCOMES

These statements have the smallest VoIWEL outcomes, indicating that CFA volunteers' expectations are closest to being met on these topics.



POOREST VoIWEL OUTCOMES

These statements have the worst VoIWEL outcomes. These results show that volunteers are highly dissatisfied and that their expectations are not being met.



With COVID-19 restrictions in Victoria continuing through 2021, it was still unclear whether local competitions would be able to be conducted during the 2021-22 competition season or the State Championships in March 2022. VFBV and CFA however planned for the best case scenario and that restrictions would ease in time for these events to go ahead, dependent on Government restrictions and the directions of the Chief Health Officer.

Local competitions were able to commence in early 2022, with fewer restrictions in place under the state of emergency declaration that at the beginning of 2021. However at times there were some last minute cancellations or changes of venues due to local outbreaks and CFA COVID Response Levels preventing competitions from being held in some districts as initially planned.

The 2022 State Championships were able to be held as a public event, following the strict COVID-19 protocols in place for the 2021 State Champions which meant that attendance was restricted to only CFA members. However with COVID-19 related restrictions continually changing it was a big job to keep on top of the requirements for the 2022 Championship. VFBV thanks CFA, the CFA Championships Team in the Operational Performance and Capability directorate, the Pandemic Management Team, the Child Safety team and especially the Mooroopna Host Committee who stepped up to every challenge and exceeded our expectations each and every time. These events don't just happen, and the team work that went on behind the scenes was just incredible to ensure that the Championships went ahead as safely as possible.

The 2022 State Championships were again held in Mooroopna, with the Urban Junior Championship held on 19th and 20th March 2021 and the following weekend, 26th and 27th March the Senior Urban and Rural Junior and Senior Championships were conducted.

2022 also saw the return of the torchlight procession through the streets of Shepparton for the first time since 2019. While traditionally an urban competition event, rural brigades were invited to take part in the torchlight procession for the first time alongside some local non-competing brigades. The torchlight procession was held in conjunction with Shepparton's Illuminate Festival around Victoria Lake Park with over 15,000 spectators lining the route.

While entries to the competitions were lower compared with previous years, primarily due to COVID-19 restrictions impacting training and competitions, over both weekends an estimated 3,000 people attended with 155 teams comprising of over 800 individual competitors taking part. Pleasingly with the lifting of interstate border restrictions, Harvey Brigade from Western Australia was able to travel over to Victoria to take part in the Urban Senior Championship for the first time since 2019. Harvey had a successful weekend winning the Wet Aggregate and placing in the A Section Aggregate and A Section Appliance Aggregate .

There were also over 300 volunteers who contributed to the two weekends as a track official or judge. Without the contribution of these judges and officials the State Championships would not be possible.

VFBV passes on its appreciation to everyone involved, particularly the State Championship Committee which consists of CFA management, members of both VFBV Rural and Urban State Committees and staff for their work and efforts in the preparation and management of both weekends, added to which was the additional workload in ensuring the events complied with all COVID-Safe requirements and in having protocols in place to ensure the events were run in a child safe manner.

We pass on our sincere appreciation also to CFA management for their continued support and in acknowledging their renewed and strengthened commitment to State Championships. VFBV thanks all those involved for their contribution and support in making these events so successful, and our sincere appreciation and thanks are extended to:

- CFA management and staff, particularly the DMO's and tower overseers for their work and efforts prior to, during and following the Championships;
- the Greater Shepparton City Council for their continued support of our Championships, this being the tenth occasion that our Championships have been held in the council;
- members of VFBV's state competition committees who seek ways to improve the events each year and oversee the rules, judges and officials;
- our major sponsor Hino and the many other sponsors and trophy donors for their continued generous support; and
- the Brigades, competitors, coaches, and the families and friends who support the competitors, ensuring the continuation of our Championships and competitions.

Planning is well underway for next year, which again will see the all the State Championships held in Mooroopna over two weekends in March 2023 for the third year in a row.

VFBV hopes to build participation numbers for next year, and strongly encourages new and former competing Brigades to attend, to make next year's State Championships bigger, better and a showcase of our competition events, and of CFA, to the community.



JUNIOR CHAMPIONSHIP

Springhurst A won its third State Junior Championship with three event wins and a second place to collect 68 points. Napoleons-Enfield A finished in second place following a countback to separate them from Beazley's Bridge A with each team collecting 52 points.

The Springhurst A team were clear winners in the 11-13 Years Aggregate with 52 points with two first placings and two second placings, with a first place from the Springhurst A 11-15 Years team in the final event of the day lifting them to the top of the Champion Team standings. In second place in the 11-13 Years Aggregate was Ascot and District A with 30 points followed by Beazley's Bridge A with 24 points.

Napoleons-Enfield A took out the 11-15 Years Aggregate with 30 points ahead of Elaine A in second place and Beazley's Bridge A in third place who also had to be separated by a countback as both teams had collected 28 points across the five events.

2022 AGGREGATE RESULTS

CHAMPION TEAM

1st	Springhurst A	68 points
2nd	Napoleons-Enfield A (<i>on countback</i>)	52 points
3rd	Beazley's Bridge A	52 points

11-13 YEARS AGGREGATE

1st	Springhurst A	52 points
2nd	Ascot & District A	30 points
3rd	Beazley's Bridge A	24 points

11-15 YEARS AGGREGATE

1st	Napoleons-Enfield A	30 points
2nd	Elaine A (<i>on countback</i>)	28 Points
3rd	Beazley's Bridge A	28 Points

VFBV STATE PRESIDENT ENCOURAGEMENT AWARD: Mandurang

STAN ROSS CONDUCT TROPHY: Strathmerton

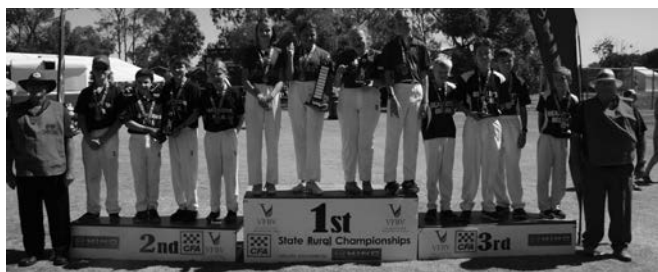
FIREFIGHTER SPRINTS

11-13 YEARS

Female: Charlotte Roberts, Napoleons-Enfield
Male: Otis Patton, Beazley's Bridge

11-15 YEARS

Female: Madeline Patton, Dunrobin/Nangeela
Male: Ethan Kuchel, Napoleons-Enfield



Champion Team – Springhurst A



SENIOR CHAMPIONSHIP

Setting the brigade up for a successful weekend, Springhurst A took out the Division 1 Aggregate with 42 points, ahead of Connewarre B who were awarded second place on a countback ahead of Leopold A and Sedgwick B (all 34 points) who couldn't be separated for third place.

In Division 2, Truganina A dominated the competition with four event wins and two second placings to lead the aggregate with 84 points, with Wallington A (30 points) in second place 54 points behind. While Hurstbridge C and Swan Hill A were awarded equal third (28 points) as they couldn't be separated with an equal number of placings.

The Division 3 aggregate was a closer affair with just eight points separating the top three place getters. Eldorado C came in first place with 58 points, followed by Springhurst B with 56 points and Strathmerton C in third place with 50 points.

2022 AGGREGATE RESULTS

DIVISION 1 AGGREGATE

1st	Springhurst A	42 points
2nd	Connewarre B (<i>on countback</i>)	34 points
=3rd	Leopold A and Sedgwick B	34 Points

DIVISION 2 AGGREGATE

1st	Truganina A	84 Points
2nd	Wallington A	30 Points
=3rd	Hurstbridge C and Swan Hill A	28 Points

DIVISION 3 AGGREGATE

1st	Eldorado C	58 Points
2nd	Springhurst B	56 Points
3rd	Strathmerton A	50 Points

CONDUCT AWARD: Elaine

WINNERS OF THE SPRINTS:

Female: Trinity Williams, Chiltern
Male: Cory Wilkinson, Leopold



Division 1 Aggregate – Springhurst A



Division 2 Aggregate – Truganina A

JUNIOR CHAMPIONSHIP

For the second year running Melton made a clean sweep of all the Junior Aggregates, setting up what would be a successful year for the Melton brigade with the Senior team taking out the Urban Senior Championship Grand Aggregate also. This was Melton's third State Junior Grand Aggregate win since first taking out the title in 2019.

Melton's junior competitors won 11 of the 18 events, six Under 14 Year events and five Under 17 Year events, giving them a significant lead in the Grand Aggregate points.

Kangaroo Flat also had a successful weekend coming second in the Grand Aggregate thanks to a second place in the Under 14 Years Aggregate and third in the Under 17 Years Aggregate. While Grovedale placed third in the Grand Aggregate and seconded in the Under 17 years Aggregate.

Making history, Lucy Gilbee became the first female competitor to win the Under 14 Years Marshall – One Competitor event in a time of 34.25 seconds.

2022 AGGREGATE RESULTS

GRAND AGGREGATE

1st	Melton A	97 points
2nd	Kangaroo Flat A	48 points
3rd	Grovedale	34 points

UNDER 14 YEARS AGGREGATE

1st	Melton A	53 points
2nd	Kangaroo Flat A	20 points
3rd	Sale	19 points

DRY AGGREGATE

1st	Melton A	48 points
2nd	Kangaroo Flat A	24 points
3rd	Grovedale	21 points

UNDER 17 YEARS AGGREGATE

1st	Melton A	44 points
2nd	Grovedale	34 points
3rd	Kangaroo Flat A	28 points

WET AGGREGATE

1st	Melton A	49 points
2nd	Kangaroo Flat A	24 points
3rd	Melton B	14 points



Grand Aggregate Winners – Melton A



Lucy Gilbee – Kangaroo Flat

SENIOR CHAMPIONSHIP

Following in the success of their junior teams the weekend before, Melton won their first Grand Aggregate title at Mooroopna with 82 points, from second placed Harvey (WA) (58 points) and Osborne Park A third (54 points). While Werribee was successful in B Section with 64 points ahead of Swan Hill and Kangaroo Flat tied for second with 56 points.

