



**VFBV** | VOLUNTEER FIRE  
BRIGADES VICTORIA

**ANNUAL REPORT 2017 - 2018**







It was with great sadness that VFBV heard of the passing of our esteemed colleague and friend, VFBV Life Member John McLeod AFSM, who passed away in June 2018 after a long illness.

Known by many throughout the fire services as 'Macca', John was a member and Ex Captain of the Boronia Brigade for over 60 years, and made a significant contribution to the Association, the Boronia Brigade, and District 13 Brigades.

John was an Executive Member of the former Victorian Urban Fire Brigades Association from 1971 to 2002, and on his retirement is amongst the longest serving Association members having represented District 13 for over 30 years.

John made a significant contribution to the Association, including holding office as Association President on four occasions - 1976/77, 1989/90, 1994/95 and 1996/97 and he contributed on numerous Association Committees and working parties over that time.

John was a huge supporter and active member at local urban competitions and State Championships, being a former competitor, coach, judge and Track Master for over thirty years.

He continued his service and strong support of the Association following his retirement, including up until his passing as an active contributor on the VFBV Working Party developing the history of the two volunteer Associations.

He will be sadly missed by his friends, colleagues and fellow firefighters throughout the fire services.

# Volunteer Fire Brigades Victoria Inc.

Reg No. A0057948T    ABN 110 830 80403

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

## ANNUAL REPORT 2017 - 2018

For the year ended 30 June 2018

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**Instagram:** [@volunteer\\_fire\\_brigades\\_vic](https://www.instagram.com/volunteer_fire_brigades_vic)

**Some photographs courtesy of:** *Fire Wise*, Brigades, CFA and Keith Pakenham AFSM.

### OVERVIEW

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

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

VFBV is an organisation made up of the CFA volunteers it represents. VFBV works in partnership with the State Government, Emergency Management Victoria, the CFA Board and Management, Members of Parliament, official inquiries, municipal councils and instrumentalities, business and the public to proactively shape the future of emergency management.

VFBV actively partners with Government and emergency management agencies to ensure that volunteers and their communities remain actively involved in emergency management decision making at every level; through day to day practical work in VFBV/CFA Joint Committees, through the Ministerial level Volunteer Consultative Forum, and in working to ensure positive, practical results from reviews such as the Jones Inquiry and the Victorian Auditor General's Office (VAGO) report on Managing Emergency Services Volunteers.

Given VFBV's direct volunteer based foundations, knowledge, local and statewide networks and the breadth and depth of hands on experience in matters affecting volunteers and the provision of a volunteer based service model, VFBV is best placed to provide advice on matters affecting volunteers. VFBV facilitates numerous regular state and local consultation forums and engagement activities to ensure that the views of volunteers are known and represented.

VFBV is independent from CFA and at the same time is an important part of CFA's foundation and future success. CFA is the community based Brigades that form it. CFA management and staff provide the framework, governance, leadership, systems and expertise to direct, coordinate, support and empower this network of community based CFA Brigades to deliver a remarkable and world envied service to the community. VFBV is an integral mechanism for enabling CFA to harness the leadership, knowledge and experience of volunteers and to engage volunteers in decision making about matters that affect their welfare and efficiency. In a community and volunteer based organisation such as CFA, genuine engagement with volunteers is vital. Robust, meaningful, respectful and honest communication and consultation is essential.



The past couple of years have clearly shown how smart our forefathers were in founding an Association as a voice for volunteers. I have no doubt that had there not been a Volunteer Association in place at this point in time, the proposed Fire Services Reform would have been passed in Parliament and would be law, and the CFA as we know it today would be a starkly different organisation. So we all need to take pride in our

forefathers vision and the Association we have inherited, and ensure it is sustained and strengthened for CFA volunteers well into the future.

Equally important, as volunteers it is up to all of us as the custodians to protect what CFA stands for. My core belief is the product we represent and provide as volunteers in the emergency services is second to none, and I take my hat off to the people who established the CFA over 70 years ago.

This has been a challenging year on and off the fireground, but even through tough times as volunteers we continue to deliver services to Victoria's communities, demonstrating the great capacity of CFA and Victoria's emergency sector to perform when the pressure is on. Despite the negative discussion about external processes and interference with CFA, the community commentary has been one of appreciation and respect for the work CFA's paid staff and volunteers do every day.

With October 2018 marking the 10th anniversary of the amalgamation of the previously separate urban and rural volunteer associations, it is good to think back to the anxiety within our volunteer ranks at that time questioning if amalgamation was the right thing. But that decision has been proven the right move, as we could only have achieved what we have over the past decade by being the united voice for all CFA volunteers. We need to thank those who had the belief and vision to guide the amalgamation of the two volunteer associations and the formation of VFBV.

VFBV's achievements and initiatives implemented since amalgamation, reflects well on how far VFBV has come and is significant considering the short time frame by a small team. The significant increase in the number of VFBV affiliated Brigades to this year's record 95.5% affiliation rate, clearly shows the strong support of CFA Brigades and volunteers.

I am pleased to see diversity growing within our VFBV network; as volunteers we do a magnificent job to encourage diversity and I see diversity as a strength of our organisation.

At the VFBV Board level, there is now just under 50% female membership, with this year the first female State Vice President in Association history. VFBV heads into the future with a great diversity of skills and expertise at the Board level, which complements our existing dedicated state-wide delegate, District Council and State Councillor teams. We are also adding to this with the great progress we are making with our 'Multi-Agency Youth Network' with active Youth Panels now operating in most Districts including participants from across the emergency sector.

In further support of equity and diversity initiatives, the VFBV professional development program 'Delegate Development Program, *Engaging Diversity*' is a key contributor to developing and enhancing the skills of current and future leaders and our goal of having a VFBV and CFA culture that embraces, celebrates and respects diversity.

The numbers of young women competing at our State Championships continues to grow and it was fantastic to see so many junior members participating at this year's State Championships. We all need to strongly advocate for the Championships and encourage participation, particularly the juniors – they are the strength of our future.

I would like to acknowledge the outstanding service of former VFBV Board member Hans van Hamond AFSM, who retired in September 2017. Hans made a significant contribution as a VFBV Board Member for thirteen years, and more particularly as State President for five years during a difficult period for VFBV and CFA volunteers. I also acknowledge and thank retired VFBV Board Members Jill Parker and Gerry Neyenhuis for their input and service. Jill was one of the first female volunteers appointed to the VFBV Board and Gerry served on the Board as an elected State Council delegate.

Regrettably we said goodbye to VFBV Board Member Mick Nunweek early in 2018, following his resignation from CFA. Mick's service to VFBV included six years on the VFBV Board, and thirteen years on State Council. Mick was a passionate advocate for VFBV and CFA volunteers, and his input and commitment will be missed.

The VFBV Board looks forward to working with this year's new Board members - Kate Boschetti, Jan Cleary, Rob Auchterlonie and Libby Hay, who bring their own skills and expertise to VFBV at the state level.

Volunteers bring a raft of skills from their private and business life to the table, and we must never lose sight of the significant life skills and business expertise our members contribute on top of their CFA and firefighting skills - provided as a free gift to communities and to the state.

Sadly, we lost a strong supporter and advocate of the Association and CFA volunteers with the passing of our esteemed former member, John McLeod AFSM. John made a significant contribution to VFBV serving on State Council for over thirty years, and continued that support after his retirement as an active contributor to our competitions, Championships and on the committee developing the history of the two Volunteer Associations.

VFBV was also saddened to hear of the death of former CFA Chair Ray Greenwood this year. Ray served as CFA Chair from 1985 to 1989. He made a significant and positive contribution to CFA, and was a staunch advocate and friend of the Association and volunteerism.

Thanks for the work and efforts of my fellow Board members, State Council, District Councils and members throughout the VFBV network. Every time we've been challenged, members have stepped up in support and there have been so many volunteers that have put their hand up and gone beyond - that's the strength of our organisation and volunteerism.

As State President and on behalf of the VFBV Board, I thank all VFBV staff for their contribution and considerable effort in serving our membership. I would particularly like to acknowledge the outstanding commitment of our CEO Andrew Ford and Executive Officer Adam Barnett. We are indeed fortunate to have such committed and high calibre people leading VFBV and representing CFA Brigades and volunteers, which is needed now more than ever.

**Nev Jones, AFSM**  
**VFBV State President**

### **OUR VISION**

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

### **OUR MISSION**

To achieve our vision we will:

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



It has been another busy year for VFBV, and although it has been a particularly frustrating year I am extremely proud of VFBV's efforts, approach and achievements. I am also extremely grateful for the people who have had the integrity and courage to speak up and stand up alongside CFA volunteers, often at significant personal cost.

First and foremost I want to convey my gratitude, admiration

and thanks to those who took an interest in the issues confronting CFA volunteers particularly over this past year and also during the past few years. To our VFBV members, local CFA Brigade and Group delegates, VFBV District and State Council leaders, our VFBV Board and my extremely dedicated staff team, I take my hat off to you for your hard work, perseverance and hope in what has become a protracted campaign to prevent an inappropriate, political and industrially driven destruction of CFA. To VFBV Executive Officer, Adam Barnett, your efforts and role in leading VFBV with me has been outstanding, and you deserve special recognition.

I would love to paint a rosy picture of the past year however this just isn't the case, it has been a hard year and it would be foolish to ignore the change in our operating environment. The year has seen significant politicisation and interference with CFA; continued attempts by others to drive inappropriate and over reaching industrial interference in CFA and the fire services sector; and a major Victorian Government campaign to dismantle CFA.

During the year CFA walked away from a long standing formal and ongoing funding agreement with VFBV, VFBV's key source of funding. For much of the year we worked through difficult negotiations that ultimately led to CFA cutting off the funding to VFBV in April 2018 and VFBV having little option but to settle on a new but limited term funding agreement signed in June 2018, leaving significant future financial vulnerability for VFBV.

Another key source of funding, being an allocation to VFBV from the Victorian State Government's Valuing Volunteer Program (VVP) was cut with all but one of VFBV's highly regarded programs rejected at the last minute, despite indications right up until then that the VFBV projects were highly regarded and valuable. For the past 6 years the VFBV funding allocation from the VVP has been the major source of

external funding for projects such as our volunteer community promotion and recognition, leadership development, VFBV youth engagement and future improvements initiatives. A small amount of VVP funding to enable the VFBV Volunteer Welfare and Efficiency Survey to be rolled out to volunteers across the Emergency Management Sector was the only program funded in 2017, and indications are that Government will not fund this for 2018.

More broadly VFBV experienced a very difficult advocacy landscape as VFBV became one of the last remaining voices able to speak unencumbered on behalf of CFA volunteers. We have endured reprisal and degradation of VFBV and personal attacks on VFBV officials by current Victorian Government MP's and others simply because we dared speak up on behalf of volunteers and simply for performing our legislated role.

Disturbing also was the news that CFA had withdrawn its funding support for Fire Wise without any consultation and without any regard for what it means for volunteers. Fire Wise has been an integral part of CFA's ability to communicate with, and hear from volunteers on the ground since the creation of CFA. This is a disturbing change and VFBV has committed to working with Fire Wise editor Gordon King to find a way forward whatever that requires.

Tough times can also be a catalyst to bring out the best in people, and tough challenges can not only test and strengthen an individual or an organisation's endurance, but can also build capacity, strengthen resolve and unify effort. So, although it is a year that I and CFA volunteers across Victoria would prefer not to have witnessed, it is a year that I am very proud of in terms of VFBV as an organisation and what we have achieved despite the landscape.

Our VFBV networks have worked extremely hard and effectively to ensure the volunteer voice was heard and to challenge and expose a reckless and ill motivated Government policy position sought to dismantle CFA for no operational gain, no service capacity, no service flexibility or service delivery improvement and no economic or social improvement from the system that exists already.

We continued to push for non-discriminatory Presumptive Legislation for all Victorian firefighters and worked hard to expose and disconnect the concerning move to hold this legislation as a condition of accepting the carve up of CFA. Whilst this has not been an enjoyable experience, we have done well and together we have performed our role honourably, honestly and effectively.

Continuing the trend of previous years, our VFBV networks, relationships, public profile, media coverage and internal capacity have continued to strengthen and thrive. This year saw yet another record level of Brigade and Group affiliation with VFBV. We achieved terrific participation in our VFBV Volunteer Welfare and Efficiency Survey, we also adapted and expanded our survey to a national level for volunteer firefighters, and for a second year ran the survey for volunteers across the Victorian Emergency Management Sector.

We continued to roll out valuable programs such as the VFBV Delegate Development Program, *Engaging Diversity* training to build our current and future leaders and our VFBV Youth Networks continue to evolve and strengthen with active VFBV Youth Panels in most Districts, many of these involving young volunteers from other emergency sector agencies.

The challenges faced this year have been unprecedented and the continued strong advocacy at both state and local level, couldn't have happened without the last decade's work of building our systems, networks, relationships and building our internal capability. At a time when the Association voice has never been needed more, every part of the organisation has stood tall and held true to our values.

I sincerely thank our members and our supporters for their teamwork, integrity, persistence and courage. It is my firm view that without the strong and independent volunteer voice of VFBV, we would now be lamenting irreversible and disastrous erosion of CFA capability, a dismantling of a CFA model for no gain whatsoever, and a vastly diminished fire service for Victoria.

The question is, what next? I encourage all our members and supporters to take action locally and speak up loudly now, so that we do not look back in a year and say we wished we could have done more to ensure CFA and its tremendous community-based volunteer ethos continues to thrive.

