



FIRE STATION



VOLUNTEER FIRE  
BRIGADES VICTORIA

# Annual Report 2012 - 2013

## On the role of CFA volunteers and VFBV

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

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

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

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

**Hon Kim Wells MP**  
Minister for Police and Emergency Services

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

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

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

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

**Claire Higgins**  
A/Chair, CFA

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

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

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

**Craig Lapsley PSM**  
Fire Services Commissioner

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

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

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

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

**Euan Ferguson AFSM**  
Chief Officer, CFA

# Volunteer Fire Brigades Victoria Inc.

Reg No. A0043424H

ABN 110 830 80403

Advancing the interests of all Victorian fire brigade volunteers.

## Annual Report

For the year ended 30 June 2013

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## President's Report



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

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

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

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

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

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

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

Our hard work this year has strengthened our committees

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

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

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

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

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

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

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

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

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

**Hans van Hamond AFSM  
President**



## CEO's Report



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

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

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

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

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

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

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

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

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

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

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

**Andrew Ford**  
**Chief Executive Officer**

## A Snapshot Of 2012/13

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

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

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

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

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

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

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

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

The year-round nature of CFA volunteering asserted

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

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

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

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



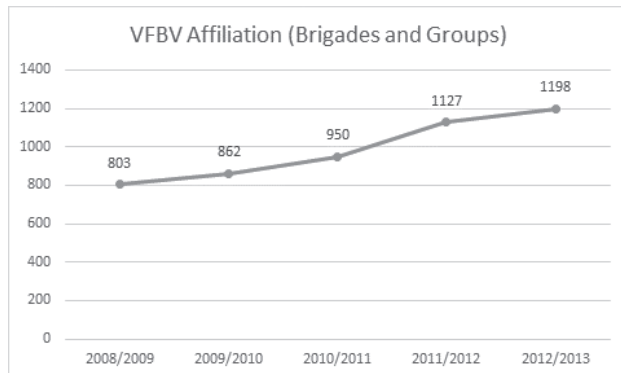
## Brigade involvement growing

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

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

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

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



## Volunteer Welfare Fund centenary

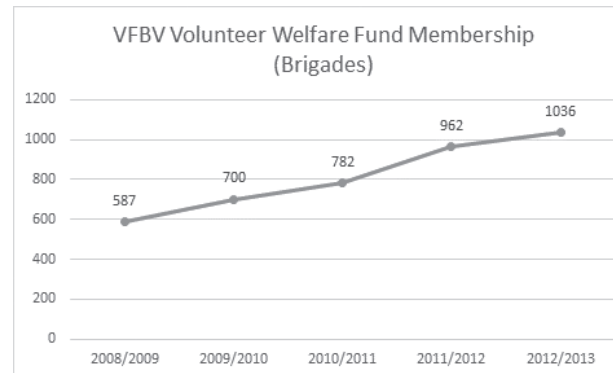
The VFBV Volunteer Welfare Fund is now 100 years old and in good health itself, with steadily growing membership over the past four years, from 587 to 1,036 Brigades.