The Champion Competitor was awarded to Bailey Rhodes from Melton with 18 points ahead of three competitors from Kangaroo Flat, Shane Every, Tyler Harris and Blake Harris who each collected 17 points.

Following a successful trial in 2021, a female aggregate was introduced this year for the highest points across four events for female competitors only, Hydrant Race, One Competitor Marshall, Two Competitor Marshall and Y Coupling for Two Competitors. Twenty teams entered the female aggregate events across the weekend, with the inaugural aggregate won by Euroa, who were represented by Amelia Delahey and Teagan Kubeil.

The Torchlight Procession was conducted as part of the Urban Senior Championship for the first time since 2019, with Knox Group awarded first place, followed by Pakenham in second and Patterson River in third.

2022 AGGREGATE RESULTS

A SECTION

1st	Melton A	82 points
2nd	Harvey (WA)	58 points
3rd	Osborne Park A	54 points

A SECTION APPLIANCE AGGREGATE

1st	Melton A	32 points
2nd	Dandenong	26 points
3rd	Harvey (WA)	18 points

DRY AGGREGATE

1st	Tatura	36 points
2nd	Melton A	19 points
3rd	Osborne Park A	11 Points

FEMALE AGGREGATE

1st	Euroa	16 points
2nd	Tatura	13 points
3rd	Pakenham/Narre Warren A	12 points

B SECTION

1st	Werribee	64 points
=2nd	Swan Hill and Kangaroo Flat	56 points

B SECTION APPLIANCE AGGREGATE

1st	Werribee	36 points
2nd	Swan Hill	26 points
3rd	Kangaroo Flat	20 points

WET AGGREGATE

1st	Harvey (WA)	58 points
=2nd	Werribee and Kangaroo Flat	56 points

2022 GRAND AGGREGATE

Melton A

2022 CHAMPION COMPETITOR Bailey Rhodes
(Melton)

VIC/WA CHALLENGE EVENT WINNER Victoria



Grand Aggregate Winner – Melton A



Female Aggregate Winner – Euroa

AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

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

John Clarke AFSM, Hildene – acknowledges his dedication to improving the safety of the community from fires and other emergencies as well as his outstanding leadership qualities and management abilities which have been evident during times of the greatest need.

Graeme Higgs AFSM, Drouin West – acknowledges his exceptional leadership in identifying and leading the transition of the Drouin West Fire Brigade from a traditional rural fire brigade to a brigade responding to a mix of fires and incidents of an active urban/rural interface brigade.

Gill Metz AFSM, Riddells Creek – acknowledges her commitment to ensuring that volunteer response capabilities are recognised, measured and integrated into future planning and as a advocate for increased youth involvement and diversity within CFA.

John Cowan AFSM, District 14 Headquarters East – acknowledges over 44 years of service as an experienced fireground commander and passion for sharing experience with emerging operational leaders through both formal training and informally as a mentor.

Richard Cromb AFSM, Sassafras-Ferny Creek – acknowledges his distinguished service as both a CFA staff member and volunteer, through leading his brigade to developing training material for new CFA appliances; and assisting his brigade in driver education and training.

Alistair Drayton AFSM, Wallington – acknowledges his contribution to CFA as a Level 3 incident controller who has been deployed to incidents across Victoria, Australia and overseas and the establishment of a driver training pathway structured to suit volunteers for the Bellarine Group.

Debra Luke AFSM, District 14 Headquarters – acknowledges her leadership in the development of a national expression of interest process which is used to manage the selection of suitable accredited personnel from agencies across Australia and New Zealand for international deployments as well as being deployed in incident management teams across Victoria, Australia and internationally.

VFBV GOLD STAR AWARDS

Since first being introduced in 1969, there have been 1,527 Gold Stars awarded in recognition of 30 or more years' service to the Association.

This year, 38 long serving volunteers from 22 Brigades were awarded the VFBV Gold Star, and congratulations are extended to:

BAMAWM EXTENSION

P. Hendrickson

BENALLA

J. Beaton
D. Griffiths
B. Green

**DISTRICT 14
HEADQUARTERS EAST**

N. Marshall
J. Cowan

DROMANA

R. Desmond

EDITHVALE

K. Horvatincic
F. Pitinga
P. Tripp
M. West

GROVEDALE

R. Clark

HURSTBRIDGE

J. Dusting

IRYMPLE

R. Ballard

**KALORAMA-MT
DANDENONG**

M. Motteram

LILYDALE

G. Corbett
K. Cameron

MELTON

K. Antony
A. Goudie
J. Rickards

MONBULK

R. Stebbing

MOOROOPNA

L. Balfour

PEARCEDALE

H. Irvan
L. Melen
B. Melen
P. Sullivan

PLENTY

S. Boot

ROCHESTER

D. Ferguson

SEYMOUR

S. Doherty

TATURA

W. Stockdale

TOORADIN

A. Reiley

TRUGANINA

T. Davis
C. Goodfellow

WARRNAMBOOL

W. Rooke

WERRIBEE

B. Craig
A. Kendall
P. May
P. Ryan



BOARD

**Samantha Collins**

State President
(from 24/6/22)
Board Member 2021-23
s.rothman@vfbv.com.au

**Andy Cusack AFSM**

State Vice President
Board Member 2020-22
a.cusack@vfbv.com.au

**Jan Cleary**

Board Member 2021-23
j.cleary@vfbv.com.au

**Libby Hay**

Board Member 2021-23
l.hay@vfbv.com.au

**Graeme Jilbert**

Board Member 2021-22
g.jilbert@vfbv.com.au

**Nev Jones AFSM**

State President (to 24/6/22)
Board Member 2020-22
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**Bill Maltby**

Board Member 2020-22
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**David Sidebottom**

Board Member 2021-23
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**Howard Smith**

Board Member 2021-22
h.smith@vfbv.com.au

**Greg Walcott**

Board Member 2020-22
g.walcott@vfbv.com.au

**SECRETARIAT**
Adam Barnett

Chief Executive Officer
a.barnett@vfbv.com.au

**Mark Dryden**

Executive Officer
m.dryden@vfbv.com.au

**Chris Fryer**

Policy Support Officer
c.fryer@vfbv.com.au

**Cathie Smith**

Administration Officer
c.smith@vfbv.com.au

**Kara Bishop**

Administration Officer
k.bishop@vfbv.com.au

**Jenni Laing***

Administration Officer

**Colin Booth**

VFBV Support Officer
c.booth@vfbv.com.au

**Chris Dent***

VFBV Support Officer

**Glenn Mercer***

VFBV Support Officer

**Peter Sharman**

VFBV Support Officer
p.sharman@vfbv.com.au

**Jason Willis**

VFBV Support Officer
j.willis@vfbv.com.au

**Positions were vacant as a 30 June 2022 and will be filled in next financial year*

VFBV BOARD

With the state's COVID-19 restrictions continuing, the VFBV Board and the State Council Executive Committee agreed in August 2021 that under the directions at that time of the Chief Health Officer issued under Victoria's extended State of Emergency, VFBV's Annual General Meeting scheduled for 26th September could not be conducted as a face to face meeting, and the recommendation was to postpone the AGM until December 2021.

It was also agreed to extend the current terms through to December 2021 of the two State Councillors elected as ex officio members to the VFBV Board; the 18 members elected to the State Council Executive Committee; the four members elected to the Welfare Fund Committee of Management; as well as the current VFBV office holders of State President, State Vice President and Treasurer.

Fortunately by December 2021, restrictions had lifted enough to allow for the AGM and State Council to be held in person. The AGM was a low-key affair with no guest speakers due to the fluctuating restrictions and public gathering requirements.

At the VFBV Annual General Meeting held 6th December 2021, the Chair of the VFBV Board Interview Panel, then-State President Nev Jones AFSM announced the appointment to the VFBV Board for two years of:

- Jan Cleary
- Samantha Collins
- Libby Hay
- David Sidebottom

State Council meeting on 6th December 2021 elected Graeme Jilbert and Howard Smith as the two State Council ex officio VFBV Board members for 2021-22.

VFBV BOARD ELECTIONS

At the first meeting of the VFBV Board held in December members elected Nev Jones AFSM as State President, Samantha Collins as State Vice President, and Andy Cusack AFSM as Treasurer for 2021-22.

On 24 June 2022, Nev Jones announced that he would be standing down as State President. Following an election, the VFBV Board elected Samantha Collins as State President and Andy Cusack AFSM as State Vice President in addition to his role of Treasurer.

STATE COUNCIL RETIREMENTS

Ex Captain Ron Cole (District 2)

Ron resigned as a District 2 State Councillor in October 2021 having served 15 years on VFBV State Council which included service as a delegate to the Joint Communications Committee, Joint Operations Committee and FEM Advisory Committee. Ron was awarded VFBV Life Membership in 2017.

Ex Captain John Davies (District 17)

John resigned as a District 17 State Councillor on 30th June 2022 after 11 years of service to VFBV State Council and the Joint Training Committee. John has also served on the Urban Competition and Rules Committee during his time as a State Councillor. John was awarded VFBV Life Membership in 2021.