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



Faced with another challenging year, VFBV has continued to successfully advocate for CFA volunteers on various platforms and contribute to the continuous improvement of Victoria's fire services in many important ways. While the year has been dominated by the State Government's proposed Fire Services Reform, VFBV has kept focus on all aspects of our portfolio and delivered pleasing results. In addition to the issues covered in detail elsewhere in this report, the following is a brief snapshot of some key issues:

- VFBV's representation of CFA volunteers continues to strengthen with a new record high of 95.5% of Brigades across Victoria affiliated with VFBV, clearly demonstrating the strong support of CFA Brigades and volunteers.
- VFBV's Welfare Fund is supported by over 90% of CFA Brigades across Victoria, and this year distributed \$109,111 to assist 29 volunteers and their families.
- Over the year the VFBV Multi-Agency Youth Network has continued to grow with almost 140 young volunteer delegates formally joining to represent their District.
- A further 49 volunteers graduated from the 2017 VFBV Volunteer Leadership Program, taking the total number of graduates to 327 since its inception in 2010.
- The 2017 VFBV Volunteer Welfare and Efficiency Survey had 2,653 CFA volunteer participants, with results studied by VFBV, CFA and EMV to better understand volunteer opinions.
- VFBV Board, State Council, seven Joint VFBV/CFA Committees and 21 District Councils, continued their hard work and advocacy pursuing a huge range of issues impacting on volunteers' day to day work and our future success.
- VFBV provided assistance to many Brigades and Groups applying for a VESEP grant this year, with an Application Help Pack and previous years' Case Studies.
- Fourteen VFBV Delegate Development Program, *Engaging Diversity* courses were conducted this year across the state, with a total of 108 volunteers participating.
- Diversity continues to build throughout VFBV's network. Notably at the VFBV Board level with four female Board members and this year the first female State Vice President in Association history elected to lead VFBV at the state level.
- VFBV has contributed to various official Committees and Inquires over the year, including providing a detailed submission and presentation to the Parliamentary Select Committee established to examine the restructuring of Victoria's fire services as contemplated by the Government's proposed fire services reform legislation.
- VFBV's surge capacity research and modelling has continued to advance with a newly edited video developed for the 2018 Volunteer Week showing how CFA volunteer strength in numbers protects Victoria in times of need.
- VFBV supported an important and valuable initiative being undertaken by *beyondblue* to improve the mental health and wellbeing of members of the emergency services.
- VFBV's Child Safe Policy was developed and adopted as our collective commitment and obligation to ensure VFBV, our activities and our workplaces are a safe place for children.
- Brigade competition was strong with over 1,500 competitors involved at the 4 State Championship events held across Victoria. Junior participation is thriving and female participation increasing, with 36% of this year's Junior competitors comprising young women representing their Brigade, and competing in fully integrated teams.
- Overall, VFBV remains in a good position, enabling it to serve Victoria's CFA volunteers well into the future.



**VFBV AFFILIATION RATES – ANOTHER RECORD YEAR**

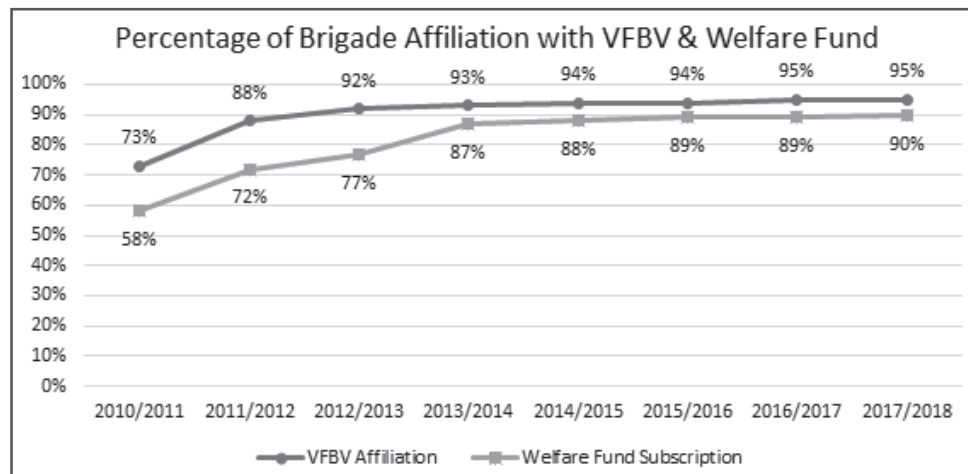
A record 95.5% of CFA Brigades affiliated with VFBV for the 2017/18 financial year, in a clear sign of continued strong support for the Association’s work on behalf of all CFA volunteers. This year, in addition to the high levels of affiliation received in previous years, a number of Brigades affiliated with VFBV for the first time in many years and we thank them for joining the team.

After a frustrating year, given the implications of the Victorian Government’s proposed restructure of the fire services, it is very rewarding that we finished the end of the financial year with a record level of membership and support.

Several VFBV Districts achieved 100% Brigade affiliation and the majority achieved above 96% affiliation. The continued strong support from Brigades can be attributed to the hard work and good local representation of VFBV District Councils, Brigade delegates and State Council delegates.

In addition to record affiliation levels, volunteer participation in VFBV discussions, surveys and consultative forums has continued to grow and during this past year, letters and messages of support for the work VFBV is doing from volunteers and members of the community has been unprecedented.

The record affiliation levels are reinforced by volunteer feedback to the VFBV Welfare and Efficiency Survey which indicated a further growth in individual volunteer awareness of VFBV, with 79% of volunteers who completed the survey reporting that they are very aware of the role of VFBV.



**VFBV WELFARE FUND – MOST BRIGADES ARE MEMBERS**

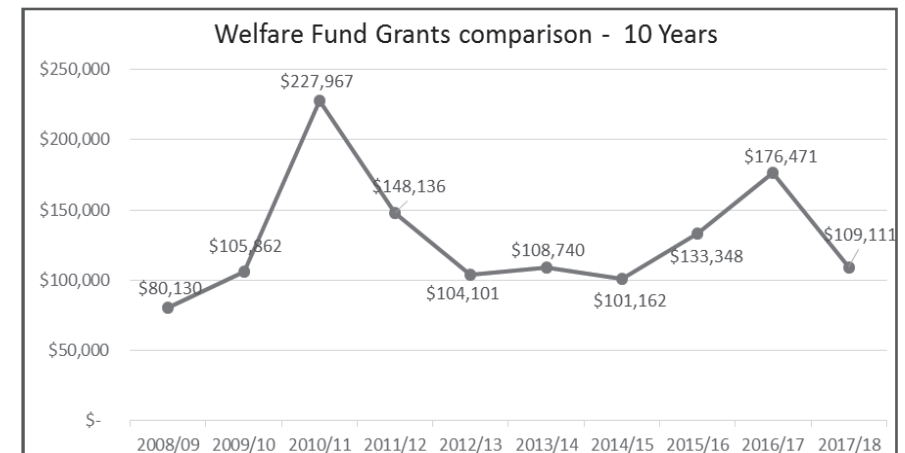
Brigade membership of the VFBV Welfare Fund has risen to another record high, with 1,072 Brigades affiliating for the 2017/18 financial year – 90% of CFA Brigades.

In 2017/18, the Welfare Fund distributed \$109,111 to assist 29 volunteer members and their families who were experiencing personal financial hardship.

The VFBV Welfare Fund was designed to provide welfare grants on a needs basis, that may assist in alleviating stresses impacting on a member’s ability to maintain their involvement as a CFA volunteer, and since its creation in 1913 has assisted 1,140 volunteers in need by distributing more than \$1.7 Million. Over the last 10 years alone, the Fund has been able to provide grants totalling over \$1.2 Million to volunteers and their families in need of financial support.

The VFBV Welfare Fund is run as a Government approved Charity under Australian Taxation Office rules, and is managed by a Committee of Management comprising six long serving CFA volunteers. The Fund is independently audited annually, with all operating and administrative costs covered by VFBV. This ensures that every dollar earned by the Fund’s investments and subscriptions goes to assisting volunteers in need. Typical cases involve volunteers who are facing significant financial difficulty due to prolonged illness, bereavement, loss of earnings, or the accommodation and travel costs associated with supporting a family member undertaking medical treatment or hospitalisation.

Grants from the VFBV Welfare Fund are financed by Brigade subscriptions and the interest earned on the Fund’s invested capital. This enables the equity to pay grants and also maintain the Fund’s asset capital base to ensure support to CFA volunteers in need for generations to come.



### OVERVIEW

VFBV's day to day work is based on volunteer involvement at every level and an organisational structure that supports and encourages direct links with grass roots volunteers across Victoria over their issues, needs and concerns.

Our formal consultative structure is supported by our Board, State Council, 21 District Councils, VFBV/CFA Joint Committees, and specific issue working parties. Together, this structure supports:

- continuous scanning to understand relevant and emerging topics of interest;
- gathering of relevant information to inform advocacy;
- validating the evidence and preparing options;
- conducting engagement and communication with our broader membership;
- driving issue processes to resolution;
- preparing VFBV position papers for consideration;
- managing the documentation and organisational memory regarding volunteer views.

Some key issues that were addressed by our consultative forums and working parties during 2017/18 include:

### FATIGUE GUIDELINES AND SUPPORT

VFBV has requested CFA support improved guidelines and support tools to educate, manage and advocate for appropriate fatigue management on the fireground, especially during campaign fires. Members participating in long duration incidents are often working on rotating shifts in physically and mentally demanding tasks. Improved guidelines are being sought around shift durations, rest periods, travel arrangements and task rotation that can be used to better inform and support fatigue management.

### HEALTH, SAFETY & WELLBEING STRATEGY

Our HR, Welfare and OH&S delegates are working closely with CFA to support and encourage a greater improvement to CFA's Health and Safety Strategy that seeks to improve and mature safety systems, reporting processes and culture. Whilst CFA has long promoted a 'Safety First' culture, it is acknowledged that reporting, systems and lessons learned processes can be improved to provide more proactive initiatives and support to minimise injuries and harm to members physical and mental health and wellbeing.

### SERVICE DELIVERY SUPPORT

VFBV continues to advocate for improved and strengthened systems to support Brigades experiencing service delivery pressures. Our Operations delegates have requested CFA establish formal processes to monitor and ensure targeted support is in fact occurring, and systems and process to more effectively drive accountability for the treatment and support options identified.

### BRIGADE OWNED VEHICLE POLICY ADVOCACY

We continue to strongly advocate for the implementation of changes to CFA's Brigade Owned Vehicle Policy, developed and endorsed by CFA several years ago. The importance and reliance of Brigade Owned Vehicles and their impact and contribution on CFA's operational capacity is frequently raised by Brigades who believe they are not sufficiently recognised or supported by current arrangements. The intent of the new policy is to provide greater support for Brigade Owned Vehicles, provide clarity and confidence in insurance coverage, streamlined registration processes as well as standardising maintenance arrangements and support subsidies which vary greatly across the state.

### INCIDENT MANAGEMENT CAPABILITY

Our Operations delegates continued to advocate for improved programs to support members in gaining their Level 3 and Level 2 Incident Management endorsement and accreditations, including greater support for Level 3 Incident Controllers undergoing reaccreditation. The lack of accessible exercising, coaching, mentoring and professional development programs to support accreditation is seen as a major barrier often impacting on volunteer accreditation. CFA has committed to introduce improvements to availability and scheduling of IMT courses and to regularly report back on progress.

### RECOGNITION OF PRIOR LEARNING

Following many years of strong advocacy, our Training delegates are pleased to see progress on CFA's commitment to VFBV to progress improved RPL processes and procedures. The need to better recognise the significant learning, qualification and competence that CFA Volunteers frequently bring to the organisation gained through previous training or experience, has long been an aspiration of VFBV. CFA has confirmed support for the review of processes and support systems for RPL, including the creation of a simple, sound and compliant system to assist all members with their RPL requirements.

### VEHICLE RESOURCE TRACKING SYSTEM

Our Communications and Technology delegates have worked closely with CFA to oversee the installation and adoption of vehicle resource tracking to CFA's operational fleet, that will now provide improved safety of members deployed to the fireground. Vehicle tracking will allow incident controllers access to vehicle GPS data to monitor vehicle placement, seen as especially critical during the issuing of future 'red flag' warnings, and the ability to locate crews during emergency maydays. Delegates reviewed CFA's draft Resource Tracking Business Rule and suggested amendments to ensure: a requirement for CFA to advise members on what will be tracked and how; inclusion in future new member and induction programs of what is reported; to ensure the data is maintained securely and safeguards to ensure the data is not misused; and protections and safeguards in the Business Rule to protect members' privacy and ensure the data cannot be collected or used for purposes other than operational safety.

### LOW VOLTAGE FUSE REMOVAL TRAINING PACKAGE

VFBV has led a long and strong campaign on behalf of members to raise concerns with the state of training and equipment concerning Low Voltage Fuse Removal. Due to the lack of delivery of courses and skills maintenance training, the numbers of trained personnel has plummeted to an all-time low. VFBV has advocated the importance of this training for the safety of members and reducing the risks of electrocution hazards, as well as address the non-standard, outdated and untested equipment prevalent across the state and inadequate stowage of removal sticks on vehicles. Pleasingly, CFA has finally acknowledged the problem, and recently approved a significant program of works to not only reintroduce the training, but replace the outdated equipment.