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

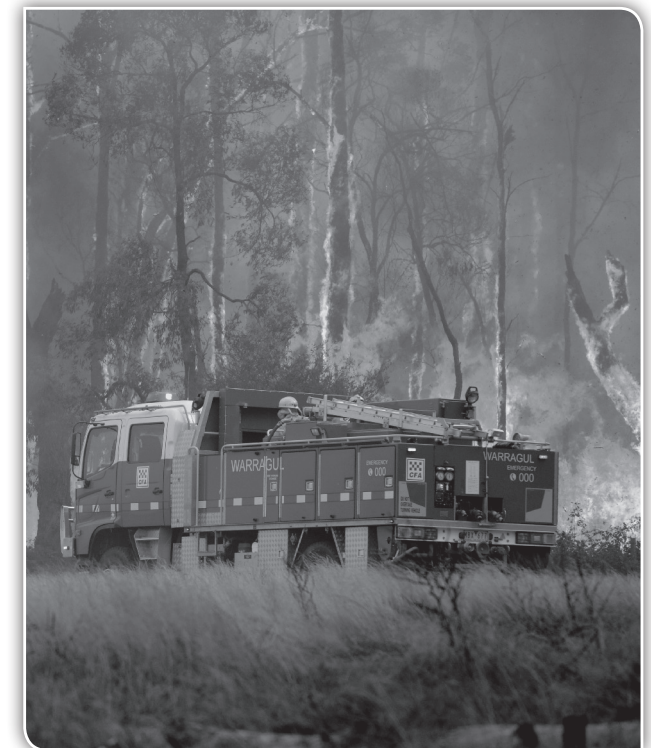
In 2012/13, the Fund distributed \$104,000 to 37 volunteers in financial difficulty, with an average support amount of \$2,800. Most CFA Brigades subscribe; 1,022 of them in 2012/13.

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

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



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





## Protecting and Supporting Our Members

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

### Pagers

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

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

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

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



### Tankers

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

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

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

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

### Crew Protection retrofit

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

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

### Scanners/Listening sets

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

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

### Proposed uniforms

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

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

### Mobile Training Props

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

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





### Roadside fundraising

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

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

### Sirens pilot project

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

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

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

### Overweight truck solution

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

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

### CFA Honours and Awards

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

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

### Summer Season issues

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

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

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

### Presumptive Legislation

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

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



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

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

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

### VESEP

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

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

With those documents available on the VFBV website, and

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

### **CFA Operational Training Strategy**

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

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

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

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

### **Fire Services Property Levy**

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

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

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

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

### **Ash Wednesday 30th anniversary**

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

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

### **CFA budget cuts**

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

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

### **Emergency Medical Response (EMR)**

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

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

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

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

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

### **Addressing Practical Issues**

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

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





# Shaping The Future

## Jones Inquiry Implementation

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

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

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

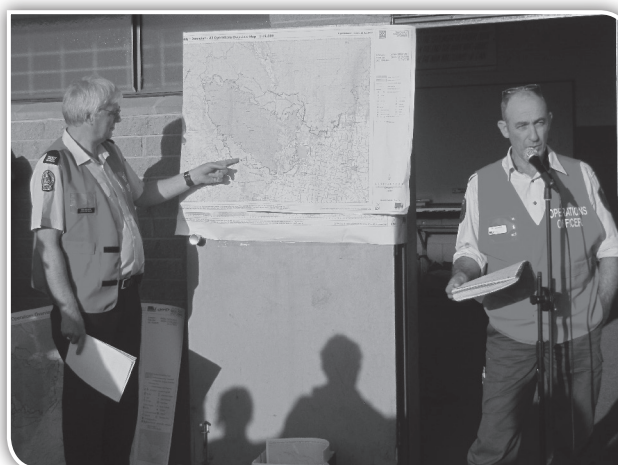
## The Role of the Group

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

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

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

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



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

## Brigade & Membership Classification

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

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

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

## Incident Management Team Training Project

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

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

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

## Supporting Effective Integration

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

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

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

### **Volunteer Support Program**

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

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

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

### **Fiskville Health Concerns**

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

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

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

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

### **Planned Burning**



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

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

attitudes and the time required for patrolling and preparation.

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

### **Volunteer Welfare & Efficiency Survey**

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

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

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



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

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

### **VFBV Darley Volunteer Leadership Scholarships**

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

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



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

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

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

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

### **Valuing Volunteers Program**

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

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

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

Work also continued on:

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

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

### **VFBV constitutional changes**

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

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

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

### **Spectrum Bandwidth**

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

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



## 2013 VFBV State Championships

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

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

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

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

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

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

## Urban Championships

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

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

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

### 2013 AGGREGATE RESULTS

#### 'A' SECTION

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

#### 'B' SECTION

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

#### 'C' SECTION

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

### DRY AGGREGATE

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

### WET AGGREGATE

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

### DISCIPLINE CONTEST

#### Section A:

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

#### Section B:

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

#### Section C:

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

#### Torchlight Procession:

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

2013 CHAMPION BRIGADE: Kangaroo Flat

2013 CHAMPION COMPETITOR: Marc Papalia,  
Bassendean

WA/VIC Challenge Event Winner: Victoria team

### 2013 CHAMPION BRIGADE: Kangaroo Flat



## Rural Championships

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

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

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

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

### 2013 AGGREGATE RESULTS

#### DIVISION A AGGREGATE:

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

#### DIVISION B AGGREGATE:

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

(on a countback)

#### DIVISION C AGGREGATE:

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

HIGHEST POINTS OVERALL: Springhurst B - 64 points

DISCIPLINE AWARD: Wallan Brigade

### GRAND AGGREGATE WINNERS: Napoleons/ Enfield A



## Urban Junior Championships

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

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

Tatura won the under 14 Aggregate and the Wet Aggregate.

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

### 2013 AGGREGATE RESULTS

#### GRAND AGGREGATE

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

## Rural Junior Championships

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

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

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

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

### UNDER 14 YEARS AGGREGATE

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

### UNDER 17 YEARS AGGREGATE

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

### DRY AGGREGATE:

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

### WET AGGREGATE

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

**2013 CHAMPION BRIGADE:** Benalla

### 2013 AGGREGATE RESULTS

#### Grand Aggregate:

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

#### 11-13 Years:

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

#### 11-15 Years:

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

**2013 CHAMPION BRIGADE:** Napoleons/Enfield A

### 2013 CHAMPION TEAM: Benalla A



### 2013 CHAMPION TEAM: Napoleons/Enfield A





## VFBV Board Members and Staff 2012/2013



**Hans van Hamond AFSM**  
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Board Member 2011/2013  
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**Mark Jones**  
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Board Members Dave Ackland and Frank Zeigler VA ended their terms on the VFBV Board during the year, see page 16 for their stories.

## VFBV Board Appointments

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

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

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

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

### VFBV BOARD CHANGES

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

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

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



Frank Zeigler



Dave Ackland

### CFA BOARD ASSOCIATION NOMINEES

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

#### First Lieutenant Ross Coyle



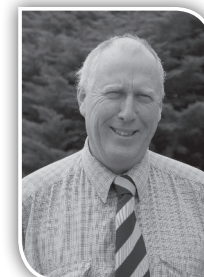
Ross Coyle of the Wodonga West Brigade is a former City Councillor and former Chairman of the Wodonga Livestock Exchange and runs a large farming enterprise. He is Chair of CFA's Honours and Awards Committee. He has been reappointed for one year, his term expires 25 March 2014.

#### Ex Lieutenant Paul Denham



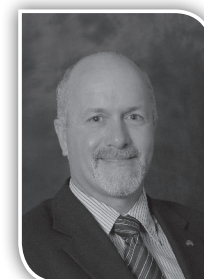
Paul Denham is the Brigade Executive Manager at Boronia, a DGO of Knox Group, a District 13 State Councillor and a Life Member of VFBV. Paul is a Project Manager in the building and construction industry. Paul has been re-appointed for one year, his term expires on 2 November 2013.