Firefighter Jason Willis (District 16)

Jason resigned as District 16 State Councillor in November 2021 upon his appointment as a VFBV Support Officer for the South West Region. Jason was elected as a State Councillor in August 2019 and was a member of the Joint Equipment and Infrastructure Committee during 2021 and 2022.

STATE COUNCIL APPOINTMENTS

New VFBV State Councillors were elected during the year by their District Councils:

Secretary Peter Dillon (District 2) elected October 2021

Lieutenant Cara Disint (District 22) acting State Councillor from September 2021, elected March 2022

STATE COUNCIL EXECUTIVE COMMITTEE

The State Council Executive Committee makes recommendations to State Council on strategic and process matters and issues raised by District Councils.

Members of the State Council Executive Committee for the year 2021-22 were: Geof Bassett, Malcolm Bishop, Sean Brittan, Timothy Desmond, Maurice Dumesny, Mary Anne Egan, Mark Jones, Vickie Linaker, Phil Lind, Bill Maltby, Greg Murphy, Jim Parsons, Bruce Pickett, Phil Slender, Eric Smith, Shaun Thompson, Leigh Tomlinson and Greg Walcott. The two State Council delegates to the VFBV Board, Graeme Jilbert and Howard Smith, also attend as ex officio members to this Committee.

VFBV'S NEW LIFE MEMBERS

The VFBV Board and State Council award three new VFBV Life Memberships throughout the last year. At the October 2021 State Council meeting Graeme Jilbert was nominated by the District 18 Council for VFBV Life Membership. At the December 2021 State Council meeting Maurice Dumesny was nominated for VFBV Life Membership by the District 17 Council and State Council also endorsed the nomination from State Council Executive that CEO Adam Barnett be awarded VFBV Life Membership.

Presentations of VFBV Life Member plaques were made to members awarded VFBV Life Membership at the AGM in December 2021, State Championships in March 2022 and State Council in April 2022 to those members who were awarded VFBV Life Membership throughout the last year.



Maurice Dumesny receiving VFBV Life Membership from CEO Adam Barnett and State President Nev Jones AFSM



John Davies following his VFBV Life Membership Presentation at the 2022 State Championships

DISTRICT COUNCIL RETIREMENTS

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

District 4 Vice President Darren Carle (October 2021)

District 5 Secretary Carolyn Bishop (May 2022)

District 6 President Bevan Deppler (October 2021)

District 9 Secretary Dawn King (November 2021)

District 13 Vice President Greg Cutting (passed away February 2022)

District 14 Secretary Leonard Mammoltti (May 2022)

District 16 Vice President Colin Gerrard (May 2022)

District 16 Secretary Daniel Blight (May 2022)

District 20 Secretary Bryan Pickthall (July 2021)

District 22 Secretary Bill Stockdale (April 2022)

STATE COUNCILLORS		DISTRICT COUNCIL OFFICERS	
District 2	Ex Captain Geoff Browning Secretary Peter Dillon Captain Neil Irving-Dusting Ex Captain Bill Maltby Captain Darryl Wagstaff AFSM	President Peter Higgins Secretary Peter Dillon	
District 4	Captain Kelvin Bateman Captain Andy Cusack AFSM	President Gary Taylor Secretary Julie Bateman	
District 5	Ex Captain Malcolm Bishop Ex Captain Greg Walcott	President John Mahoney Secretary Charles Dillon	
District 6	Secretary Andrew Bath Ex Captain Mike Evans	President Mike Evans Secretary Terry O'Brian	
District 7	Captain Robert Clark Ex Capt Bruce Pickett AFSM Lieutenant Rod Taylor	President Gerry Neyenhuis Secretary Eddy Rees	
District 8	Captain Timothy Desmond Firefighter Stephen McDonald Ex Captain Bill Watson AFSM	President Eric Collier Secretary Max Johnson	
District 9	Lieutenant Robert Auchterlonie Ex Captain Darren Wallace	President Garry Morgan Secretary Marion Byrne	
District 10	Ex Captain Mark Jones DGO Bryan Walpole	President Mark Jones Secretary Terry King	
District 11	Ex Captain Geof Bassett Firefighter Philip Lind	President Graeme East Secretary Ian Ashcroft	
District 12	Lieutenant Paul Denham Lieutenant Eric Smith	President Chris Lloyd Secretary Kathy Quinlan	
District 13	Firefighter Vickie Linaker Ex Captain Rod Stebbing		President Frank Whelan OAM Secretary Carolyn Moorshead
District 14	DGO Sean Brittan Lieutenant Leigh Tomlinson		President Mark Gravell Secretary Joy Pitts
District 15	Group Officer Shane Cramer Ex Capt Maurice Preston (<i>Acting</i>)		President Ron Head Secretary Kimberly-Rose Betts
District 16	Firefighter Peter Hannan <i>*currently vacant</i>		President Peter Hannan <i>*currently vacant</i>
District 17	Ex Captain John Davies Firefighter Maurice Dumesny		President Garry Smith Secretary Bronwyn McIntyre
District 18	Firefighter Graeme Jilbert Lieutenant Shaun Thompson		President Harold Jochs Secretary Kaylene Cossar
District 20	Ex Captain Greg Murphy Lieutenant Jim Parsons		President Greg Murphy Secretary Bryan Pickthall
District 22	Ex Captain Phil Slender Lieutenant Cara Disint		President Leonard Balfour Secretary Melanie Crosier
District 23	Firefighter Mary Anne Egan Firefighter Mick Jones		President Garry Nash Secretary Jim Buchan
District 24	DGO Neil Hillas Ex Captain Howard Smith		President Max Wood Secretary Graham Cocks
District 27	Captain Mark King DGO David Farmer		<i>*currently vacant</i> Secretary Craig Griffiths

1946	M.W. Carver	1984	D.E. Gow (Leitchville) K.W. Talbot OAM (Dandenong)	2006	R. Hill (Paynesville) J.S. Kennedy (Loch)
1951	J.K. Stoke	1985	R. Collier OAM (Portarlinton) G.T. Evans OAM QFSM (Echuca) M.E. Johnson QFSM (Traralgon) J. McLeod AFSM (Boronia) P.G. Mullins QFSM (Maryborough) R.K. Patterson AFSM (Portland) H.W. Stewart (Broadford)	2007	G.N. Lyttle AFSM (Cardigan) S.M. O'Callaghan (Warracknabeal)
1952	C. Ford (Miners Rest)			2009	T.J. Brodie AFSM (Longwood) P. Downes (Mandurang) O.T. O'Keefe (Winslow) W.R. Rodda AFSM (Korumburra) J.I. Thomson (Sunbury)
1953	D.M. Cameron			2010	B. Conboy (Mt Martha) R. MacDonald (Carlsruhe) W.T. Pressey AFSM (Mortlake)
1955	J.L. Allen	1986	E.J. Baynes AFSM OAM (Indigo Valley) M.W. Dawson OAM (Avoca)	2011	B.L. Vine AFSM (Tawonga)
1956	W.B. Richardson BEM (Wangaratta)	1987	L.J. Baillie (Warrnambool) B.C. Condict AFSM (Tarnagulla)	2012	B. Pyke (Whanregarwen) P.R. Denham (Boronia) M.R. Jones (Stratford) R.B. Snell (Hamilton)
1959	J.R.C. Plante (Lilydale) M. Steward OBE (Warragul) J. Reilly (Tarndale) H.M. O'Rorke MBE (Lake Bolac)	1988	D.A. Austin QFSM ED L.V. Winsall AFSM (Warracknabeal) G.H. Baxter AFSM (Freshwater Creek) K.H. Larsen AFSM (Belmont) J.N. McEachern (Wodonga) W.E. Davies AFSM (Walmer) W.H. Royal AFSM (Bairnsdale) M.J. Taylor AFSM (Mornington) L.L. Thomason AFSM (Woodend)	2013	A.J. Cusack AFSM (Mumbanner) T.G. Desmond (Dromana) M.J. Evans (Barongarook) R.P. Lind (Mount Taylor) W.I. Maltby (Castlemaine) C. Pomroy (Longford)
1961	H.W. Wade (Natimuk)	1990	G.H. Baxter AFSM (Freshwater Creek) K.H. Larsen AFSM (Belmont) J.N. McEachern (Wodonga) W.E. Davies AFSM (Walmer) W.H. Royal AFSM (Bairnsdale) M.J. Taylor AFSM (Mornington) L.L. Thomason AFSM (Woodend)	2014	C.W. Dennis (Frankston) M. Nunweek (Stawell) D.J. Wagstaff AFSM (Maryborough) T.J. Wyatt AFSM (Murrayville)
1962	Hon. I.A. Swinburne GMC MLC	1991	G.H. Baxter AFSM (Freshwater Creek) K.H. Larsen AFSM (Belmont) J.N. McEachern (Wodonga) W.E. Davies AFSM (Walmer) W.H. Royal AFSM (Bairnsdale) M.J. Taylor AFSM (Mornington) L.L. Thomason AFSM (Woodend)	2015	G.W. Bassett (Lakes Entrance) P.J. Slender (Tatura)
1966	W.H. Barnes OAM (Chelsea) H. Brown (Golden Square) S.G.W. Burston OBE (Casterton) T.F. Hayes (Violet Town) W.J. Jones BEM AFSM (Moorooduc) L.J. Slattery (Kyabram) A.E.J. Turton (Wodonga)	1992	G.A. Ellis (Bendigo)	2016	F.J. Grove (Lara)
	E.E. Allen (Kaniva) S.M. Begley (Colac) Hon. T.H. Grigg CBE MLC (Maldon) Dr P.S. Lang	1993	M.J. Sanderson AFSM (Seymour) Q.T. Turner AFSM (Creswick)	2017	J.M. Austin (Drouin) K. Clough (Lake Charm) R.C. Cole (Romsey) M.A. Egan (Mairdample) A.J. Ford
1967	E.E. Allen (Kaniva) S.M. Begley (Colac) Hon. T.H. Grigg CBE MLC (Maldon) Dr P.S. Lang	1994	P.R. Bishop AFSM (Mildura) G.C. Dare (Colac) R.D. Walker (Kerang)	2018	G. Neyenhuis (Warrington)
1968	F.C.B. Minchin J.S. Tabuteau (Moe)	1995	R.G. Jacobs AFSM OAM (Chelsea) B.M. Maher AFSM (Lubeck) J.C. McMillan (Moe) H.B. Morris (Avoca)	2020	S.R. Brittian (Werribee) G.L. Fithall (St Arnaud)
1970	D. Campbell (Springvale) S.C. Diffey MBE MC OAM (Springhurst) H. Lester-Smith MBE (Kerang) L.J. Maguire (Boronia) W.M. Reid (Mooroopna)	1997	R.D. Gartside (Castlemaine)	2021	R.M. Auchterlonie (Dumbalk) G.I. Browning (Kangaroo Flat) M. Dumesny (Laharum) J. Davies (Horsham) G. C. Jilbert (Swan Hill) N.R. Jones AFSM (Moorooduc) A. Barnett
1971	H.L. King (The Fireman)	1998	A.J. Hooper AFSM (Winnindoo) R.A. Horner AFSM (Sassafras/Ferny Creek)		
1972	E.J. Barrett (Geelong City) R.A. Dore BEM (Carrum) W.H. Rowe (Maldon)	1999	R.A.C. McDonald (Bowser)		
1973	H.G. Kyle AFSM (Bengworden)	2000	D.W. Adams (Carrum) R.E. Schultz AFSM (Benalla) P.J. White AFSM (Casterton)		
1975	N.H. Jenkins (Kyneton)	2001	H.A. van Hamond AFSM (Wendouree)		
1976	C.J.H. Drife BEM (Clunes) W.G. Wilson OAM (Shepparton)	2003	P.E. Davis AFSM (Carrum) L.C. Doye (Golden Square) J.L. Laing		
1979	A.I. Laidlaw BEM AFSM (Willaura) C.T.N. Stone (Diamond Creek)	2004	R.W. Waterson AFSM (Cohuna)		
1980	R.J. Jilbert BEM (Swan Hill) A.E. King AFSM (The Fireman) D.J. McEachern OAM (Wodonga)	2005	B.A. Pickett AFSM (Geelong West)		
1981	E.C. Caddy QFSM (Drouin) L.W. Peters				
1983	R. Jones D.H. Lade QFSM (Highlands/Caveat)				