### OPERATE BREATHING APPARATUS

Our Training delegates have raised concern with the insufficient number of BA courses being provided across the state. Combined with the roll-out of the revised Structural Firefighting course, volunteers are reporting great difficulty in being able to acquire BA with the Search and Rescue component required for internal attack. Analysis of what courses are being provided has again revealed great variances between Districts in the courses offered, the competencies awarded and the duration of each course. VFBV has requested urgent attention by CFA to ensure adequate numbers of courses are provided by each District to satisfy volunteer requirements, and delivery consistency.

### **COLD CLIMATE JACKETS**

Over many years, VFBV has been advocating for CFA to provide members with suitable clothing that will protect members from cold and wet weather when undertaking roles and duties on the fireground, not involved in direct attack but where the current bushfire jackets are inadequate. VFBV worked with CFA to provide field testing, business case development and a successful application for over \$2.5 Million in grant funding under the Volunteer Emergency Services Equipment Program. We are pleased to report that over the last year more than 7,100 jackets have been distributed across 1,196 Brigades. Having proved very popular amongst Brigades, we are continuing to advocate for additional funding, rollout and provision of additional sets over the coming years.

### **DIGITAL SCANNER/LISTENING SET SUPPORT**

Following our successful campaign for Digital Scanners, the program has now delivered close to 11,000 digital scanners spread out over 970 Brigades and 80 Groups. Our Communications and Technology delegates have continued to support the program, with CFA recently agreeing to our request to provide a patch file to update scanners to the most current CFA network settings, as well as a firmware update that will include support for the propriety standard change, to allow for the use of “super grouping” that was attempted to be rolled out last year but caused the scanners to “go silent”. The software update is expected to be available shortly.

### **MEDIUM TANKER IMPROVEMENTS**

This year VFBV undertook a survey to gather volunteer feedback on the current build of Medium Tankers. Results from the survey have now been received and are being analysed by a VFBV working party, who will report back to CFA and members. Preliminary results reveal widespread high satisfaction ratings with most aspects of the current Medium Tanker Build. The areas with lower levels of satisfaction are communication with the rear deck, rear deck area stowage and hydrant/standpipe access and layout. The working party will soon be reporting on results and recommendations based on field feedback and requests for future builds.

### **REHABILITATION UNIT PROTOTYPES**

Our Equipment & Infrastructure delegates supported CFA engineering assistance and grant funding for the building of two new prototype Rehab Units, each sponsored and led by local Brigades (Mernda and Yallourn North). The intention of forming a standardised build is so the unit could be added to a future VESEP “pick list” and offered as a standard vehicle. Both Brigades have provided extensive support and expertise for the prototype vehicles.

### **TRAINER & ASSESSOR SUPPORT**

Following many years of advocacy for greater support for Trainers and Assessors, our Training delegates have been pleased to report CFA progress and support on this important work. Delegates have been involved in forums to engage volunteers, staff and management from the Training Department to workshop a series of high level key issues regarding the process and practice of volunteer trainer and assessors, and what could be done to build and improve capability and support for this vital role. VFBV has made this project a key priority to progress in 2018, with our Training delegates looking for CFA to address volunteer feedback that has been consistently raised during previous training reviews over recent years.

### **WIRE ROPE SAFETY BARRIERS**

Following significant public controversy regarding the installation of wire rope safety barriers across Victoria, our Community Safety delegates have continued to advocate for greater Brigade and Group involvement and consultation on wire rope barrier installations. Delegates have requested CFA work with VicRoads to provide planning and mapping data for all planned installations so Regions and Districts can plan for volunteer engagement and consultation as they are developed. They have also requested there be a formal process in place to notify Brigades of these works occurring, and mapping provided that identifies turnaround points, and ingress/egress points to assist Brigades update their pre-plans.

### **FIRE SEASON IMT AVAILABILITY TOOL**

Our Operations delegates have successfully gained the support of CFA to continue the use of CFA's IMT availability tool, that was trialled last year. The tool allows members to indicate their availability for IMT duties via an online portal, and helps coordinate, measure and plan in real-time, the capacity, the capability and the availability of members for IMT roles and functions. CFA confirmed the tool would be used by Districts to support their IMT planning process, and all IMT endorsed members would have access to the tool via Brigades Online, with CFA ICT Services working to improve the uploading of endorsement lists that trigger access to the tool.

### **DIESEL EXHAUST EMISSION TESTING**

VFBV has been grateful for CFA's support to approve and fund atmospheric monitoring to assess the potential exposure of members to diesel exhaust gases and diesel particulate matter at fire stations following a typical “turn-out” event. VFBV requested testing to measure the exposure of members to diesel particulate matter, carbon monoxide and nitrogen oxide concentrations and then assess these measurements against Safe Work Australia exposure standards and subsequently assess any potential adverse health impacts.

CFA has agreed to our request for an independent certified Occupational Health & Safety Hygienist being commissioned to conduct the monitoring, with the first round of testing having been completed. A further round of testing is due to be completed shortly. Our HR, Welfare and OH&S delegates are monitoring the results and will update on progress as it becomes available.

### **VICTORIAN RADIO NETWORK**

The Joint Communications & Technology Committee discussed progress on the new network that will sit over the top of the existing radio network called the Victorian Radio. CFA confirmed there will also be a multi-agency Op Tech Advisory Group (OTAG) to ensure all users have input into the new system, which delivers on VFBV's advocacy since the current pagers were introduced, of the importance of ensuring volunteer feedback, evaluation and needs are identified and addressed early in the process. Part of this project is the long awaited upgrade to the outer metro network (Districts 7, 8, 13 and 14) finally migrating to the digital system as part of these changes. The Committee is currently reviewing capacity requirements with learnings from a similar network rolled out in Queensland providing some confidence in the capacity of the network to manage congestion between agencies.

### **SUPPORT FOR INTEGRATED BRIGADES**

VFBV continues to advocate for improved planning and support for integration, with the observation that good integration within CFA is often left to chance. Our Operations delegates have requested CFA improve escalation paths and support processes to provide better support for members at integrated locations, including better support to overcome and address the reduction of volunteer amenity and response roles that is frequently experienced during increases to shift manning.

### **COMPLAINTS AND DISPUTES MANAGEMENT**

VFBV continues to raise concerns with CFA's Complaints and Disputes Management processes. VFBV has requested CFA commit to discussing with the Committee improved processes and systems for complaints and dispute resolution, with priority to ensure all CFA members involved in enquires or investigations in matters of dispute, conflict or discipline are afforded important basic rights such as: dignity and respect; procedural fairness and natural justice. VFBV also raised this as a concern as part of the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) Review into CFA and MFB to examine the nature and prevalence of discrimination, including bullying and sexual harassment.

### 2017 VFBV VOLUNTEER WELFARE & EFFICIENCY SURVEY

2017 was the sixth consecutive year VFBV has conducted the VFBV Volunteer Welfare and Efficiency Survey and the 2,653 CFA participants who completed the survey is an outstanding result, with the survey remaining the largest survey of its kind within CFA and probably across the emergency sector, eclipsing other survey response rates by a significant margin.

This was also the second year in a row that VFBV has managed the survey nationally for fire agencies across Australia, and also the second year VFBV has managed the survey across the Victorian emergency management volunteer sector, with six emergency management agencies taking part to provide a Victorian emergency sector perspective.

The annual survey broke a new record nationally, with a total of 7,714 respondents across Australia. This represents the largest survey of emergency management volunteers across the country.

The VFBV Volunteer Welfare and Efficiency Survey is an important tool, used by us to work with CFA, Government and key stakeholders to provide evidence based feedback on matters affecting the welfare and efficiency of volunteers and continues to be valuable in providing feedback on what is going well and where things can be improved.

VFBV is extremely proud of the survey's integrity and success, and we continue to devote considerable energy to the survey's analysis, with the hope that CFA will continue to embrace the survey's results and drive real improvement and tangible outcomes that directly address volunteer views and feedback.

The VFBV Volunteer Welfare and Efficiency Survey is making a difference and has certainly focussed attention of key policy and decision makers, sector leaders and volunteer support people to the issues seen as important to volunteers. The survey has been instrumental in shaping significant investment in a range of recently announced volunteer support, training and engagement initiatives.

One of the fundamental strengths of the survey is that it is a survey designed by and run by volunteers, providing an evidence based and unfiltered reflection of what volunteers are experiencing on the ground.

*A summary of the key outcomes of the 2017 Survey are on pages 14 and 15.*

### VFBV MULTI-AGENCY YOUTH NETWORK

VFBV's Multi-Agency Youth Network continues to build, attracting 139 young volunteer members across the Victorian emergency sector.

Active and functioning 'Youth Panels' are now operating in 16 of the 21 VFBV District Councils with the support and assistance of 33 Champions and VFBV Support Officers. The Champions are a mix of VFBV State Councillors, District Council executives and other volunteers who support and guide the Youth Panels in their interactions with the District Council and their project work.

With support from VFBV, there are some exciting projects in the pipeline or being developed by our Youth Panels, some of who have combined in a shared effort on a project. Projects include looking at an Emergency Services ID App and the possibilities of an interconnected CFA paging system using mobile phones, which are part of a theme that continues to build among the young members of the Youth Network regarding the need to make better use of modern technology.

Our young volunteer members exchange ideas and communicate across the state via the VFBV Multi-Agency Youth Network Facebook group. This Facebook page has become a useful forum for discussions and many Youth Panels are planning projects to encourage greater use of the internet, such as lodging FIRS reports, and for wider access to VFBV District Council meetings.

Youth Panels are linked in with their respective District Council, with Youth Network members attending Council meetings, and a number of District Councils have created special positions on their Executive to engage our young people in the deliberations of the District Council.

With some Youth Network members sitting on VFBV/CFA Joint Committees and many more involved with their District Council, indications are that the Youth Network is enabling young volunteers a greater say in VFBV.

The eventual aim is that each District will have a Youth Panel of young volunteers working with their District Council, with one young delegate per District on a State Youth Advisory Committee that will work with VFBV's State Council and Board.

### 2017 VFBV VOLUNTEER LEADERSHIP SCHOLARSHIP PROGRAM

Two courses based in Euroa (District 22) and Ararat (District 16), commenced in March 2017 with 49 successful participants graduating late 2017, achieving the nationally recognised Certificate IV in Leadership & Management (BSB42015).

The VFBV Volunteer Leadership Program since its commencement in 2010 has produced 327 graduates and many are in leadership positions within their agencies, volunteer representative organisations or local communities.

The program continues to have a very high success rate, enjoying one of the highest graduation/completion rates in the tertiary sector.

VFBV's program embraces and supports volunteers from other agencies, with scholarships offered to volunteers from CFA, VICSES, Ambulance Victoria, St John Ambulance, Live Saving Victoria and the Australian Volunteer Coast Guard.

Regrettably, the 2018 Program was cancelled due to Government rejecting the VFBV funding bid which enabled the program to be offered to CFA volunteers and volunteers across the Victorian Emergency Sector.

VFBV developed and initiated the program fully funding it for many years, and more recently expanding the number of CFA scholarships and offering scholarships to volunteers from other agencies through a combination of VFBV funds and a Victorian Government Valuing Volunteers Program (VVP) grant.

Despite the VFBV initiative receiving tremendous support and recognition, VFBV received advice in January 2018 that Government funding for the Program had been cut.

A combination of the Government cutting the funding plus the late advice, meant that VFBV was unable to conduct the 2018 Program or even a scaled back program. VFBV takes this opportunity to acknowledge the strong support and long partnership with Chisholm Institute and EmServ and thank them for their valuable contribution over many years. VFBV is considering how to approach the future funding and continuation of this valuable program.



### **VOLUNTEER EMERGENCY SERVICES EQUIPMENT PROGRAM**

The Volunteer Emergency Services Equipment Program (VESEP) is an ongoing program funded by the Victorian Government. This annual program was established eighteen years ago following VFBV's proposal for an annual program to provide local emergency services volunteer groups access to grants for operational equipment, vehicles, trucks, tankers, watercraft, trailers and minor facility improvements.

Each year, VFBV provides targeted support for members including the provision of an Application Help Pack which includes previous years' case studies to assist with applications. This year, delegates advocated for an improved 'Special Access' provision in the rules, to assist Brigades and Groups that cannot cover the one-third contribution. Under the new special access provision, eligible Brigades and Groups can now apply for 100% grant funding.

### **VFBV SUPPORT OFFICERS**

VFBV's team of five VFBV Support Officers cover the entire state and work directly with Brigades and the executive teams of each of the 21 VFBV District Councils. VFBV Support Officers provide technical, administrative and leadership assistance and hands on practical support in each of CFA's five regions and are an important link in VFBV's Brigade and Group engagement network that seeks constant feedback and input from volunteers, Brigades, District Councils and other local CFA Committees and processes.

VFBV Support Officers are all experienced CFA volunteers, many having occupied senior Brigade leadership positions and each one works on state-wide projects in addition to providing localised support and engagement of volunteers.

### **DELEGATE DEVELOPMENT PROGRAM: ENGAGING DIVERSITY**

VFBV has continued to conduct the 'Delegate Development Program, *Engaging Diversity*' training programs across the state this year.

The two-day program was available to all volunteers, including current delegates, aspiring delegates or anyone looking to do some professional development and wanting to increase their leadership and management type skills to enable better Brigade and District Council involvement. The intent of the program was to attract, encourage and support a diverse range of leaders and delegates now and into the future.

As at the end of this financial year, fourteen programs have been conducted at various locations across the state, with a total of 108 volunteers participating with one additional program to be conducted late July 2018.