#### Ex Group Officer Don Robertson



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

#### Ex Captain Michael Tudball AFSM



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



## State Councillors & District Council Officers

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



## VFBV State Council Retirements and Appointments

### RETIRED MEMBERS



#### **Colin Squires**

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

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

### NEW MEMBERS



#### **James Stephens**

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

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

### DISTRICT COUNCIL RETIREMENTS

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

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

### JOINT COMMITTEE VOLUNTEER REPRESENTATIVES

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

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

### NEW LIFE MEMBERS



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

## Consultative Framework

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

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

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

### Joint Committees

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

#### Operations

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

#### Equipment and Infrastructure

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

#### Community Safety

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

### HR, Welfare and OH&S

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

### Volunteerism

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

### Training

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

### Communications & Technology

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

### Joint Committee Volunteer Representatives

#### OPERATIONS

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

#### EQUIPMENT & INFRASTRUCTURE

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

#### COMMUNITY SAFETY

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

#### VOLUNTEERISM

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

#### TRAINING

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

#### HR, WELFARE & OH&S

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

#### COMMUNICATIONS & TECHNOLOGY

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

## Association Honorary Life Members

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



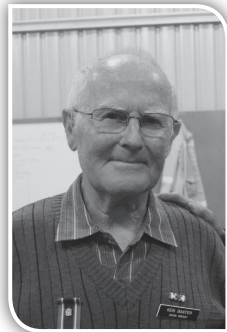
## Australian Fire Service Medal

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

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

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

### Kenneth Baxter AFSM



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

### David Blackburn AFSM



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

### Andrew Howlett AFSM



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

## Emergency Services Ministers



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

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

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

VFBV welcomed the new Minister, Kim



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

### CFA Chairman retires



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

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

## VFBV Gold Star Awards

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

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

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

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



### **BACCHUS MARSH**

G Hawken

### **BERWICK**

K Fritzlaff

P Obeth

### **BONEO**

A Brown

### **CARDIGAN**

G Lyttle

### **CASTLEMAINE**

B Thomas

D Cutlack

A Norris

### **DROUIN**

R Atkinson

K Craig

D Hogan

M Lee

### **HOPPERS CROSSING**

B Buckles

F Fitzgerald

G Jones

P Parry

G Reitier

L Trawn

### **KOO WEE RUP**

M O'hehir

M Duff

### **LANCEFIELD**

S Green

### **MELTON**

N Strachan

R Dickson

B Gillespie

B Squires

J Rickards

L Sullivan

M Dodemaide

M Hirt

### **MERBEIN**

J Jenner

### **MILDURA**

B Pike

T Calaby

### **NARRE WARREN NORTH**

G Beer

R Lever

K Ridd

J Sonogan

### **OCEAN GROVE**

M Barry

D Pearce

C Moody

### **PATTERSON RIVER**

C Mullins

### **SOMERVILLE**

O Barber

J Vetesi

### **TRARALGON**

A Eenjes

F Eenjes

D Stuckey

## 2012/2013 Affiliated Brigades and Groups

### DISTRICT 2

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

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

### DISTRICT 4

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

Wallacedale  
 Wando Bridge  
 Wando Vale

### DISTRICT 5

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

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

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

### DISTRICT 6

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

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



**DISTRICT 7**

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

Winchelsea Group  
 Wingeel  
 Wurdale

**DISTRICT 8**

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

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

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

**DISTRICT 9**

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

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

**DISTRICT 10**

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

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

**DISTRICT 11**

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

Paynesville  
 Sarsfield  
 Swift'S Creek  
 Toorloo  
 Wairewa

**DISTRICT 12**

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

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

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

Teddywaddy  
Ultima  
Underbool  
Walpeup  
Warmur  
Watchem  
Watchupga  
Wemen  
Woorinen South  
Wooroonook  
Wycheproof  
Yaapeet  
Yeungroon  
**DISTRICT 20**  
Appin South  
Bamawm Extension  
Beauchamp  
Boort  
Bridgewater  
Campbells Forest  
Cohuna  
Colbinabbin  
Corop  
Corop West  
Dingee-Tandarra  
Echuca  
Echuca Village  
Fentons Creek  
Girgarre  
Gunbower  
Kerang  
Kerang Group  
Koondrook  
Korong Vale  
Kotta  
Kyabram  
Lake Charm  
Leitchville  
Lockington  
Loddon Vale  
Macorna  
Meering West  
Murphys Creek  
Murrabit  
Mysia

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

#### **DISTRICT 22**

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

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

Wilby  
Wirrate  
Wunghnu  
Yarrowonga (Urban)  
Yarrowonga Group  
Yarroweyah

#### **DISTRICT 23**

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

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

#### **DISTRICT 24**

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

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



## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

### Directors' Report

For the Year Ended 30 June 2013

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

#### Board Members

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

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

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

#### Principal activities and significant changes in nature of activities

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

- 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. VBFV 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.

## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

### Directors' Report

For the Year Ended 30 June 2013

#### Principal activities and significant changes in nature of activities

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

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

#### Operating result

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

Signed in accordance with a resolution of the Board Members:

Board member: .....

Bruce Vine AFSM - Vice President

Board member: .....

Andrew Cusack AFSM - Treasurer

Dated

**Statement of Financial Position**  
As At 30 June 2013

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

Volunteer Fire Brigades Victoria Inc  
ABN 11 083 080 403

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

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

**Statement of Comprehensive Income**  
For the Year Ended 30 June 2013

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

## Statement of Cash Flows

For the Year Ended 30 June 2013

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

## Notes to the Financial Statements

For the Year Ended 30 June 2013

### 1 Summary of Significant Accounting Policies

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

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

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

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

(a) **Income tax**

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

(b) **Property, plant and equipment**

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

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

(c) **Impairment of Assets**

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

(d) **Employee benefits**

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

(e) **Cash and cash equivalents**

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



## Notes to the Financial Statements

For the Year Ended 30 June 2013

### 1 Summary of Significant Accounting Policies

#### (f) Revenue and other income

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

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

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

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

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

#### (g) Leases

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

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

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

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

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

#### (h) Goods and services tax (GST)

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

#### (i) Financial assets

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

## Notes to the Financial Statements

For the Year Ended 30 June 2013

### 2 Cash and Cash Equivalents

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

### 3 Trade and Other Receivables

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

### 4 Other Financial Assets

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

### 5 Property, Plant and Equipment

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

## Notes to the Financial Statements

For the Year Ended 30 June 2013

### 6 Income in Advance

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

### 7 Capital and Leasing Commitments

#### (i) Finance lease commitments

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

#### (ii) Operating lease commitments

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

Payable - minimum lease payments:

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

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

### 8 Related Party Transactions

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

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

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

## Notes to the Financial Statements

For the Year Ended 30 June 2013

### 9 Cash Flow Information

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

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

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

### 10 Association Details

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

## Notes to the Financial Statements

For the Year Ended 30 June 2013

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

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

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

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

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

## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

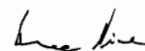
### Directors' Declaration

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

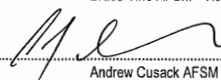
In the opinion of the board the financial report as set out on pages 3 to 12:

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

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



.....  
Bruce Vine AFSM - Vice President



.....  
Andrew Cusack AFSM - Treasurer

Dated 30 August 2013



## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

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

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

#### *Board's Responsibility for the Financial Report*

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

#### *Auditor's Responsibility*

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

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

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

## Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

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

#### *Opinion*

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

#### *Basis of Accounting Restriction on Distribution*

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

Saward Dawson Chartered Accountants



Tim Flowers

Blackburn VIC

30.8.13

## VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

### Income Statement

For the Year Ended 30 June 2013

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

## VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

### Statement of Financial Position

As At 30 June 2013

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

## VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

### Notes to the Financial Statements

For the Year Ended 30 June 2013

#### 1 Summary of Significant Accounting Policies

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

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

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

##### (a) Income tax

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

##### (b) Cash and cash equivalents

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

##### (c) Revenue and other income

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

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

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

## VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

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

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

#### *Trustee's responsibility for the Financial Report*

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

#### *Auditor's Responsibility*

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

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

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

## VFBV Black Saturday Volunteer Recovery Fund

ABN 51 736 154 417

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

#### *Opinion*

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

#### *Basis of Accounting*

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

#### **Saward Dawson Chartered Accountants**



Tim Flowers  
Partner

Blackburn VIC

30.6.13

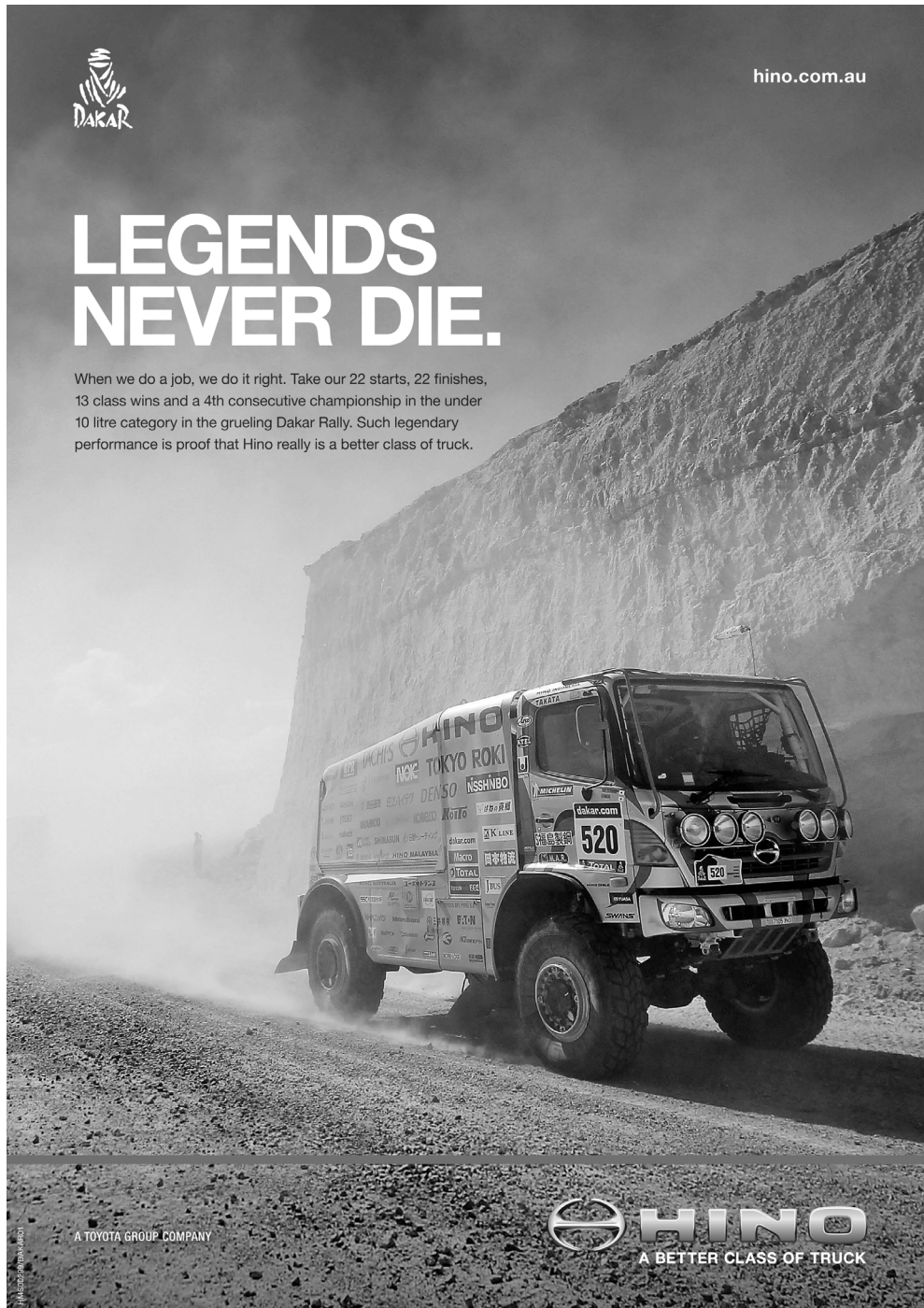




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