District 2

Axe Creek
 Axedale
 Baringhup West
 Bealiba
 Bendigo
 Benloch
 Bolinda & Monegeetta
 Bowenvale
 Bullengarook
 Campbells Creek
 Carisbrook
 Carlsruhe
 Castlemaine
 Chewton
 Clarkefield & District
 Coliban Group
 Darraweit Guim
 District 2 Headquarters
 Dunolly
 Eaglehawk
 Elmore
 Elphinstone
 Eppalock Group
 Fortuna Group
 Fryerstown
 Gisborne
 Golden Square
 Goldfields Group
 Goornong
 Guildford
 Harcourt
 Heathcote
 Hesket-Kerrie
 Hunter-Diggora
 Huntly
 Junortoun
 Kamarooka
 Kangaroo Flat
 Knowsley
 Kyneton
 Lake Eppalock Coast
 Guard
 Lancefield
 Langley-Barfold
 Lockwood
 Macedon

Maiden Gully

Maldon

Malsbury

Mandurang

Marong

Maryborough

Metcalf

Mia Mia

Moolort & Joyces Creek

Mosquito Creek

Mount Macedon

Mount Macedon Group

Mt Camel

Mt Cameron

Natte Yallock

Newham

Newstead & District

Oscar 1 Emergency

Response

Pastoria

Raywood

Redesdale

Riddell's Creek

Romsey

Romsey Group

Sedgwick

Spring Hill

Springfield

Strathfieldsaye

Sutton Grange & Myrtle Ck

Talbot

Taradale

Tylden

Walmer

Wareek & Bung Bong

Whipstick Group

Woodend

Woodvale

District 4

Bahgallah

Carapook

Cashmore

Casteron

Casteron Group

Condah

Corndale

Dartmoor

Digby

District 4 Headquarters

Drik Drik

Drumborg

Dunrobin & Nangeela

Glenorchy Estate

Gorae West

Grassdale

Heathmere

Henty

Heywood

Heywood Group

Lake Mundi

Lindsay

Lyons

Merino

Merino Group

Milltown

Morven

Mumbannar

Myamyn

Narrawong

Nelson

Paschendale

Portland

Portland Coast Guard

Sandford

Strathdownie

Tahara

Wallacedale

Wando Bridge

Wando Vale

District 5

Abbey Hills

Allansford

Ardachy

Ardonachie

Bainbridge

Balmoral

Balmoral Group

Belfast Group

Bessie Belle

Bochara

Bransholme

Broadwater

Buckley Swamp

Bulart

Burn Brae

Byaduk

Caramut

Cavendish

Codrington

Coleraine

Croxtan East

Cudgee

Culla

District 5 Headquarters

Dundas Group

Dunkeld

Ellerslie

Framlingham

Garvoc

Gazette

Glenthompson

Grange

Grassmere

Gringe

Hamilton

Hawkesdale

Hawkesdale Group

Hexham

Hilgay Settlers

Hopkins - Curdies Group

Karabeal

Kirkstall

Kolara

Konongwootong

Koroit

Linlithgow

Macarthur

Macarthur Group

Melville Forest

Mepunga

Merri Group

Mirranatwa

Mooralla

Mortlake

Mortlake Group

Mount Rouse Group

Muntham

Nareen

Nareen Group

Naringal

Nirranda South

North Balmoral

North Byaduk

North Hamilton

Nullawarre

Orford

Panmure

Penshurst

Peterborough

Pigeon Ponds

Port Fairy

Purnim

Ripponhurst

Spring Creek

St Helens

Strathkellar

Strathmore

Tarrayoukyan

Tarrenlea

Tarrington

The Sisters

Toolong

Vasey

Victoria Valley

Wangoom

Warrayure-Moutajup

Warrnambool

Warrnambool Coast Guard

Warrong

Willatook & District

Winslow & Yarturk

Woodford

Woodhouse

Woolsthorpe

Wooriwyrite

Wootong Vale

Yambuk

Yulecart

District 6

Apollo Bay

Barongarook West

Barwon Downs

Beeac

Berrybank

Birregurra

Bookaar

Boorcan

Bostocks Creek

Brucknell-Ayrford

Bungador

Camperdown

Camperdown Group

Carlisle River

Carpentait-Sth

Purrumbete

Chocolyn

Cobden

Cobden Group

Cobrico

Colac

Corangamite Group

Cororooke

Cressy

Darlington

Derrinallum

District 6 Headquarters

Dixie

Dreeite South

Duverney

Forrest

Gellibrand

Gerangamete

Irrewarra

Irrewillipe

Jancourt

Kawarren

Kennedy's Creek

Larpent

Leslie Manor

Lismore

Lismore Group

Lower Heytesbury

Nalangil

Noorat & District

Otway

Pomborneit & Dist

Port Campbell

Prinetown

Scotts Ck-Cowleys Ck.

Simpson

Stonyford

Swan Marsh

Terang

Tesbury

Timboon

Timboon Group

Vite Vite North

Warrion

Weerite

Wye River

Yeo & District

Yeodene

District 7

Aireys Inlet

Anakie

Anakie Group

Anglesea

Bannockburn

Barrabool

Barunah Plains North

Barwon Heads

Bellarine Group

Bellbrae

Belmont

Connewarre

Corio

Deans Marsh

Dereel

District 7 Headquarters

Drysdale

Freshwater Creek

Geelong City

Geelong Coast Guard

Geelong Group
Geelong West
Gnarwarre
Grovedale
Highton
Inverleigh
Lara
Leigh Group
Leopold
Lethbridge
Little River
Lorne
Lovely Banks
Mannerim
Maude
Meredith
Modewarre
Mount Mercer
Ocean Grove
Portarlington
Queenscliff
Queenscliff Coast Guard
Rokewood
Shelford
St Leonards-Indented
Head
Stonehaven
Teesdale
Torquay
Wallington
Werneth
Winchelsea
Winchelsea Group
Wingeel
Wurdale

District 8

Balnarring
Bass
Bass Coast Group
Baxter
Bayles
Beaconsfield
Beaconsfield Upper
Berwick
Bittern

Boneo
Bunyip
Cardinia Group
Carrum Downs
Casey Group
Cockatoo
Corinella
Cranbourne
Crib Point
Dalyston
Dandenong
Devon Meadows
District 8 Headquarters
Dromana
Edithvale
Flinders
Frankston
Frankston Coast Guard
French Island
Gembrook
Glen Alvie
Hallam
Hampton Park
Hastings
Heath Hill - Yannathan
Kernot - Grantville
Keysborough
Kilcunda
Koo Wee Rup
Lang Lang
Langwarrin
Main Ridge
Maryknoll & District
Moorooduc
Mornington
Mt Eliza
Mt Martha
Nar Nar Goon
Narre Warren
Noble Park
Officer
Pakenham
Pakenham Upper
Patterson River
Pearcedale
Peninsula Group
Phillip Island