This professional development opportunity mapped to national competencies from the Australian Public Safety units, provides a strong foundation for participants to develop as future leaders, or for those already in leadership roles to further develop their skills in communication, problem solving, teamwork, initiatives, self-management and much more; and has received high praise and positive feedback from participants.

### **CFA BRIGADE & GROUP ALLOWANCES**

The issue of Brigade and Group allowances is regularly raised with VFBV delegates as a matter of concern amongst members. This year, State Council invited all Brigades and Groups to participate in a targeted survey, to enable the consolidation of volunteer views on this issue, both at the local and state level as well as collect evidence to support any future advocacy on this important matter. With responses due in August 2018, next financial year VFBV will develop members' feedback into a position with which to advocate to CFA on behalf of its members.

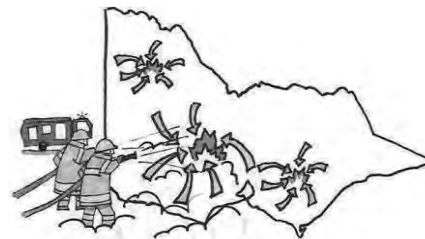
### **VOLUNTEER SURGE CAPACITY MODELLING**

VFBV's computer-generated video shows modelling of official CFA data, put together by VFBV and the University of Melbourne's Centre for Disaster Management and Public Safety to show how CFA's great volunteer surge capacity can deal with multiple major incidents.

The video shows a satellite view of hundreds of brigades as they respond, explaining how CFA's volunteer surge capacity works, and demonstrates how volunteer surge capacity defends one of the world's most fire prone areas.

A newly edited version of VFBV's animated surge capacity video was developed for Volunteer Week 21-27 May 2018 showing how CFA volunteer strength in numbers protects Victoria in times of need (YouTube at <https://youtu.be/LmgbohOEBwk>)

Screen capture of VFBV's animated surge capacity video which is available from the VFBV website - [www.vfbv.com.au](http://www.vfbv.com.au)



### **IMPROVING FIREFIGHTER MENTAL HEALTH & WELLBEING**

This year VFBV partnered with *beyondblue* to support an important and valuable initiative being undertaken nationally, which seeks to improve mental health and wellbeing of emergency services personnel across Australia. *beyondblue* works to raise awareness of depression, anxiety and suicide prevention, as well as tackling the stigma surrounding these issues and to encourage people to seek support when they need it.

In supporting the work of *beyondblue*, VFBV encouraged those members randomly selected and contacted to participate with confidence that their details would be treated confidentially and input used genuinely to improve understanding and support for emergency service personnel, volunteer and paid staff alike.

VFBV continues discussions with *beyondblue* to explore how we can build a close partnership to improve how we support our members in the areas of mental health and wellbeing. Building on this partnership, this year's fundraising effort at the 2018 State Urban Championship was in support of *beyondblue* with monies raised over the weekend being donated to *beyondblue*.

### **VFBV CHILD SAFE POLICY**

Amendments to the Victorian Working with Children Act 2005 adopted on 1st August 2017 now place a requirement on some organisations involved in child related activities, and whose people have or are likely to have direct individual contact with children, to have Working with Children Checks (WWCC).

The VFBV Board and State Council, took the proactive step of developing and adopting a new VFBV Child Safe Policy based on the principles of the Victorian Working with Children Act 2005 even though it is not a mandatory requirement for VFBV. Central to VFBV's approach is the desire for VFBV to take a preventative, proactive and participatory stance on child protection issues with VFBV considering our duty of care to young people to be a moral obligation, regardless of legal obligations as today's children and young people are our future, our future dedicated volunteers and our future leaders. VFBV's Child Safe Policy has this year been adopted as our collective commitment and obligation to ensure VFBV, our activities and our workplaces are a safe place for children. Consistent with the VFBV Child Safe Policy, several changes were also seamlessly implemented for the 2018 VFBV State Championships, requiring all judges and officials to undertake a WWCC.

VFBV represents volunteers before official inquires, Parliamentary Committees and reviews, with preparation of submissions, briefings and formal evidence involving research and consultation with volunteers, feedback from our 21 District Councils, local workshops, and reference to submissions made by Brigades and individual volunteers.

### **VICTORIAN EQUAL OPPORTUNITY AND HUMAN RIGHTS COMMISSION (VEOHRC) REVIEW**

VEOHRC's Report of its *Independent Equity and Diversity Review into CFA and MFB* to examine the nature and prevalence of discrimination, including bullying and sexual harassment, was originally expected to be released mid 2017. However the Report was held up due to legal action in the Victorian Supreme Court by the United Firefighters Union (UFU) seeking an injunction to prevent VEOHRC releasing its report publicly, claiming that VEOHRC did not have the right to conduct such a review and that the survey process was flawed.

VFBV worked closely with VEOHRC by supporting members who took part in the Review, and facilitating VEOHRC's attendance at VFBV meetings, including State Council and District Councils and to ensure that volunteers across the state had an opportunity to participate and have their say in this important Review.

The Supreme Court provided a decision mid December 2017 dismissing the application, with its finding the Review was validly constituted and the matters being investigated were within VEOHRC's statutory powers. Further industrial legal action was instituted by the UFU in January 2018 appealing the Supreme Court decision in the Victorian Court of Appeal. The Court of Appeal hearing was conducted 16th April, and the Court reserved its judgement with no timetable or estimate of how long that may be - subsequently the VEOHRC Report has not been released.

### **EM LEGISLATION AMENDMENT BILL**

Legislative amendments currently before Parliament seek to amend the Emergency Management Act 2013 and consequential amendments to the CFA Act 1958, which for the most part are restricted to aspects relating to Regional and Municipal Fire Prevention committees and planning.

VFBV and CFA have both previously identified that there are several issues arising from the move away from the old MFPC structures, especially around community engagement, Brigade/Group representation as well as a loss of focus and accountability for risks identified and their treatment (especially road/rail corridors etc.) that

should be considered in any future legislative arrangements.

As one of the most fire prone areas in the world, Victoria needs to retain its focus on risk of fire, and the importance of prevention and preparedness activities that specifically reduce the risk of fire and fuel loads across the state. Our view is the Bill should not be supported without amendments to guarantee local volunteer and community input is retained.

### **GOVERNMENT FIRE SERVICES REFORM LEGISLATION**

As reported last year, the proposed *Firefighter's Presumptive Rights Compensation and Fire Services Legislation Amendment Bill 2017* was announced by State Government in May 2017, without consultation with volunteers, and without involvement of representatives from Emergency Management Victoria, the Country Fire Authority or the Metropolitan Fire Brigade and provides no additional service capacity or service interoperability than exists today, and in fact the proposed changes further fragment the fire services.

VFBV raised serious concerns about the lack of consultation regarding the Bill; the negative effect dismantling the existing CFA integrated service model; the potential erosion of Victoria's vital volunteer surge capacity; the lack of transparent process, operational or cost impact analysis; and the ambiguity, confusion and interference that will flow if this change is adopted.

### **Parliamentary Select Committee**

Based on concerns raised about the proposed legislation, including fundamental flaws and the lack of transparency underpinning its development, the legislation was referred to a Fire Services Bill Select Committee 6th June 2017. Many volunteers, VFBV delegates and other key players provided evidence and submissions, attended Inquiry Hearings and met with MP's from all sides of politics. VFBV's submission and presentation to the Select Committee proposed the legislation should not proceed nor be supported until it has been subject to a proper transparent review and impact analysis.

The Select Committee provided a detailed report in August 2017 with a number of key findings and recommendations including that the Bill should be withdrawn, and if not withdrawn should be rejected by the Legislative Council.

### **Presumptive Legislation**

Appallingly, the proposed legislation combined two totally separate issues, one being firefighter's presumptive compensation

rights for cancer illness caused by firefighting duties; the other being the proposed fire services structure and arrangements changes that essentially carve up CFA.

VFBV along with many other respected public officials and bodies expressed deep disappointment that the Bill combines two totally separate issues, with the view that it is highly offensive and morally wrong to combine an issue so important as firefighter cancer protection with proposed fire services carve-up.

VFBV met with MP's from all sides of politics seeking support to separate these completely unrelated aspects of the Bill. There was a motion put by MP Daniel Young on behalf of the Shooters, Fishers and Farmers Party to split the Bill and appropriately separate the firefighters presumptive compensation rights for cancer illness aspects of the Bill from the proposed fire services restructure, allowing the presumptive compensation aspects of the Bill to proceed, and be put to a vote. This motion was supported by the Coalition and Vote 1 Local Jobs member, James Purcell. This motion was defeated by one vote, with Labor, the Greens and Reason Party MP's who voted against a motion that would have allowed Presumptive Legislation for firefighters to have been passed.

### **Legislative Council All-Night Sitting**

On Friday 30th March (Good Friday) 2018 the Victorian Upper House voted to reject the Government's fire service restructure legislation, with a final vote at 11am following an unprecedented all night sitting of the Upper House on Easter Good Friday. The rejection of this ill-conceived legislation was well received and volunteers and communities across Victoria actively voiced their gratitude for the sustained effort and support from those Coalition and Independent MP's who rejected the Bill and prevented the destruction of CFA.

The Coalition attempted to introduce the presumptive compensation rights aspects of the legislation, with amendments to remove the discrimination between staff and volunteers, putting forward a motion in the Lower House 8th May 2018. The house divided for a vote on the motion but it was not supported by Labor MP's and was therefore defeated.

Government has publicly stated it remains committed to its CFA restructure agenda and will continue to pursue it being passed. As we look toward 2018/19 and a Victorian State Government election in November 2018, it is likely that the future and this proposal will be heavily influenced by the election outcome.

VFBV continues to build volunteer involvement across the Emergency Management Sector.

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

**VFBV/CFA JOINT COMMITTEES**

VFBV/CFA Joint Committees are a critical part of the consultative framework and offer a direct line of communication between volunteers and state level decision makers.

Collectively the Joint Committees meet on average 28 times a year and involve almost 80 volunteer delegates drawn from each of the 21 District Councils.

VFBV sincerely thanks all Joint Committee volunteer delegates for their time and contribution, which is absolutely instrumental for our consultative process and their efforts make an immense difference to grass roots volunteers.

This year, some of the key issues worked on by the VFBV/CFA Joint Committees included:

**COMMUNICATIONS & TECHNOLOGY**

- Supplementary Alerting
- Burn Off Registration/Reminder
- Vehicle Resource Tracking
- Digital Scanner/Listening Set updates
- Pager Message Format
- Black Spot Remediation
- Brigade Internet Connectivity
- Electronic Donations System.

**COMMUNITY SAFETY**

- Support for Community Safety Coordinators
- Residential Sprinklers
- Community Safety Publication Review
- Victorian Cladding Taskforce
- Community Safety Online Induction
- Wire Rope Safety Barriers
- Road & Rail Fuel Reduction Programs
- Emergency Management Act Amendment Bill 2018.

**EQUIPMENT AND INFRASTRUCTURE**

- Foam/Gel crew protection systems
- Medium Tanker Review
- Rehabilitation Prototype Units
- Tanker Communication Trials
- Brigade Owned Vehicle Policy Advocacy
- Sand Tankers
- Fleet typology and funding
- Brigade Owned Vehicle Insurance
- Crew Pod Prototype Tanker
- Bulk Water Carrier Tanker
- 40km Zone Equipment/Signage
- Disposable Splash Suits
- BA Replacement Program
- Bushfire PPC Next Generation
- Cold Climate Jackets.

**HR, WELFARE AND OH&S**

- Fatigue Guidelines and Support
- Diesel Particulates Testing
- CFA Complaints and Disputes management
- Mental Health Review
- Peer Support & Wellbeing Review
- Volunteer Compensation
- Improved Injury Reporting
- Child Safe Standards
- CFA Health & Safety Action Plan.

**OPERATIONS**

- Low Voltage Fuse Removal
- Incident Management Capability
- Service Delivery Support

- Lessons Learned
- EM Professionalisation Scheme
- IMT Endorsement Process
- Support for Integration
- Long term OO/OM vacancies
- SDS Reporting and Support.

**TRAINING**

- Trainer and Assessors
- Operating Breathing Apparatus
- Recognition of Prior Learning
- Learning Management System (LMS)
- Minimum Skills Review
- Driver Education
- Structural Firefighting
- Mobile Training Infrastructure

- Pumping Pit Remediation
- Environmental Compliance
- Specialist Response Training.

**VOLUNTEERISM**

- Annual Brigade Review
- Volunteer Travel Reimbursement
- Junior Brigade Support
- Youth Program Support
- Volunteer Exit Surveys
- Championship Support
- Annual Memorial Service
- Volunteerism Strategy
- Junior Service Recognition.

<b>VFBV/CFA JOINT COMMITTEE VOLUNTEER REPRESENTATIVES</b>				
<b>COMMUNICATIONS &amp; TECHNOLOGY</b>				
Dave Arnott	Andrew Bath	Keith Clough	Shane Cramer	Neil Dusting
David Farmer	David McLarty	John Northey	Gary Taylor	Michael Varrenti
<b>COMMUNITY SAFETY</b>				
Alex Caughey	Jan Cleary	Bruce Conboy	Mary Anne Egan	Fred Grove
Elissa Jans	Bruce Jewell	Phil Lind	Maree Varley	Bruce Vine
<b>EQUIPMENT &amp; INFRASTRUCTURE</b>				
Noel Austin	Tom Brodie	Mark Jones	Owen O'Keefe	Gary Parlby
Bruce Pickett	John Seymour	Phil Slender	Toddy Small	Rob Waterson
Peter White	Trevor Wyatt			
<b>HR, WELFARE &amp; OH&amp;S</b>				
Robert Auchterlonie	Ian Hannaford	Vickie Linaker	Colin Newell	Michael O'Mara
Emma Pritchard	Lesley Read	Bill Rodda	Eric Smith	Bill Watson
<b>OPERATIONS</b>				
Geof Bassett	Ron Cole	Andy Cusack	Tim Desmond	Gary Fitzgerald
Phil Hawkey	Nev Jones	Adrian Marshman	Trevor Roche	Peter Shaw
Peter Solley	Leigh Tomlinson			
<b>TRAINING</b>				
George Calleja	Eric Collier	John Davies	Paul Denham	Colin James
David Jarratt	Graeme Jilbert	Harold Jochs	Greg McIntyre	Sam Rothman
Howard Smith	Jeffrey Swain			
<b>VOLUNTEERISM</b>				
Malcolm Bishop	Geoff Browning	Graham Cocks	Maurice Dumesny	Mark King
Kirsty McCallum	Gerry Neyenhuis	Sam Rothman	Noel Tonkin	Darryl Wagstaff
Bryan Walpole				

This year's 2017 VFBV Volunteer Welfare and Efficiency Survey is the sixth consecutive annual survey conducted, with 2,653 CFA volunteers taking part. The survey remains one of the largest surveys of its kind within CFA and most likely across the emergency sector.

It was also the second year in a row that VFBV have managed the survey nationally for fire service agencies across Australia and also for six agencies across the Victorian emergency volunteer sector. There were 7,714 participants in the survey nationally, up from 7,255 participants in 2016.

The VFBV Volunteer Welfare and Efficiency Survey was initially developed by VFBV in 2012 as a broad consultative mechanism to capture formal, evidence-based feedback directly from volunteers about their expectations and satisfaction with matters they feel are a priority for their general welfare and efficiency.

The survey was originally designed with support from expert, independent organisational and people performance consultants, informed by focus groups and broad consultation with CFA volunteers on issues most important to their satisfaction. Through this consultation, a series of statements were developed which were identified as being critical to volunteer welfare and efficiency, these statements form the core of the survey.

The results of the survey are made available to Government and CFA as vital feedback to inform what needs attention in order for the vital foundation of Victoria's volunteer-based emergency service to be better recognised and supported to meet the future emergency services needs of the Victorian community.

**SURVEY PARTICIPATION**

The number of CFA participants continues to be high and statistically robust, and has been independently audited and verified as being a valid representation of the wider CFA volunteer population.

The number of female participants was the largest since the survey began in 2012 and all CFA districts are well represented in the responses.

**OVERALL RESULTS**

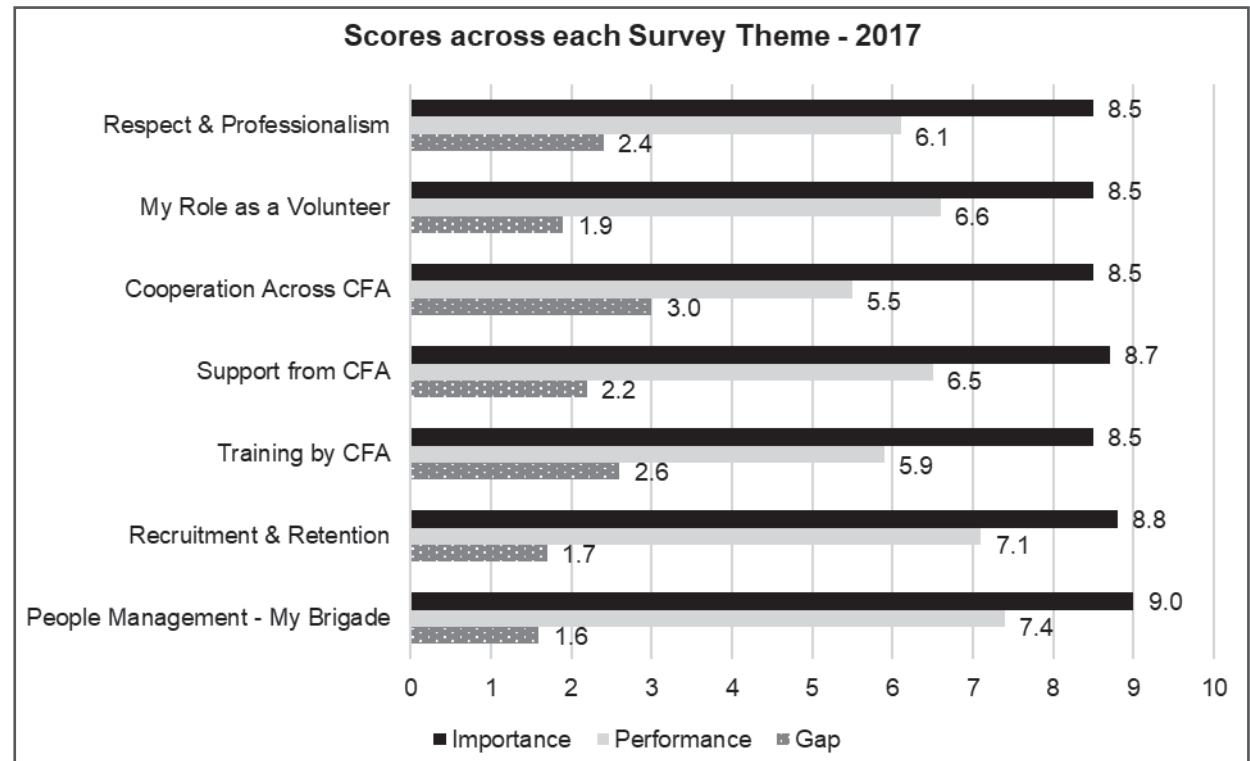
The results are largely consistent with previous years – the areas that had the biggest gaps when the survey was introduced in 2012 are still the areas causing the highest levels of dissatisfaction amongst volunteers. The areas where volunteer expectations are closest to being met, remain at this level.

Volunteers are most satisfied with their role and activities that occur at brigade level and are least satisfied with activities which are the responsibility of CFA corporate / management level.

Volunteers' views on the performance of *Training by CFA* is the most improved of all themes in the survey, but still rates as one of the areas where there is the biggest gap between volunteer expectations and performance.

*Recruitment and Retention* continues to be one of the more positive areas, but results highlight the recruitment and retention of younger volunteers as an ongoing concern.

*Cooperation across CFA* received the lowest scores for performance. While *People Management – My Brigade* received the highest scores for both importance and performance.





**AREAS IDENTIFIED AS PERFORMING WELL**

- There are no barriers to the roles women can occupy within a brigade.
- Diversity is accepted and welcomed at brigades.
- Volunteers are effectively consulted and involved in decision making at brigade level.
- Volunteers feel the time they devote to CFA is productive and worthwhile.
- There is a friendly environment within brigades, which welcomes new members and has good morale.
- New volunteers, are actively supported to allow them to turn out to incidents within a reasonable time of joining.
- New volunteers in non-response roles are actively supported to allow them to contribute in brigades within a reasonable time of joining.

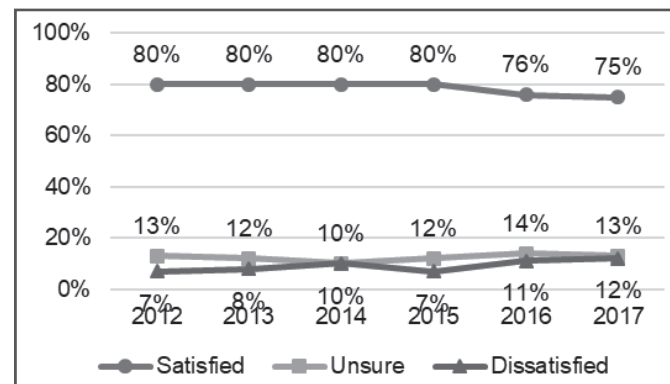
**AREAS IDENTIFIED AS IN NEED OF SIGNIFICANT IMPROVEMENT**

- Volunteers do not feel that they are effectively consulted in decision making at CFA corporate level or regional level.
- CFA corporate policies and leadership do not support an effective volunteer based and fully integrated organisation.
- There is an issue with the lack of respect for volunteers by paid personnel, respect and value for the contribution of volunteers by CFA, and CFA does not do enough to promote community confidence in the role and professionalism of volunteers and their brigades.
- CFA does not provide enough training opportunities in formats, at times and at locations that make it easy to participate nor is it provided within a reasonable distance of the brigade.
- CFA does not support its workforce arrangement which allow paid staff and volunteers to work cooperatively as an integrated team. This is viewed least favourably by volunteer members of integrated brigades.
- Recruitment and retention, particularly retention, of younger volunteers continues to be a challenge for brigades.

**SATISFACTION WITH VOLUNTEERING**

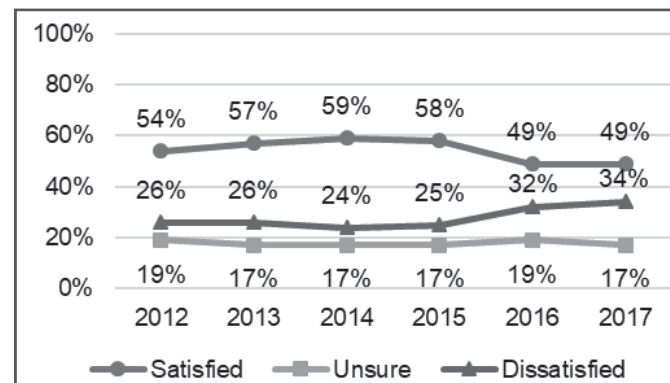
Overall, satisfaction levels show a slight downwards trend. Only 75% of volunteers who took part in the survey indicate they are satisfied with their role as a CFA volunteer. This is compared with 80% in the first four years of the survey, and 76% in 2016.

*Results for Overall how satisfied are you with your role as a CFA volunteer?*



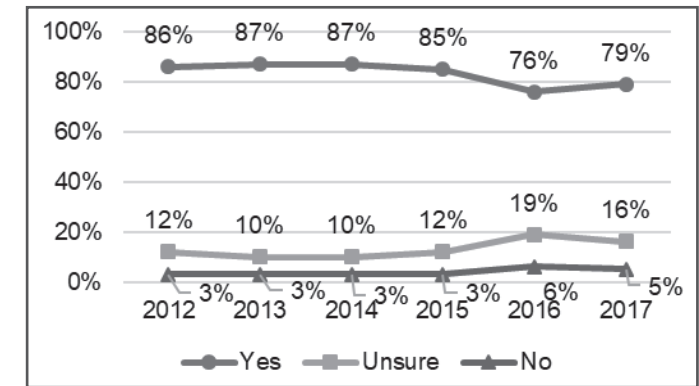
Satisfaction with the way volunteers are treated by CFA is showing no sign of improvement; the results for this question are of significant concern. Only 49% of respondents indicating they are satisfied and 34% indicating that they are dissatisfied with the way volunteers are treated by CFA.

*Results for Overall how satisfied are you with the way volunteers are treated by CFA?*



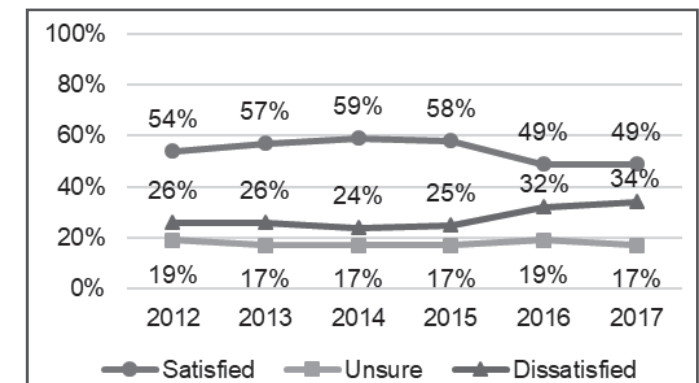
On a more positive note, there has been a slight increase in the percentage of volunteers intending to continue in their role with CFA. Of the survey respondents 79% intend to continue, up from 76% in 2016. However, this result is still some way off the number (87%) who indicated they would continue in their CFA volunteer role in 2013 and 2014.

*Results for I intend to continue my membership with CFA.*



The increase in the percentage of volunteers who would recommend being a CFA volunteer to others, shows a slight increase compared to 2016, but still lower than previous year levels which were as high as 82% in 2013.

*Results for I would recommend being a CFA volunteer to people I know.*



Fire Brigade competitions have a very long and proud history in Victoria and serve a very important part of Brigade readiness, discipline and skills maintenance.

Competition is an ideal opportunity for members to keep fit and improve their firefighting skills in a competitive environment. Through these competitions, members develop a strong sense of teamwork and camaraderie both within their own Brigade and also with others.

The annual State Championships are a culmination of a series of local competitions held each year and are an opportunity for members to compete with Brigades from all over the state and showcase their firefighting skills.

Each year four State Championship events are held in varying locations in Victoria, being the Rural Junior & Senior, and the Urban Junior & Senior Championships.

VFBV is very active in organising and running these events, with dedicated committees that seek ways to improve the competition and Championship events each year, and in overseeing the rules, judges and officials and the running of each year's competitions.

All four State Championships this year were outstandingly successful, held in Warrnambool and Bendigo, each event was a credit to the countless people who contributed in the pre planning, management, setting up, officiated, competed or attended to make these VFBV events so memorable for those competing and attending.