Red Hill
Rye
Safety Beach Coast Guard
San Remo
Shoreham
Skye
Somers
Somerville
Sorrento
South East Group
Springvale
St Kilda Coast Guard
Toomuc
Tooradin
Tyabb
Tynong
Warneet - Blind Bight
Westernport Group
Wonthaggi

District 9

Allambee
Baw Baw Group
Darnum & Ellinbank
Drouin
Drouin West
Dumbalk
Erica & District
Fish Creek & District
Foster
Hallora & District
Hallston-Mt Eccles
Hedley
Inverloch
Kongwak & District
Koonwarra
Korumburra
Leongatha
Leongatha South
Loch
Longwarry & District
Meeniyar & Stony Creek
Milford
Mirboo North
Neerim South
Nerrena

Nilma North
Noojee
Poowong
Port Welshpool Coast
Guard
Pound Creek
Ruby
South Gippsland Group
Strzelecki Group
Tarwin Lower District
Thorpdale
Toora
Trafalgar
Trida
Warragul
Welshpool
Westbury
Willowgrove
Yanakie
Yarragon

District 10

Alberton West
Avon Group
Boisdale
Briagolong
Carrajung
Clydebank
Coongulla
Cowwarr
Dargo
Devon North
Giffard West
Glenmaggie
Golden Beach
Heyfield
Jack River
Licola
Loch Sport
Longford
Maffra
Meerlieu
Munro
Newry
Perry Bridge
Port Albert

Port Albert Coast Guard
Riverslea Group
Sale
Seaspray
Seaton
Stradbroke
Stradbroke Group
Stratford
Tarra Group
Tinamba
Valencia Creek
Willung
Willung South
Winnindoo
Won Wron
Woodside
Woranga
Yarram

District 11

Bairnsdale
Bemm
Benambra
Bendoc
Bruthen
Buchan
Cann Valley
District 11 Headquarters
Ensay
Fernbank
Flaggy Creek
Gelantipy
Glenaladale
Goongerah
Hillside
Johnsonville
Kalimna West
Lakes Entrance
Lakes Entrance Coast
Guard
Lindenow South
Mallacoota
Marlo
Marlo Coast Guard
Metung
Mossi - Tambo

Mount Delegate Group
Mount Taylor
Newmerella
Omeo
Orbost
Paynesville
Sarsfield
Swift's Creek
Tambo Group
Toorloo
Wairewa

District 12

Acheron
Alexandra
Alexandra Group
Broadford
Buxton
Clonbinane
District 12 Headquarters
Eildon
Flowerdale
Glenaroua
Glenburn
Highlands-Caveat
Hilldene
Homewood
Kilmore
Kingslake District
Kingslake West
Koriella
Limestone
Marysville
Mitchell Shire Group
Molesworth
Murrindindi & Woodbourne
Narbethong
Nulla Vale
Pyalong
Seymour
Strath Creek-Reedy Creek
Taggerty
Tallarook
Terip Terip
Thornton
Tooborac

Toolangi
Trawool
Wallan
Wandong
Whanregarwen
Whiteheads Creek-
Tarcombe
Yarck
Yea
Yea Group

District 13

Badger Creek
Bayswater
Belgrave
Belgrave Heights & South
Boronia
Chrinside Park
Clematis
Coldstream
Dandenong Ranges Group
District 13 Headquarters
Dixons Creek
Emerald
Ferntree Gully
Gruyere
Healesville
Hillcrest
Hoddle's Creek
Kallista-The Patch
Kalorama & Mt
Dandenong
Knox Group
Lilydale
Little Yarra
Macclesfield
Maroondah Group
Menzies Creek
Monbulk
Montrose
Mooroolbark
Mt Evelyn
Narre Warren East
Olinda
Reefton
Rowville

Sassafras & Ferny Creek
Scoresby
Selby
Seville
Silvan
South Warrandyte
The Basin
Upper Ferntree Gully
Upwey
Wandin
Warburton
Warrandyte
Wesburn-Millgrove
Wonga Park
Yarra Glen
Yarra Junction
Yarra Valley Group
Yellingbo

District 14

Arthurs Creek
Caroline Springs
Christmas Hills
Craigieburn
Diamond Creek
Diggers Rest
District 14 Headquarters
District 14 HQ East
Doreen
Eltham
Epping
Eyensbury
Greenvale
Hoppers Crossing
Hume Group
Hurstbridge
Kal Kallo
Kangaroo Ground
Melton
Mernda
Mount Cottrell Group
Nillumbik Group
North Warrandyte
Panton Hill
Plenty
Point Cook

Research
Rockbank
South Morang
St Andrews
Sunbury
Toolern Vale
Truganina
Wattle Glen
Werribee
Werribee Coast Guard
Whittlesea
Whittlesea/D.Valley Group
Wildwood
Wollert & District
Wyndham Vale
Yarrambat

District 15

Ascot & District
Bacchus Marsh
Ballan
Ballan Group
Ballarat
Ballarat City
Ballarat Group
Balliang & District
Blackwood
Buninyong Group
Buninyong-Mt Helen
Burumbeet
Campbelltown
Cape Clear
Cardigan & Windermere
Clunes
Coimadai
Creswick
Daylesford
Elaine
Eureka Group
Franklinford
Glen Park
Glendaruel & Mt
Beckworth
Glenlyon
Glenlyon Group
Gordon

Greendale
Grenville Group
Haddon
Hardies Hill
Hepburn
Invermay
Kingston
Learmonth-Addington
Leonards Hill & District
Linton
Mannibadar
Millbrook
Miners Rest
Molongghip
Morrisons & District
Mt Buninyong
Mt Egerton
Mt Wallace
Mt Warrenheip
Musk
Myrmiong
Napoleons-Enfield
Newlyn Dean
Parwan
Pentland Group
Rokewood Junction & Dist
Sebastopol
Smythesdale
Ullina
Wallace
Wallinduc & District
Waubra
Wendouree

District 16

Amphitheatre
Ararat
Ararat Group
Avoca
Barkly & Frenchman's
Beaufort
Beaufort Group
Beazley's Bridge
Bornes Hill
Brewster
Buangor & Middle Creek

Burnbank
Callawadda
Carapooeee
Carranballac
Chatsworth
Cross Roads
Crowlands
Dadswells Bridge
District 16 Headquarters
Dundonnell
Elmhurst
Glenorchy & Riachella
Gooroc
Gre Gre Village
Great Western
Halls Gap
Joel Joel
Kooreh
Lake Bolac
Lake Goldsmith-Stockyard
Langi Kal Kal
Langi Logan
Lexton
Marnoo
Maroona
Mininera
Moyston
Narrapumelap South
Navarre
Nerrin Nerrin
Pomonal
Pura Pura
Pyrenees Group
Raglan
Redbank
Skipton
Slaty Creek
Snake Valley & District
St Arnaud
St Arnaud Group
Stawell
Stawell Group
Stoneleigh
Streatham
Stuart Mill
Tatyoan
Traynor's Lagoon

Wallaloo East
Warrak
Warrenmang & District
Westmere
Westmere Group
Wickliffe
Willaura
Woorndoo
Yalla Y Poora

District 17

Antwerp
Apsley Group
Areegra
Bangerang
Benayeo
Boolite
Brim
Brimpaen
Bringalbert South
Broughton
Cannum
Charam
Chetwynd
Clear Lake
Connewirricoo
Coromby
Crymelon
Dergholm
Diapur
Dimboola
Dinyarrak
District 17 Headquarters
Dooen
Douglas
Dunmunkle Group
Edenhope
Edenhope Group
Gerang
Goroke
Goroke Group
Grass Flat
Green Lake
Harrow
Horsham
Jilpanger Group

Jung
Kadnook
Kaniva
Kaniva Group
Kellalac
Kenmare
Lah
Laharum
Langkoop
Lawloit
Leeor
Lorquon
Lowan Group
Lubeck
Miga Lake
Minimay
Minyip
Mitre
Murtoa
Natimuk
Natimuk Group
Netherby
Neuarpuur
Nhill
Noradjuha
North Wimmera
Ozenkadnook
Patyah
Peronne
Pigick
Pimpinio
Poolaijelo
Propodollah
Rainbow
Rainbow Group
Rupanyup
Sandsmere
Sheep Hills
South Lillimur
Tarranyurk
Telopea Downs
Ullswater
Vectis
Warracknabeal
Werrap
Wilkur South
Willenabrina

Winiam & District
Wonwondah
Woorak
Yanac
Yearinga-Yarrook

District 18

Annuello
Berriwillcock
Beulah
Beverford & District
Boundary Bend
Buckrabanyule
Buloke West Group
Charlton
Chinkapook
Cope Cope
Corack East
Curyo
Donald
Dumosa
Glenloth East
Goschen
Hopetoun
Hopetoun West
Irymple
Jeffcott
Kooloonong
Laen East
Lake Boga
Manangatang
Merbein
Mid Murray Group
Mildura
Mittyack
Murrayville
Narraport
Natya
Nullawil
Nyah Nyah West
Ouyen
Ouyen and District Group
Patchewollock
Piangil
Red Cliffs
Reedy Dam

Robinvale
Robinvale and District
Group
Rosebery
Sea Lake
Speed
Swan Hill
Teddywaddy
Tempy
Ultima
Waitchie
Walpeup
Warmur
Watchem
Watchupga
Wemen
Woomelang
Woorinen South
Wooroonook
Wycheproof
Yaapeet
Yeungroon

District 20

Appin South
Bamawm Extension
Beauchamp
Boort
Bridgewater
Campbells Forest
Cohuna
Colbinabbin
Corop
Corop West
Deakin Group
Dingee-Tandarra
Echuca
Echuca Village
Fentons Creek
Gannawarra Group
Girgarre
Gunbower
Inglewood
Jarklin
Kerang
Koondrook