In total almost 1,600 volunteers competed at the 2018 State Championships, with many more who participated in varied roles including coaching, local support, judging and officials; and many more again who participated at the numerous District competitions conducted across the state over the competition season in the lead up to the State Championships. The two Junior State Championships were both held at Warrnambool, and both provided a picture of thriving young volunteer participation with over 700 junior volunteer competitors – tomorrow's CFA firefighters demonstrating their skills.

Another impressive performance saw Maryvale win its fourth successive Grand Aggregate at the 2018 State Urban Championship, and Tatura easily won its fifth successive State Urban Junior Championship title.

Greta easily won both rural junior and senior titles this year, convincingly winning Division 1 at the State Rural Championship, and easily winning its eighth Junior title at the State Rural Junior Championship.

VFBV sincerely thanks the many people for their work and support in making these events so successful, and our sincere appreciation and thanks are extended to:

- CFA management and staff, particularly the DMO's for their work and efforts prior to, during and following each Championship;
- The three local committees: the Warrnambool Local Committee, the Bendigo & Districts Fire Brigades Championship Committee and the District 5 Committee, for their huge contribution and effort in hosting these events;
- The City of Greater Bendigo and City of Warrnambool for their interest and support in hosting our Championships;
- To the many volunteer officials and judges, without whom these events could not be conducted;
- To our major sponsor Hino and the many other sponsors and trophy donors for their generous support; and
- To the Brigades, competitors, coaches, and the families and friends who support the competitors, ensuring the continuation of our Championships and competitions.



**URBAN SENIOR CHAMPIONSHIP**

Maryvale won its third successive Grand Aggregate at the 2018 State Urban Championships at Bendigo, and remains as the most successful competing Brigade in urban competitions in being named the Champion Brigade 17 times in the history of urban competition.

Maryvale was clearly in the lead at the start of the final day's events, and continued its success finishing with 92 points overall. Second placed was Kangaroo Flat with 72 points, and equal third Dandenong and Drouin/Bunyip with 34 points.

Maryvale also won the Wet Aggregate with 74 points, with the Dry Aggregate closely contested with equal winners Maryvale and Kangaroo Flat on 18 points.

The other two Sections were convincingly won, with Sale winning the B Section aggregate with 58 points, and Harvey B winning the C Section Aggregate with 83 points.

Jon Murphy of Dandenong won both the Ladder Race and the Hydrant Race, and Matt Royal from Maryvale was named the Champion Competitor for the third year in a row.

**2018 AGGREGATE RESULTS**

**A SECTION**

1st	Maryvale	92 Points
2nd	Kangaroo Flat	72 Points
=3rd	Dandenong & Drouin/Bunyip	34 Points

**B SECTION**

1st	Sale	58 Points
2nd	Patterson River	39 Points
3rd	Geelong West	32 Points

**C SECTION**

1st	Harvey B	83 Points
=2nd	Warrnambool & Werribee B	49 Points

**Dry Aggregate**

=1st	Kangaroo Flat & Maryvale	18 Points
3rd	Dandenong	17 Points

**Wet Aggregate**

1st	Maryvale	74 Points
2nd	Harvey B	62 Points
3rd	Kangaroo Flat	54 Points



**DISCIPLINE CONTEST**

**A SECTION**

1st	Dandenong	95.00%
2nd	Mildura	92.73%
3rd	Melton	90.91%

**B SECTION**

1st	Hoppers Crossing (countback)	90.91%
2nd	Patterson River	90.91%
3rd	Kyneton	89.55%

**C SECTION**

1st	Knox Group	93.18%
2nd	Hallam	80.00%
3rd	Werribee B	79.55%

**TORCHLIGHT PROCESSION**

=1st	Melton & Mildura	92%
=3rd	Hoppers Crossing, Osborne Park & Whittlesea	91%

**2018 CHAMPION BRIGADE:** Maryvale

**2018 CHAMPION COMPETITOR:** Matt Royal (Maryvale)

**WA/VIC Challenge Event Winner:** Western Australia



**RURAL SENIOR CHAMPIONSHIP**

Impressive performances saw all three Divisions convincingly won at the State Rural Championships at Warrnambool in April, with Greta A winning Division 1 with 74 points from second placed Eldorado A on 52 points; Dunrobbin/Nangeela B winning Division 2 on 54 points from Willaura A on 38 points; and Millbrook A easily winning Division 3 with 68 points from second placed Huntly A on 32 points.

Greta A won four of the six events plus a second placing which led to their convincing win in Division 1; Dunrobbin/Nangeela B won three of the six events plus one third placing in Division 2; and Millbrook A won three of the six events plus two second placings to seal their Division 3 aggregate win.

Strathmerton were awarded with the Discipline Award, which is judged on the general behaviour, dress and punctuality of brigade members on the competition ground. The sprints were again won by brother & sister, Sarah Hooper and Nathan Hooper from the Greta Brigade, who have both had success in this event for some years.

The Championship was conducted by District 5 at Warrnambool who did an outstanding job in conducting their first Rural State Championship, and received great support from the City of Warrnambool, and assistance from the Warrnambool Urban Junior State Championship Local Committee.



**2018 AGGREGATE RESULTS**

**DIVISION 1 AGGREGATE**

1st	Greta A	74 Points
2nd	Eldorado A	52 Points
3rd	Greta B	26 Points

**DIVISION 2 AGGREGATE**

1st	Dunrobin/Nangeela B	54 Points
2nd	Willaura A	38 Points
3rd	Connewarre A	36 Points

**DIVISION 3 AGGREGATE**

1st	Millbrook A	68 Points
2nd	Huntly A	32 Points
3rd	Stuart Mill B	30 Points

**DISCIPLINE AWARD:** Strathmerton Brigade

**WINNERS OF THE SPRINTS:**

**Female Sprint:** Sarah Hooper, Greta Brigade

**Male Sprint:** Nathan Hooper, Greta Brigade



**URBAN JUNIOR CHAMPIONSHIP**

Another impressive performance saw Tatura win its fifth consecutive State Junior Championship, coming first place in four of the nine Under 17 Years events and winning the Under 17 Years Aggregate, winning the Dry Aggregate, equal first in the Wet Aggregate, and coming first overall in the Grand Aggregate with 55 points.

Other strong performances came from Melton and Euroa. Melton had three successful teams competing, with Melton A first placed in four of the Under 14 Years events winning the Under 14 Years Aggregate, and second in the Grand Aggregate with 44 points. Melton brigade's Teams B and C also had success, with Melton B winning one event and achieving a 2nd, 3rd and 5th placing; and Melton C gained two 2nd placings and one 3rd placing. The Euroa brigade had two teams, with Euroa A coming first place in three events, equal first in the Wet Aggregate, second place in the Under 14 Years Aggregate, and third placed in the Grand Aggregate with 36 points. Euroa B also had some success with one 4th and one 5th placing.

Of note was the first ever female Hydrant Race winner, with Tegan Kubiel of Euroa A winning the Hydrant, Under 14 Years event, the first event of the Championship. Teagan was also a member of the Euroa A's winning team in three other Under 14 Years events.

The Championship attracted almost 500 junior competitors, with 74 teams representing 45 brigades from across the state including 2 teams from Kellerberrin, Western Australia.

**2018 AGGREGATE RESULTS**

**GRAND AGGREGATE**

1st	Tatura A	55 Points
2nd	Melton A	44 Points
3rd	Euroa A	36 Points

**UNDER 14 YEARS AGGREGATE**

1st	Melton A	33 Points
2nd	Euroa A	24 Points
3rd	Swan Hill A	18 Points

**UNDER 17 YEARS AGGREGATE**

1st	Tatura A	44 Points
=2nd	Benalla & Melton B	16 Points

**DRY AGGREGATE:**

1st	Tatura A	31 Points
2nd	Melton A	21 Points
3rd	Swan Hill A	18 Points



**WET AGGREGATE**

=1st	Euroa A & Tatura A	24 Points
2nd	Melton A	23 Points



**RURAL JUNIOR CHAMPIONSHIP**

Greta won its eighth State Championship title at this year's 40th Junior State Rural Championship conducted by District 5 at Warrnambool, with Springhurst a close second.

Springhurst A won the 11-13 Years Aggregate with 36 points, which was closely contested by Mandurang A second on 32 points, and Stuart Mill A third placed on 26 points.

But it was Greta A's convincing win in the 11-15 Years Aggregate with 62 points, winning three of the five events plus one second placing and one fourth placing that gave them the advantage in the total aggregate points – with Greta A named the Champion Team, from Springhurst A second placed with 54 points.

The Junior Rural Championship conducted by District 5 was well attended by volunteers, supporters and families, with 67 teams comprising junior volunteer members, including an increased number of young women competing, over a third of this year's junior competitors.

**2018 AGGREGATE RESULTS**

**11-13 YEARS AGGREGATE**

1st	Springhurst A	36 Points
2nd	Mandurang A	32 Points
3rd	Stuart Mill A	26 Points

**11-15 YEARS AGGREGATE**

1st	Greta A	62 Points
2nd	Millbrook B	28 Points
3rd	Eldorado A	22 Points

**CHAMPION TEAM:**

1st	Greta A	62 Points
2nd	Springhurst A	54 Points
3rd	Mandurang A	32 Points

**VFBV STATE PRESIDENT ENCOURAGEMENT AWARD:** Millbrook A

**STAN ROSS CONDUCT TROPHY:** Irrewarra Brigade

**JUNIOR FIREFIGHTER SPRINTS:**

- 11-13 Years – Female: Kiera Henderson, Strathmerton
- 11-13 Years – Male: Tom Myers, Stuart Mill
- 11-15 Years – Female: Beth Evans, Greta
- 11-15 Years – Male: Callum Dart-Bell, Eldorado





## AUSTRALIAN FIRE SERVICE MEDAL (AFSM)

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

**John Atkins AFSM, Drouin** – for outstanding leadership and contribution at the Brigade, District and Group level; exceptional contribution and commitment to fire prevention, operational training and readiness; an excellent record of response and command at emergencies; as a role model and mentor in the development of young people within the Brigade; and contribution with the innovative Youth Crew programs at the Drouin Secondary College.

**Neil Beer AFSM, Limestone** - for distinguished and dedicated service to the Brigade and outstanding leadership and contribution at the Brigade and District level, and within the Yea Group; distinguished contribution to improving the safety of communities within Murrindindi Shire and Victoria; and in recognition as an exceptional operational commander and Incident Manager, being held in the highest regard by his peers.

**Mark Gilmore AFSM** - for distinguished and dedicated service as a former volunteer (Rheola & Golden Square Brigades), followed by career with the Forests Commission before transitioning to CFA as an Operations Officer, where achieved significant change of training modules and assessment formats, and outstanding work in the development of strong relationships with partner agencies, improving interoperability, particularly in the field of fire investigation.

**Alan Hodgkin AFSM** - for distinguished and dedicated service to CFA as a volunteer member of the Boronia and Bayswater Brigades and later as a career staff member, providing almost 50 years of outstanding service; and outstanding contribution to the training and development of members, particularly in the fields of leadership and driver training.

**Glenn Jennings AFSM** - for distinguished and dedicated service to CFA and as one of Australia's respected experts in emergency vehicle driver education and accident investigator; and in recognition of his positive and professional example set in leading, developing, and mentoring others in delivering outcomes in driver education, accident investigation, and vehicle design and operation.

**Damien O'Connor AFSM, Kilcunda & Wonthaggi** – for distinguished and dedicated service to the Brigades and as Group Officer of the Bass Coast Group; outstanding leadership and contribution in developing existing and future crew leaders and Brigade Officers; reputation for driving continuous improvement and positive change; and exceptional dedication in encouraging Bass Coast Brigades to be proactive and innovative.

**Ruth Ryan AFSM** - providing distinguished and dedicated leadership to CFA Forestry Industry Brigades and the plantation industry; for initiating the Green Triangle Fire Cooperative Project to improve the efficiency and effectiveness of fire suppression, detection and suppression of 12 forest grower companies; and exceptional contribution through establishing a nationally significant and proven model of fire management in a complex operating environment involving multiple large stakeholders.



## VFBV GOLD STAR AWARDS

Since first being introduced in 1969, there have been 1,439 Gold Stars awarded in recognition of thirty or more years' service to the Association.

This year 28 long serving volunteers from 17 Brigades were awarded the VFBV Gold Star in 2017/18, and congratulations are extended to:

<b>Ballarat</b> A Day	<b>Kooweerup</b> P Harvey C Lansdown D Oudeman	<b>Sorrento</b> M Versteegen
<b>Bright</b> G Cocks	<b>Lakes Entrance</b> P Loukes J Upton	<b>Stanhope</b> R Armstrong
<b>Castlemaine</b> V Robinson	<b>Melton</b> A J Rhodes	<b>Swan Hill</b> H Jochs
<b>District 14 HQ East</b> D Pitts J Pitts	<b>Patterson River</b> P A Francis M D Shanahan M J Weissenfield	<b>Trafalgar</b> P Dart D Mynard M Young
<b>Euroa</b> N J Davidson P R Hawkey W G Williams	<b>Rowsley</b> J W Greenshields J Pedretti	<b>Wallington</b> K McAllister
<b>Kyabram</b> S W Stagg		<b>Werribee</b> L Zulian

VFBV State Councillor Rob Waterson AFSM (left) presents a VFBV Gold Star to Ex Captain Rob Armstrong, Stanhope Brigade in May 2018.

**BOARD**



**Nev Jones AFSM**  
State President  
Board Member 2016-2018  
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**Libby Hay**  
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**Samantha Rothman**  
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**Jan Cleary**  
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**SECRETARIAT**



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**Kara Bishop**  
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## VFBV BOARD APPOINTMENTS

At the VFBV Annual General Meeting held on 10th September 2017, chair of the Interview Panel, State President Nev Jones AFSM announced the appointment to the VFBV Board for two years as from 1st October 2017 of:

- Kate Boschetti
- Jan Cleary
- Mick Nunweek
- Samantha Rothman

The State Council meeting 10th September 2017, elected Graeme Jilbert and Rob Auchterlonie as the two State Council ex officio Board members for the year 2017/18.

### VFBV BOARD ELECTIONS

At the first meeting of the VFBV Board in October, the members of the VFBV Board elected Nev Jones AFSM as State President and Samantha Rothman as State Vice President, for the year 2017/18.

### NEWLY APPOINTED VFBV BOARD MEMBERS

**Kate Boschetti:** appointed 1st October 2017 for a 2 year term, a member of Wodonga West Brigade and its BMT, Kate brings to the Board extensive experience from the commercial sector, and has recently completed her MBA.

**Jan Cleary:** appointed 1st October 2017 for a 2 year term, a member of Mossi Tambo and Lakes Entrance Brigades, the first female Group Officer, Deputy Peer Coordinator in District 11 and is active in her local community.

**Rob Auchterlonie:** elected as a State Council delegate to the Board for 2017/18, Rob a farmer, is a member of the Dumbalk Brigade and has been a Peer for 22 years, currently a Peer Support Coordinator for District 9.

**Libby Hay:** appointed 15th June 2018 to fill a casual vacancy until 1st October 2019, member of Barwon Heads Brigade & Bellarine Community Safety Committee, Libby's professional background is in strategic communications.

### RETIRING VFBV BOARD MEMBERS

This year there were four retiring VFBV Board members, each of whom is thanked for their contribution and service to VFBV:



**Hans van Hamond AFSM:** a member of Wendouree Brigade since 1966, Hans' contribution over the years has been significant: 13 years as a VFBV Board member, State President from 2010 to 2015, and 23 years as a member of State Council commencing in 1991 - a total of 26 years' service to VFBV and CFA volunteers.

Hans was thanked for his significant contribution and input over the last thirteen years at Board meetings, numerous committee meetings and in particular, for his outstanding contribution as VFBV State President for five years during a difficult period for VFBV and CFA volunteers. His valued contribution will be sorely missed, and on behalf of all CFA volunteers and VFBV colleagues, we acknowledge and thank Hans for his outstanding commitment to Victoria's volunteer fire service throughout the state.



**Jill Parker:** a member of Mortlake Brigade and appointed to the VFBV Board 1st October 2015, Jill was thanked for her input and contribution on the VFBV Board and commitment to Victoria's volunteer fire service throughout the state. Jill was one of the first female volunteers to be appointed to the VFBV Board and has been a role model for other female members aspiring to represent volunteers at the highest level of VFBV.



**Gerry Neyenhuis:** a member of Wallington Brigade, Gerry was a Board Member for three years as one of the State Council delegates elected to the VFBV Board. Gerry was thanked for his input and contribution to VFBV and CFA volunteers and for his willingness to travel to the many Brigade and District meetings and dinners attended representing the State President and the VFBV Board. Gerry continues his contribution to VFBV as a District 7 State Councillor.



**Mick Nunweek:** it was with regret that VFBV accepted the resignation of Mick Nunweek as from 16th January 2018 from the VFBV Board and State Council, when Mick resigned from CFA. Mick's service and contribution to VFBV and CFA volunteers was exceptional and valued over the years including 13 years as a District 16 VFBV State Councillor, and six years as a member of the VFBV Board since 2012.

As a sign of respect and appreciation, the VFBV Board, State Council and the State Council Executive passed formal motions of appreciation for Mick's tireless and significant support and advocacy for VFBV and CFA volunteers, and Mick was acknowledged and thanked for his frank and carefully considered contribution, and his passion for volunteerism – his valued input will be sorely missed and we wish him well in his future endeavours.



## VFBV STATE COUNCILLORS AND DISTRICT COUNCIL OFFICERS

	<b>STATE COUNCILLORS</b>	<b>DISTRICT COUNCILS</b>		<b>STATE COUNCILLORS</b>	<b>DISTRICT COUNCILS</b>
<b>District 2</b>	Ex Captain Geoff Browning Ex Captain Ron Cole Ex Captain Bill Maltby Firefighter Frank Tobin Captain Darryl Wagstaff AFSM	President Laraine Leask Secretary Peter Dillon	<b>District 13</b>	Ex Lieutenant Paul Denham Firefighter Vickie Linaker	President Frank Whelan OAM Secretary Gwen Corbett
<b>District 4</b>	Captain Andy Cusack AFSM Ex Captain Peter White AFSM	President Kelvin Bateman Secretary Karyn Bothe	<b>District 14</b>	Lieutenant Sean Brittan Firefighter Leigh Tomlinson	President Mark Gravell Secretary Michael Vermeulen
<b>District 5</b>	Ex Captain Malcolm Bishop Firefighter Owen O'Keefe	President Don Robertson AFSM Secretary Heather McIntyre	<b>District 15</b>	Group Officer Shane Cramer Ex Captain Graeme Goodrem	President Lisa Palmer Secretary Samantha Speedy
<b>District 6</b>	Secretary Andrew Bath Ex Captain Mike Evans	President Brian Ritchie Secretary Margaret Evans	<b>District 16</b>	Firefighter Greg Fithall Firefighter Peter Hannan	President Peter Hannan Secretary Tameeka Cann
<b>District 7</b>	Ex Captain Fred Grove Ex Captain Gerry Neyenhuis Ex Capt Bruce Pickett AFSM	President Robert Clark Secretary Eddy Rees	<b>District 17</b>	Group Officer John Davies Firefighter Maurice Dumesny	President Garry Smith Secretary Bronwyn McIntyre
<b>District 8</b>	Captain Timothy Desmond Ex Captain David Jarratt Ex Captain Bill Watson AFSM	President Eric Collier Secretary Max Johnson	<b>District 18</b>	Firefighter Graeme Jilbert Firefighter Trevor Wyatt AFSM	President Harold Jochs Secretary Chris Smith
<b>District 9</b>	DGO Robert Auchterlonie Ex Captain Darren Wallace	President Brian Brewer Secretary Michael Varranti	<b>District 20</b>	Ex Captain Greg Murphy Ex Capt Rob Waterson AFSM	President Greg Murphy Secretary Bryan Pickthall
<b>District 10</b>	Ex Captain Mark Jones DGO Bryan Walpole	President Mark Jones Secretary Terry King	<b>District 22</b>	Firefighter Phil Hawkey AFSM Ex Captain Phil Slender	President Leonard Balfour Secretary Bill Stockdale
<b>District 11</b>	Captain Geof Bassett Firefighter Philip Lind	President Graeme East Secretary Ian Ashcroft	<b>District 23</b>	Firefighter Mary Anne Egan Firefighter John Seymour	President Mick Jones Secretary Jim Buchan
<b>District 12</b>	Lieutenant Eric Smith <i>Position vacant at 30th June 2018</i>	President Mick Sanderson AFSM Secretary Alex Caughey	<b>District 24</b>	Ex Captain Howard Smith <i>Position vacant at 30th June 2018</i>	President Max Wood Secretary David Langshaw
			<b>District 27</b>	DGO David Farmer Captain Mark King	President Lance King AFSM <i>Position vacant at 30th June 2018</i>

\* Due to recent retirements, both positions remain vacant as at 30th June 2018, pending District Council elections

### RETIRED MEMBERS

#### Lieutenant Simon Hicks (District 24)

Retired 15th August 2017 - Lieutenant of the Tallangatta Brigade and Group delegate, served as a State Councillor for 12 months, including as a State Council delegate on the Joint Equipment & Infrastructure Committee.

#### Ex Captain Gary Parly (District 2)

Retired 22nd August 2017 - a volunteer with the Marong Brigade, served as a State Councillor for eight years which included serving as a State Council delegate on the Joint Equipment & Infrastructure Committee.

#### Firefighter John Austin (District 9)

Retired 10th September 2017 - volunteer member of Drouin Brigade, served as a State Councillor for ten years, delegate on the Joint Community Safety Committee and elected a VFBV Life Member by State Council on the 10th September 2017.

#### Firefighter Keith Clough (District 20)

Retired 10th September 2017 - volunteer of the Lake Charm Brigade, served as a VFBV State Councillor for ten years, including delegate on the Joint Communications & Technology Committee, member of the State Council Executive Committee and elected a VFBV Life Member by State Council on the 10th September 2017.

#### Lieutenant James Holyman (District 12)

Retired 12th November 2017 - a member of the Highlands/Caveat Brigade and currently serving as Brigade Secretary, was elected as a District 12 delegate to VFBV State Council in July 2014.

#### Ex Captain Mick Nunweek (District 16)

Retired 16th January 2018 - former long serving volunteer member of Stawell Brigade and a valued contributor for 14 years as a State Councillor including six years as a VFBV Board member. Mick's significant commitment and contribution to VFBV and volunteers was acknowledged by the VFBV Board at its February 2018 meeting.

### NEW STATE COUNCILLORS



**Captain Mark King, District 27** - elected 17th August 2017, volunteer member of the Yallourn North Brigade for 26 years and Brigade Captain since 2007, former DGO and currently Brigade FEM Officer, Group Delegate and Junior Leader.



**Lieutenant Leigh Tomlinson, District 14** - elected 17th August 2017, CFA volunteer for fifteen years in District 14, including former member of Werribee, Hoppers Crossing & Pont Cook Brigades, currently member of Truganina Brigade.



**Ex Captain Frank Tobin, District 2** - elected 22nd August 2017, CFA volunteer for 38 years, currently Lieutenant of Elmore Brigade, former Captain of Winslow & Yarpurk Brigade, and currently also 3rd DGO and Group Secretary.



**Ex Captain Greg Murphy, District 20** - elected 10th September 2017, volunteer member of Kerang Brigade for 36 years, former Brigade Treasurer, Secretary, Lieutenant, Junior Leader and Captain; former Group Secretary, DGO and Group Community Safety Officer.



**Ex Captain Darren Wallace, District 9** - elected 10th September 2017, volunteer member of the Trafalgar Brigade for 27 years, former Brigade Captain for 10 years, and currently Group Delegate.



**Firefighter Peter Hannan, District 16** - elected 21st February 2018, volunteer member of the Ararat Brigade for 26 years, former Brigade positions held include Junior Leader, Lieutenant, Group Delegate and VFBV Delegate.

### NEW LIFE MEMBERS

At the VFBV Annual General Meeting 10th September 2017, State Councillors John Austin (District 9), Keith Clough (District 20), Ron Cole (District 2) and Mary Anne Egan (District 23), and CEO Andrew Ford, were honoured with VFBV Life Membership. State President Nev Jones AFSM presented VFBV Life Member plaques to these five new Life Members at the State Council meeting held 15th April 2018.



### STATE COUNCIL EXECUTIVE COMMITTEE

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

Members of the State Council Executive Committee for the year 2017/18 were:

Sean Brittan, Tim Desmond, Maurice Dumesny, Mary Anne Egan, Phil Hawkey, Mark Jones, Phil Lind, Bill Maltby, Greg Murphy, Gerry Neyenhuis, Bruce Pickett, Phil Slender, Eric Smith, Howard Smith, Rob Waterson, Peter White, Trevor Wyatt (& Mick Nunweek up until his retirement).

### DISTRICT COUNCIL RETIREMENTS

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

District 2	President Peter Thompson (August 2017)
District 9	Secretary Amy Barbeler (June 2017)
District 9	Secretary Peter Graham (May 2018)
District 13	Secretary Eliza Sawyer (June 2017)
District 14	Secretary Rodney Leeson (May 2018)
District 15	President Maurice Preston (July 2017)
District 15	Secretary Sam Finch (July 2017)
District 17	Secretary Ian Plumridge (July 2017)
District 27	Secretary Di Billingsley (2017)