Korong Vale
Kotta
Kyabram
Lake Charm
Leitchville
Lockington
Macorna
Meering West
Mitiamo
Murphy's Creek
Murrabit
Newbridge
Northern Campaspe
Group
Pine Grove
Powlett-Salisbury
Pyramid Hill
Quambatook
Rheola
Rochester
Rushworth
Sandhill Lake & District
Stanhope
Tarnagulla
Terrick Group
Timmering
Tongala
Toolleen
Torrumbarry
Waranga Group
Wedderburn
Wedderburn Group
Woodstock West
Woosang
Wychitella
Wyuna
Yarrawalla

District 22

Almonds
Arcadia
Avenel
Baileston
Balmattum
Barmah
Boho
Branjee
Bundalong
Burramine
Caniambo
Cobram
Cobram East & Boosey
COGS Group
Cooma
Cosgrove & Pine Lodge
Creightons Creek
Currawa
District 22 HQ
Dookie
Drumanure
Earlston
Euroa
Euroa Group
Gooram
Kaarimba
Karramomus
Katamatite
Katandra
Kelvin View
Kialla & District
Koonda
Kotupna
Locksley
Longwood
Marraweeny
Merrigum
Miepoll
Molka
Moorilim
Mooroopna
Moria West Group
Murchison
Nagambie
Naring
Nathalia

Numurkah
NW Mooroopna
Peechelba
Picola
Rigg's Creek
Ruffy
Shean's Creek
Shepparton
Shepparton East
St James & District
Strathbogie
Strathmerton
Tallygaroopna
Tatura
Toolamba
Tungamah
Tungamah Group
Undera
Upton Hill
Violet Town
Violet Town Group
Waaia
Wahring
Wilby
Wirrate
Wunghnu
Yabba North
Yalca & Yielima
Yarrowonga Group
Yarroweyah

District 23

Baddaginnie
Barjarg
Benalla
Benalla Group
Bobinawarrah
Bonnie Doon
Boorhaman
Booroolite & District
Boweya
Bowman-Murmungee
Bowser
Carboor
Cheshunt
Chesney Vale

Devenish
Edi
Eldorado
Everton
Glenrowan
Glenroy & Merrijig
Goomalibee &
Upotipotpon
Goorambat Stewarton
Goughs Bay - Howes
Creek
Greta
Jamieson
Killawarra
Laceby West
Lima South
Lurg
Maindample
Mansfield
Mansfield Group
Merton
Milawa
Molyullah
Moyhu
Moyhu Group
Mt Buller
Myrree
Oxley
Oxley Flats
Samaria
South Wangaratta
Springhurst
Swanpool
Taminick & North Winton
Tarrawingee & District
Tatong
Thoona
Tolmie & District
Wangaratta
Wangaratta Group
Wangaratta North
Warrenbayne
Whitegate
Whitfield & District
Whorouly
Winton
Woods Point

District 24

Allans Flat
Baranduda
Barnawartha
Beechworth Rural
Beechworth Urban
Berrigama
Bethanga
Biggara
Bogong Group
Bonegilla
Bright
Browns Plains
Buffalo River
Bullich
Burrowye
Carlyle
Chiltern
Cornishtown
Corryong
Corryong Group
Cudgewa
Dartmouth
Dederang
District 24 Headquarters
Eskdale
Falls Creek
Gapsted
Gundowring
Harrietville
Indigo Valley
Kergunyah
Kiewa
Lake Hume Coast Guard
Leneva
Mitta Mitta
Mt Beauty
Mt Hotham - Dinner Plain
Mudgegonga
Myrtleford
Nariel Valley
Norong
Old Tallangatta
Ovens Valley Group
Ovens-Eurobin
Porepunkah
Rosewhite

Rutherglen
Sandy Creek & Charleroi
Stanley
Talgarno
Tallangatta
Tallangatta Group
Tallangatta Valley
Tawonga
Tintaldra
Wahgunyah
Walwa
Wodonga
Wodonga Group
Wodonga West
Wooragee
Yackandandah

District 27

Boolarra
Callignee
Churchill
Driffeld
Flynn
Glengarry
Hazelwood North
Hyland Group
Merton Group
Moe
Moe South
Morwell
Newborough
Tanjil
Toongabbie
Traralgon
Traralgon East
Traralgon South
Traralgon West
Tyers
Yallourn North
Yinnar
Yinnar South

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Directors' Report

30 June 2022

The consolidated financial statements include the consolidated results and activities for Volunteer Fire Brigades Victoria Inc and Volunteer Fire Brigades Victoria Welfare Fund (the Group). The board members submit the financial report of the Group for the financial year ended 30 June 2022.

(a) General information

Board members

The names of each person who has been a director during the year and to the date of this report are:

Name	Position
Samantha Collins (formerly Rothman)	State President (appointed State President 24/6/22)
Andy Cusack AFSM	State Vice President/Treasurer (appointed State Vice President 24/6/22)
Jan Cleary	
Libby Hay	
Greame Jilbert	
Nev Jones AFSM	State President (1/7/21 to 24/6/22)
Bill Maltby	
David Sidebottom	
Howard Smith	
Greg Walcott	

Principal activities

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

- 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.
- 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. VFBV represents its Members and CFA Volunteers in that consultation process.
- To assist in maintaining high morale, ongoing health and welfare of CFA volunteer members and their families.
- 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.
- 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).
- 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.
- 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.
- To take any other action as determined by the Association Board consistent with these purposes.
- To maintain and pursue a balanced focus on issues affecting CFA volunteers across all brigades from all risk profiles.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Directors' Report

30 June 2022

Significant changes

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

Operating results and review of operations for the year

Operating result

The surplus of the Group for the financial year amounted to \$436,426 (2021: \$594,383)

Board member: 

Samantha Collins - State President

Board member: 

Andrew Cusack AFSM -- State Vice President/Treasurer

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

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 and Consolidated Entities for the year ended 30 June 2022, I declare that, to the best of my knowledge and belief, there have been:

- 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;
- no contraventions of any applicable code of professional conduct in relation to the audit.


Saward Dawson


Matthew Crouch
Partner

Blackburn VIC

Dated: 1 September 2022

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Statement of Income and Expenditure and Other Comprehensive Income

For the Year Ended 30 June 2022

	2022 \$	2021 \$
Income		
Affiliation Fees	141,916	187,885
Grants and Other Reimbursements	1,775,065	1,735,287
Championships	19,444	26,217
Interest Received	35,951	69,947
Special Projects Funding	45,396	-
Merchandise Sales	17,491	11,866
Donations Income	11,919	152,450
Other Income	5,798	-
Cashflow Boost Income	-	50,000
	2,052,980	2,233,652
Expenditure		
Employment Costs	889,996	1,015,599
Project Salaries and Other Project Fees	11,206	2,260
Welfare Grants	109,000	151,507
Travel, Accommodation and Meals	208,773	120,612
Office & Administration Expenditure	72,687	57,069
Advertising	23,283	20,364
Rent & Outgoings	86,873	84,199
Depreciation	59,028	54,921
Printing, Postage and Stationery	92,102	77,682
Communications	20,729	23,120
Accounting and Audit Fees	13,729	15,681
Championships & Championships Equipment	14,095	6,677
Merchandise	15,053	9,578
	1,616,554	1,639,269
Surplus for the year	436,426	594,383
Other comprehensive income		
Other Comprehensive Income for the year	-	-
Total comprehensive income for the year	436,426	594,383

The accompanying notes form part of these financial statements.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Statement of Financial Position

As at 30 June 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	2,204,861	1,962,784
Trade and other receivables	4	136,173	126,038
Financial assets	5	6,411,758	6,260,381
TOTAL CURRENT ASSETS		8,752,792	8,349,203
NON-CURRENT ASSETS			
Plant and equipment	6	207,824	177,325
TOTAL NON-CURRENT ASSETS		207,824	177,325
TOTAL ASSETS		8,960,616	8,526,528
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	7	169,794	152,916
Employee benefits	8	194,523	224,208
Deferred income	9	773,835	739,296
TOTAL CURRENT LIABILITIES		1,138,152	1,116,420
NON-CURRENT LIABILITIES			
Employee benefits	8	9,749	33,819
TOTAL NON-CURRENT LIABILITIES		9,749	33,819
TOTAL LIABILITIES		1,147,901	1,150,239
NET ASSETS		7,812,715	7,376,289
MEMBERS' FUNDS			
Accumulated surplus		7,812,715	7,376,289
TOTAL MEMBERS' EQUITY		7,812,715	7,376,289

The accompanying notes form part of these financial statements.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Statement of Changes in Equity

For the Year Ended 30 June 2022

2022

	VFBV Inc. \$	Welfare Fund \$	Total \$
Balance at 1 July 2021	3,180,092	4,196,197	7,376,289
Surplus/(deficit) for the year	465,210	(28,784)	436,426
Balance at 30 June 2022	3,645,302	4,167,413	7,812,715

2021

	VFBV Inc. \$	Welfare Fund \$	Total \$
Balance at 1 July 2020	2,719,942	4,061,964	6,781,906
Surplus for the year	460,150	134,233	594,383
Balance at 30 June 2021	3,180,092	4,196,197	7,376,289

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Statement of Cash Flows

For the Year Ended 30 June 2022

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from customers		2,209,853	2,366,160
Payments to suppliers and employees		(1,791,865)	(1,787,778)
Interest received		59,205	69,947
Net cash provided by operating activities	12	477,193	648,329
CASH FLOWS FROM INVESTING ACTIVITIES:			
Purchase of plant and equipment		(116,465)	(15,098)
Redemption/ (Placement) of term deposit		(151,377)	(825,440)
Proceeds from sale of plant and equipment		32,726	-
Net cash used by investing activities		(235,116)	(840,538)
CASH FLOWS FROM FINANCING ACTIVITIES:		-	-
Net increase/(decrease) in cash and cash equivalents held		242,077	(192,209)
Cash and cash equivalents at beginning of year		1,962,784	2,154,993
Cash and cash equivalents at end of financial year	3	2,204,861	1,962,784

The accompanying notes form part of these financial statements.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

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

Other entities that are associated with the Group have not been included in this financial report and are reported independently are the VFBV Volunteer Support and Recovery Trust Fund and Volunteer Fire Brigades Victoria - Volunteer Fire Fighters Occupational Illnesses Awareness and Protection Fund.

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), the Australian Charities and Not-for-profits Commission Act 2012 and the basis of accounting and disclosure requirements specified by all Accounting Standards and Interpretations.

Statement of Compliance

These special purpose financial statements do not comply with all the recognition and measurement requirements in Australian Accounting Standards. The recognition and measurement requirements that have not been complied with are those specified in AASB 16 Leases and AASB 10 Consolidation.

The board has determined that the not-for-profit Group is not a reporting entity.

The financial report with the exception of the cash flow statements have been prepared on an accruals basis and are based on historical costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

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 Group 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) 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.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

(c) Revenue and other income

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Group expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Group have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Operating grants and donations

When the Group receives operating grant revenue and donations, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance to AASB 15.

When both these conditions are satisfied, the Group:

- identifies each performance obligation relating to the grant;
- recognises a contract liability for its obligations under the agreement; and
- recognises revenue as it satisfies its performance obligations.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

(c) Revenue and other income

Where the contract is not enforceable or does not have sufficiently specific performance obligation, the Group:

- recognise the asset received in accordance with the recognition requirements of other applicable Accounting Standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) and;
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Group recognises income in profit or loss when or as it satisfies its obligations under the contract.

Interest income

Interest income is mainly on interest-bearing cash and cash equivalent balances. It is recognised using the effective interest method.

Merchandise revenue

Merchandise revenue is recognised on transfer of goods to the customer as this is deemed to be the point in time when control of the performance obligations are transferred.

Affiliation fees

Affiliation fees are recognised as income over the life of the membership it relates to.

Championship revenue

Championship revenue is recognised when the event has occurred. When the event has not yet occurred, this will result in unearned income.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

(d) Plant and equipment

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

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

Depreciation

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Office Furniture & Equipment	3-5 years
Motor Vehicles	5 years

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

Gain and losses on disposal are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of profit or loss and other comprehensive income.

(e) 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.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements.

(f) 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.

(g) Leases

Operating leases - expense on straight-line basis over lease life

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.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies

(h) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions to the instrument. For financial assets, this is the equivalent to the date that the Group commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transactions costs.

Trade receivables are initially measured at the transaction price.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method, or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in arm's length transaction.

The classification of financial instruments depends on the purpose for which the investments were acquired. Management determines the classification of its investments at initial recognition and at the end of each reporting period for held-to maturity assets.

The Group did not hold financial assets at fair value through profit or loss either in the current or comparative financial years.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expired. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

(i) Impairment of Assets

At the end of each reporting year, the Group 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.

(j) Comparative Figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Critical Accounting Estimates and Judgments

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key judgements - Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature, cost, quantity and the period of transfer related to the goods or services promised.

Key estimates - receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

3 Cash and cash equivalents

	2022	2021
	\$	\$
General Cheque Account	330,327	365,288
Travel reimbursement account	14,469	1,131
Debit card	7,769	4,774
Cash at call	117,804	117,680
Welfare Fund	199,608	339,527
Valuing Volunteers Cheque Account	34,423	34,384
Term Deposits	1,500,461	1,100,000
5a	<u>2,204,861</u>	<u>1,962,784</u>

4 Trade and other receivables

CURRENT

VFBV

Trade Debtors	68,038	58,123
Accrued Interest	9,550	21,291
Other Receivables	4,084	4,970
	<u>81,672</u>	<u>84,384</u>

Welfare Fund

Trade Debtors	45,150	20,790
Accrued Interest	9,351	20,864
	<u>54,501</u>	<u>41,654</u>
	<u>136,173</u>	<u>126,038</u>

5 Financial assets

CURRENT

Term Deposits - VFBV	(b)	2,415,234	2,391,825
Term Deposits - Welfare Fund	(c)	3,996,524	3,868,556
		<u>6,411,758</u>	<u>6,260,381</u>

a) In the current year, as the term deposit had a maturity period of 3 months or less, the term deposit has been classified in the statement of financial position as cash and cash equivalents.

b) In the current year, as the term deposits have maturity periods of 12 months, the term deposits have been classified in the statement of financial position as financial assets.

c) Welfare Fund operates on a capital balance from donated funds used to support volunteers in times of personal hardship/crisis.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

6 Plant and equipment

	2022 \$	2021 \$
Motor vehicles		
At cost	244,162	235,312
Accumulated depreciation	(113,879)	(100,991)
Total motor vehicles	130,283	134,321
Office equipment		
At cost	124,769	78,448
Accumulated depreciation	(47,228)	(35,444)
Total office equipment	77,541	43,004
	207,824	177,325

7 Trade and other payables

CURRENT		
Trade creditors	17,242	9,188
Other payables	152,552	143,728
	169,794	152,916

8 Employee Benefits

CURRENT		
Long service leave	133,130	148,759
Annual leave	61,393	75,449
	194,523	224,208
NON-CURRENT		
Long service leave	9,749	33,819

9 Income in Advance

CFA Grants	558,653	539,631
Deferred Affiliation Fees - VFBV	100,570	100,719
Income Received in Advance - VFBV	31,382	45,396
Deferred Affiliation Fees - Welfare Fund	83,230	53,550
	773,835	739,296

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

10 Capital and Leasing Commitments

Operating lease commitments

	2022 \$	2021 \$
Non-cancellable operating leases contracted but not capitalised in the financial statements.		
- not later than one year	63,298	36,098
- between one year and five years	31,732	6,345
	95,030	42,443

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

The premises lease was renewed for a further 2 years on 1 January 2022.

11 Related Parties Transactions

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

VFBV Board Member	Brigade	Membership Paid
Andrew Cusack	Mumbannar	Yes
Nevyn Jones	Moorooduc	Yes
Graeme Jilbert	Swan Hill	Yes
Samantha Collins	Maryborough	Yes
Janette Cleary	Lakes Entrance	Yes
Libby Hay	Barwon Heads	Yes
Gregory Walcott	Dist 5 HQ	Yes
David Sidebottom	Mooroolbark	Yes
Bill Maltby	Castlemaine	Yes
Howard Smith	Barnawartha	Yes

All contracts for membership fees were provided at arm's length commercial amounts.

Board members are reimbursed for their travel cost incurred.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

12 Cash Flow Information

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

	2022	2021
	\$	\$
Surplus for the year	436,426	594,383
Cash flows excluded from surplus/(deficit) attributable to operating activities		
Non-cash flows in surplus/(deficit):		
Depreciation	59,028	54,921
Profit on disposal of non-current assets	(5,788)	-
Changes in assets/liabilities		
- (increase)/decrease in trade and other receivables	(10,135)	19,956
- increase/(decrease) in income in advance	16,878	9,042
- increase/(decrease) in trade and other payables	34,539	(7,472)
- increase/(decrease) in provisions	(53,755)	(22,501)
Cashflow from operations	477,193	648,329

13 Events Occurring After the Reporting Date

The current funding arrangement with the Country Fire Authority ended in April 2022, however, was extended until October 2022, whilst the Group is in negotiations with the Country Fire Authority in relation to a new funding agreement. The Board believe that the funding from the Country Fire Authority will be renewed and do not expect a significant change in funding conditions during the year ending 30 June 2023. On this basis, the Board are currently satisfied that this will not adversely affect the Group's ability to continue to operate as a going concern.

Except for the above, no other matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Group, the results of those operations or the state of affairs of the Group in future financial years.

14 Volunteer Fire Brigades Victoria Inc. Welfare Fund

(a) Statement of Income and Expenditure and Other Comprehensive Income for the year ended 30 June 2022

INCOME		
Affiliation fees	48,455	95,968
Interest Received	19,846	37,311
Donations	11,919	152,450
	80,220	285,729
EXPENSES		
Grants	109,000	151,506
Bank Fees	4	-
	109,004	151,506
Surplus/(deficit) from operations	(28,784)	134,223

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2022

(b) Statement of Financial Position as at 30 June 2022

	2022	2021
	\$	\$
ASSETS		
Cash and cash equivalents	199,608	339,527
Trade and other receivables	54,501	41,654
Financial assets	3,996,524	3,868,556
TOTAL ASSETS	4,250,633	4,249,737
LIABILITIES		
Deferred Income	83,230	53,550
TOTAL LIABILITIES	83,230	53,550
NET ASSETS	4,167,403	4,196,187
MEMBERS' FUNDS		
Accumulated surplus	4,167,403	4,196,187
Total Equity	4,167,403	4,196,187

15 Association Details

The registered office of the association is:

Volunteer Fire Brigades Victoria Inc and Consolidated Entities
9/24 Lakeside Drive
Burwood East VIC 3151

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

True and Fair Certification by Members of the Board

The Board has determined that the Group 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 18:

1. Give a true and fair view of the financial position and performance of Volunteer Fire Brigades Victoria Inc and Consolidated Entities during and at the end of the financial year of the association ending on 30 June 2022.
2. At the date of this statement, there are reasonable grounds to believe that Volunteer Fire Brigades Victoria Inc and Consolidated Entities will be able to pay its debts as and when they fall due.
3. Satisfies the requirements of the Associations Incorporation Reform Act 2012 (Vic) and the Australian Charities and Not-for-Profits Commission Regulations 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 26 August 2022

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

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

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report being a special purpose financial report, of Volunteer Fire Brigades Victoria Inc and Consolidated Entities, which comprises the statement of financial position as at 30 June 2022, 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 the board's assertion statements for the Group.

In our opinion, the accompanying financial report has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Reform Act 2012 (VIC), including:

- (i) giving a true and fair view of Volunteer Fire Brigades Victoria Inc and Consolidated Entities financial position as at 30 June 2022 and of its financial performance and cash flows for the year then ended on that date; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 to the financial statements, Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013 and the Association Incorporation Reform Act 2012 (VIC).

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Group in accordance with the auditor independence requirements of Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the board's financial reporting responsibilities under the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Reform Act 2012 (VIC). As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

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

Responsibilities of Board Members for the Financial Report

The board members of the Group are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Associations Incorporation 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 board members' responsibility also includes establishing and monitoring such internal control as the board members determine necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the board members are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the board members either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Group.

Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

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

- Conclude on the appropriateness of the Group's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Saward Dawson
Saward Dawson

M. Crouch

Matthew Crouch
Partner

Blackburn, VIC

Date: 1 September 2022

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Statement of Income and Expenditure

For the Year Ended 30 June 2022

	2022	2021
	\$	\$
Revenue		
Donations	340	293,447
Interest income	294	75
	<u>634</u>	<u>293,522</u>
Expenses		
Grant distributions	-	(272,000)
	<u>-</u>	<u>(272,000)</u>
Surplus for the year	<u>634</u>	<u>21,522</u>

The accompanying notes form part of these financial statements.

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Balance Sheet

As at 30 June 2022

ASSETS

CURRENT ASSETS

Bank balances

Cash on hand

TOTAL CURRENT ASSETS

TOTAL ASSETS

NET ASSETS

	2022	2021
	\$	\$
Bank balances	348,333	347,699
Cash on hand	100	100
TOTAL CURRENT ASSETS	<u>348,433</u>	<u>347,799</u>
TOTAL ASSETS	<u>348,433</u>	<u>347,799</u>
NET ASSETS	<u>348,433</u>	<u>347,799</u>
EQUITY		
Settled Sum	100	100
Retained Surplus	348,333	347,699
	<u>348,433</u>	<u>347,799</u>
TOTAL EQUITY	<u>348,433</u>	<u>347,799</u>

The accompanying notes form part of these financial statements.

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Statement of Changes in Equity

For the Year Ended 30 June 2022
2022

Balance at 1 July 2021

Surplus for the year

Balance at 30 June 2022

2021

Balance at 1 July 2020

Surplus for the year

Balance at 30 June 2021

Retained Surplus	Settled Sum	Total
\$	\$	\$
347,699	100	347,799
634	-	634
<u>348,333</u>	<u>100</u>	<u>348,433</u>
Retained Surplus	Settled Sum	Total
\$	\$	\$
326,177	100	326,277
21,522	-	21,522
<u>347,699</u>	<u>100</u>	<u>347,799</u>

The accompanying notes form part of these financial statements.

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Statement of Cash Flows

For the Year Ended 30 June 2022

CASH FLOWS FROM OPERATING ACTIVITIES:

Donations distributed

Donations received

Interest received

Net cash provided by operating activities

Net increase in cash and cash equivalents held

Cash and cash equivalents at beginning of year

Cash and cash equivalents at end of financial year

2022	2021
\$	\$
-	(272,000)
340	293,447
294	75
634	21,522
634	21,522
347,799	326,277
348,433	347,799

The accompanying notes form part of these financial statements.

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Notes to the Financial Statements

For the Year Ended 30 June 2022

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 Australian Charities and Not-for-profits Commission Act 2012, the trust deed and the information needs of stakeholders. The trust is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the mandatory Australian Accounting Standards applicable to entities reporting under the Australian Charities and Not-for-profits Commission Act 2012 and 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.

These special purpose financial statements comply with all the recognition and measurement requirements in Australian Accounting Standards.

The Trust has concluded that the requirements set out in AASB 10 and AASB 128 are not applicable as the initial assessment on its interests in other entities indicated that it does not have any subsidiaries, associates or joint ventures.

The financial statements, except for cash flow information 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. The entity is a registered charity with the Australian Charity and Not-for-profits Commission. The Trust is endorsed as a Deductible Gift Recipient.

(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.

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Notes to the Financial Statements

For the Year Ended 30 June 2022

1 Summary of Significant Accounting Policies**(d) Revenue and other income**

Revenue from Contracts with Customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Trust expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Trust have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Donations which do not have an enforceable contract are recognised as revenue when received.

2 Related Parties

The ultimate parent entity, which exercises control over the Trust, is Volunteer Fire Brigades Victoria Inc which is incorporated in Australia and has significant influence over VFBV Volunteer Support and Recovery Trust Fund.

Other related parties include close family members of VFBV Volunteer Support and Recovery Trust Fund.

There were no related party transactions during the year.

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

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 6:

1. are in accordance with the Australian Accounting Standards, as described in Note 1 and the Australian Charities and Not-for-profits Commission Act 2012.
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 subsection 60.15(2) of the Australian Charities and Not-for-profit Commission Regulation 2013.

Trustee 

Trustee 

Dated 26 August 2022

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Auditor's Independence Declaration

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2022, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of 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

Blackburn VIC


Matthew Crouch
Partner

Dated: 1 September 2022

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Independent Audit Report to the members of VFBV Volunteer Support and Recovery Trust Fund

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a special purpose financial report of VFBV Volunteer Support and Recovery Trust Fund (the Trust), which comprises the balance sheet as at 30 June 2022, the statement of income and expenditure for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the trustees' declaration.

In our opinion, the accompanying financial report of the Trust is in accordance with the Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of the financial position of VFBV Volunteer Support and Recovery Trust Fund as at 30 June 2022, and its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards, the Australian Charities and Not-for-profits Commission Act 2012, and the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of VFBV Volunteer Support and Recovery Trust Fund in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Basis of Accounting

We draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist VFBV Volunteer Support and Recovery Trust Fund to comply with the trust deed's financial reporting responsibilities under the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose.

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Independent Audit Report to the members of VFBV Volunteer Support and Recovery Trust Fund

Responsibilities of Management and Those Charged with Governance

The trustees of the Trust are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act) and for such internal control as the trustees determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Fund's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by responsible entities.
- Conclude on the appropriateness of the Fund's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.

VFBV Volunteer Support and Recovery Trust Fund

ABN: 70 078 765 457

Independent Audit Report to the members of VFBV Volunteer Support and Recovery Trust Fund

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


Seward Dawson



Matthew Crouch
Partner

Blackburn VIC

Dated: 1 September 2022

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 2022

	2022 \$	2021 \$
Revenue		
Interest received	29	18
Expenses	-	-
Surplus for the year	<u>29</u>	<u>18</u>
Retained surplus at the beginning of the financial year	<u>25,955</u>	<u>25,937</u>
Retained surplus at the end of the financial year	<u><u>25,984</u></u>	<u><u>25,955</u></u>

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

Balance Sheet

As at 30 June 2022

	2022 \$	2021 \$
ASSETS		
CURRENT ASSETS		
Bank balances	25,984	25,955
Cash on hand	100	100
TOTAL CURRENT ASSETS	<u>26,084</u>	<u>26,055</u>
TOTAL ASSETS	<u>26,084</u>	<u>26,055</u>
NET ASSETS	<u><u>26,084</u></u>	<u><u>26,055</u></u>
EQUITY		
Settled sum	100	100
Retained Surplus	25,984	25,955
TOTAL EQUITY	<u><u>26,084</u></u>	<u><u>26,055</u></u>

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 2022

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 the information needs of stakeholders.

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

These special purpose financial statements comply with all the recognition and measurement requirements in Australian Accounting Standards.

The Trust has concluded that the requirements set out in AASB 10 and AASB 128 are not applicable as the initial assessment on its interests in other entities indicated that it does not have any subsidiaries, associates or joint ventures.

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. The entity is a registered charity with the Australian Charity and Not-for-profits Commission.

(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.

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 2022

1 Summary of Significant Accounting Policies

(d) Revenue and other income

Revenue from contracts with customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Trust expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Trust have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

2 Related Parties

The ultimate parent entity, which exercises control over the Trust, is Volunteer Fire Brigades Victoria Inc which is incorporated in Australia and has significant influence over The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund.

Other related parties include close family members of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund.

There were no related party transactions during the year.

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 4:

1. present fairly the Trust's financial position as at 30 June 2022 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 26 August 2022

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

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund (the Trust), which comprises the balance sheet as at 30 June 2022, the statement of income or expenditure for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the trustees' declaration.

In our opinion, the accompanying financial report of the Trust gives a true and fair view of the financial position of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund as at 30 June 2022, and its financial performance for the year then ended in accordance with their accounting policies described in Note 1 to the financial report.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Trust in accordance with the auditor independence requirements and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist The Trustee for the Volunteer Fire Fighters Occupational Illnesses (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.

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

Responsibilities of Trustees for the Financial Report

The trustees of the Trust are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and for such internal control as the trustees determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the trustees are responsible for assessing the Trust's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Trust or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Fund's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by responsible entities.

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

- Conclude on the appropriateness of the Fund's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Fund's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Fund to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


Seward Dawson


Matthew Crouch
Partner

Blackburn VIC

Dated: 1 September 2022

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