## ASSOCIATION HONORARY LIFE MEMBERS

<b>Pre-1954</b>	M.W. Carver J.K. Stokes C. Ford (Miners Rest) D.M. Cameron	<b>1981</b>	E.C. Caddy QFSM (Drouin) L.W. Peters	<b>2003</b>	P.E. Davis AFSM (Carrum) L.C. Doye (Golden Square) J.L. Laing
<b>1955</b>	J.L. Allen	<b>1983</b>	R. Jones	<b>2004</b>	R.W. Waterson AFSM (Cohuna)
<b>1956</b>	W.B. Richardson BEM (Wangaratta)	<b>1984</b>	D.H. Lade QFSM (Highlands/Caveat) D.E. Gow (Leitchville)	<b>2005</b>	B.A. Pickett AFSM (Geelong West)
<b>1959</b>	J.R.C. Plante (Lilydale) M. Steward OBE (Warragul) J. Reilly (Tarndale) H.M. O'Rorke MBE (Lake Bolac)	<b>1985</b>	K.W. Talbot OAM (Dandenong) R. Collier OAM (Portarlinton) G.T. Evans OAM QFSM (Echuca) M.E. Johnson QFSM (Traralgon) J. McLeod AFSM (Boronia)	<b>2006</b>	R. Hill (Paynesville) J.S. Kennedy (Loch) G.N. Lyttle AFSM (Cardigan) S.M. O Callaghan (Warracknabeal)
<b>1961</b>	H.W. Wade (Natimuk)		P.G. Mullins QFSM (Maryborough) R.K. Patterson AFSM (Portland) H.W. Stewart (Broadford)	<b>2007</b>	T.J. Brodie AFSM (Longwood) P. Downes (Mandurang) R.A. Horner AFSM (Sassafras/Ferny Creek) O.T. O'Keefe (Winslow)
<b>1962</b>	Hon. I.A. Swinburne GMC MLC	<b>1986</b>	E.J. Baynes AFSM OAM (Indigo Valley) M.W. Dawson OAM (Avoca)		W.R. Rodda AFSM (Korumburra) J.I. Thomson (Sunbury)
<b>1966</b>	W.H. Barnes OAM (Chelsea) H. Brown (Golden Square) S.G.W. Burston OBE (Casterton) T.F. Hayes (Violet Town) W.J. Jones BEM AFSM (Moorooduc) L.J. Slattery (Kyabram) A.E.J. Turton (Wodonga)	<b>1987</b>	L.J. Baillie (Warrnambool) B.C. Condick AFSM (Tarnagulla) D.A. Austin QFSM ED	<b>2010</b>	B. Conboy (Mt Martha) R. MacDonald (Carlsruhe) W.T. Pressey AFSM (Mortlake) B.L. Vine AFSM (Tawonga)
<b>1967</b>	E.E. Allen (Kaniva) S.M. Begley (Colac) Hon. T.H. Grigg CBE MLC (Maldon) Dr P.S. Lang	<b>1988</b>	L.V. Winsall AFSM (Warracknabeal) G.H. Baxter AFSM (Freshwater Creek) K.H. Larsen AFSM (Belmont) J.N. McEachern (Wodonga)	<b>2011</b>	B. Pyke (Whanregarwen)
<b>1968</b>	Hon. T.H. Grigg CBE MLC (Maldon) Dr P.S. Lang	<b>1990</b>	W.E. Davies AFSM (Walmer) W.H. Royal AFSM (Bairnsdale) M.J. Taylor AFSM (Mornington) L.L. Thomason AFSM (Woodend)	<b>2012</b>	P.R. Denham (Boronia) M.R. Jones (Stratford) R.B. Snell (Hamilton)
<b>1970</b>	F.C.B. Minchin J.S. Tabuteau (Moe) D. Campbell (Springvale) S.C. Diffey MBE MC OAM (Springhurst) H. Lester-Smith MBE (Kerang) L.J. Maguire (Boronia) W.M. Reid (Mooroopna)	<b>1991</b>	W.H. Royal AFSM (Bairnsdale) M.J. Taylor AFSM (Mornington) L.L. Thomason AFSM (Woodend) G.A. Ellis (Bendigo) M.J. Sanderson AFSM (Seymour) Q.T. Turner AFSM (Creswick) P.R. Bishop AFSM (Mildura) G.C. Dare (Colac)	<b>2013</b>	A.J. Cusack AFSM (Mumbanner) T.G. Desmond (Dromana) M.J. Evans (Barongarook) R.P. Lind (Mount Taylor) W.I. Maltby (Castlemaine) C. Pomroy (Longford) C.W. Dennis (Frankston) M. Nunweek (Stawell)
<b>1971</b>	H.L. King (The Fireman)	<b>1992</b>	R.D. Walker (Kerang)		D.J. Wagstaff AFSM (Maryborough)
<b>1972</b>	E.J. Barrett (Geelong City) R.A. Dore BEM (Carrum) W.H. Rowe (Maldon)	<b>1993</b>	R.G. Jacobs AFSM OAM (Chelsea) B.M. Maher AFSM (Lubeck) J.C. McMillan (Moe) H.B. Morris (Avoca) R.D. Gartside (Castlemaine)	<b>2014</b>	T.J. Wyatt AFSM (Murrayville) G.W. Bassett (Lakes Entrance) P.J. Slender (Tatura) F.J. Grove (Lara)
<b>1973</b>	H.G. Kyle AFSM (Bengworden)	<b>1994</b>	A.J. Hooper AFSM (Winnindoo) R.A.C. McDonald (Bowser) D.W. Adams (Carrum) R.E. Schultz AFSM (Benalla) P.J. White AFSM (Casterton)	<b>2015</b>	J.M. Austin (Drouin) K. Clough (Lake Charm) R.C. Cole (Romsey) M.A. Egan (Mairdample) A.J. Ford
<b>1975</b>	N.H. Jenkins (Kyneton)	<b>1995</b>	H.A. van Hamond AFSM (Wendouree)	<b>2016</b>	
<b>1976</b>	C.J.H. Drife BEM (Clunes) W.G. Wilson OAM (Shepparton)	<b>1997</b>		<b>2017</b>	
<b>1979</b>	A.I. Laidlaw BEM AFSM (Willaura) C.T.N. Stone (Diamond Creek)	<b>1998</b>			
<b>1980</b>	R.J. Jilbert BEM (Swan Hill) A.E. King AFSM (The Fireman) D.J. McEachern OAM (Wodonga)	<b>1999</b>			
		<b>2000</b>			
		<b>2001</b>			



**District 2**

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

Maiden Gully  
 Maldon  
 Malmsbury  
 Mandurang  
 Marong  
 Maryborough  
 Metcalfe  
 Mia Mia  
 Moolort & Joyces Creek  
 Mosquito Creek  
 Mount Macedon  
 Mount Macedon Group  
 Mt Camel  
 Mt Cameron  
 Natte Yallock  
 Newham  
 Newstead & District  
 Oscar 1 Emergency  
 Pastoria  
 Raywood  
 Redesdale  
 Riddell's Creek  
 Romsey  
 Romsey Group  
 Sedgwick  
 Spring Hill  
 Springfield  
 Strathfieldsaye  
 Sutton Grange & Myrtle  
 Creek  
 Talbot  
 Taradale  
 Tylden  
 Walmer  
 Wareek & Bung Bong  
 Whipstick Group  
 Woodend  
 Woodvale

**District 4**

Bahgallah  
 Carapook  
 Cashmore  
 Casterton  
 Casterton Group  
 Condah  
 Dartmoor

Digby  
 District 4 Headquarters  
 Drik Drik  
 Drumborg  
 Dunrobin & Nangeela  
 Glenorchy Estate  
 Gorae West  
 Grassdale  
 Heathmere  
 Henty  
 Heywood  
 Heywood Group  
 Homerton  
 Tyrendarra  
 Killara  
 Lake Mundi  
 Portland  
 Lindsay  
 Portland Coast Guard  
 Lyons  
 Merino  
 Merino Group  
 Milltown  
 Morven  
 Mumbannar  
 Myamyn  
 Narrawong  
 Sandford  
 Nelson  
 Paschendale  
 Strathdownie  
 Strathdownie Group  
 Tahara  
 Wallacedale  
 Wando Bridge  
 Wando Vale

**District 5**

Abbey Hills  
 Allansford  
 Ardachy  
 Ardonachie  
 Bainbridge  
 Balmoral  
 Belfast Group  
 Bessiebelle  
 Bochara

Branxholme  
 Broadwater  
 Buckley Swamp  
 Bulart  
 Burn Brae  
 Byaduk  
 Caramut  
 Cavendish  
 Codrington  
 Coleraine  
 Croxton East  
 Karabeal  
 Cudgee  
 Culla  
 Gritjurk  
 District 5 Headquarters  
 Hamilton  
 Dundas Group  
 Dunkeld  
 Ellerslie  
 Framlingham  
 Garvoc  
 Gazette  
 Glenthompson  
 Grange  
 Hawkesdale  
 Grassmere  
 Gringe  
 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

Mortlake Group  
 Mount Rouse Group  
 Muntham  
 Nareen  
 Nareen Group  
 Naringal  
 Nirranda South  
 North Balmoral  
 North Byaduk  
 North Hamilton  
 Nullawarre  
 Panmure  
 Peshurst  
 Peterborough  
 Pigeon Ponds  
 Port Fairy  
 Purnim  
 Ripponhurst  
 Spring Creek  
 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  
 Woodhouse  
 Woolsthorpe  
 Wooriwyrite  
 Wootong Vale  
 Yambuk  
 Yulecart

**District 6**

Apollo Bay  
 Barongarook West

Barwon Downs  
 Beeac  
 Beeac Group  
 Berrybank  
 Birregurra  
 Bookaar  
 Boorcan  
 Bostocks Creek  
 Brucknell-Ayrford  
 Bungador  
 Camperdown  
 Camperdown Group  
 Carlisle River  
 Carpendeit-Sth  
 Purumbete  
 Chocolyn  
 Cobden  
 Cobden Group  
 Cobrico  
 Lismore  
 Colac  
 Cororooke  
 Irrewillipe  
 Cressy  
 Jancourt  
 Darlington  
 Derrinallum  
 District 6 Headquarters  
 Dixie  
 Duverney  
 Ecklin & District  
 Forrest  
 Gellibrand  
 Kawarren  
 Gerangamete  
 Irrewarra  
 Kennedy's Creek  
 Larpent  
 Leslie Manor  
 Lismore Group  
 Lower Heytesbury  
 Mingay & District  
 Nalangil  
 Noorat & District  
 Otway  
 Pomorneit & Dist  
 Port Campbell

Prinetown  
 Scotts Ck-Cowleys Ck.  
 Simpson  
 Stonyford  
 Swan Marsh  
 Terang  
 Tesbury  
 Timboon  
 Timboon Group  
 Vite Vite North  
 Warrion  
 Weering-Eurack  
 Weerite  
 Wye River  
 Yeo & District  
 Yeodene

**District 7**

Aireys Inlet  
 Anakie  
 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  
 Shelford  
 Highton  
 Inverleigh  
 Mount Mercer  
 Lara  
 Ocean Grove  
 Leigh Group  
 Leopold  
 Lethbridge

Little River  
Lorne  
Lovely Banks  
Mannerim  
Maude  
Portarlington  
Meredith  
Modewarre  
Queenscliff  
Queenscliff Coast Guard  
Rokewood  
St Leonards-Indented Head  
Stonehaven  
Teesdale  
Torquay  
Wallington  
Werneth  
Winchelsea  
Winchelsea Group  
Wingee  
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  
Cranbourne  
Crib Point  
Kilcunda  
Dalyston  
Dandenong

Hampton Park  
Devon Meadows  
Hastings  
District 8 Headquarters  
Dromana  
Edithvale  
Flinders  
Frankston  
Frankston Coast Guard  
French Island  
Gembrook  
Hastings Coast Guard  
Glen Alvie  
Hallam  
Heath Hill - Yannathan  
Kernot - Grantville  
Keysborough  
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  
Rye  
Safety Beach Coast  
Guard  
San Remo  
Sandringham Coast  
Guard  
Shoreham  
Skye  
Somers

Somerville  
Sorrento  
South East Group  
Toomuc  
Tooradin  
Tyabb  
Tynong  
Warneet - Blind Bight  
Westernport Group  
Wonthaggi

**District 9**

Allambee  
Baw Baw Group  
Berry's Creek  
Darnum & Ellinbank  
Drouin  
Drouin West  
Dumbalk  
Erica & District  
Fish Creek & District  
Foster  
Hallora & District  
Hallston-Mt Eccles  
Hedley  
Inverloch  
Kongwak & District  
Koonwarra  
Korumburra  
Leongatha  
Leongatha South  
Loch  
Welshpool  
Longwarry & District  
Meeniyian & Stony Creek  
Tarwin Lower District  
Milford  
Thorpdale  
Mirboo North  
Neerim South  
Nilma North  
Noojee  
Poowong  
Port Welshpool Coast  
Guard  
Pound Creek  
Ruby

Toora  
South Gippsland Group  
Strzelecki Group  
Trafalgar  
Trida  
Warragul  
Westbury  
Willowgrove  
Yanakie  
Yarragon

**District 10**

Alberton West  
Boisdale  
Briagolong  
Carrjung  
Clydebank  
Coongulla  
Cowwarr  
Dargo  
Devon North  
Giffard West  
Glenmaggie  
Golden Beach  
Heyfield  
Jack River  
Licola  
Loch Sport  
Longford  
Maffra  
Meerlieu  
Munro  
Newry  
Perry Bridge  
Port Albert  
Port Albert Coast Guard  
Riverslea Group  
Rosedale  
Sale  
Seaspray  
Seaton  
Stradbroke  
Stradbroke Group  
Stratford  
Tarra Group  
Tinamba  
Valencia Creek

Willung  
Willung South  
Winnindoo  
Won Wron  
Woodside  
Woranga  
Yarram

**District 11**

Bairnsdale  
Bemm  
Benambra  
Bendoc  
Bruthen  
Cann Valley  
District 11 Headquarters  
Ensay  
Fernbank  
Flaggy Creek  
Gelangtopy  
Glenaladale  
Goongerah  
Hillside  
Johnsonville  
Lakes Entrance  
Lakes Entrance Coast  
Guard  
Lindenow South  
Mallacoota  
Marlo  
Marlo Coast Guard  
Metung  
Mitchell Group  
Mossi - Tambo  
Mount Delegate Group  
Mount Taylor  
Newmerella  
Omeo  
Orbost  
Paynesville  
Paynesville Coast Guard  
Sarsfield  
Swift's Creek  
Tambo Group  
Toorloo  
Wairewa

**District 12**

Acheron  
Alexandra Rural  
Alexandra Urban  
Broadford  
Buxton  
Clonbinane  
District 12 Headquarters  
Eildon  
Flowerdale  
Glenaroua  
Glenburn  
Highlands-Caveat  
Hilldene  
Homewood  
Kilmore  
Kinglake District  
Kinglake West  
Koriella  
Limestone  
Marysville  
Mitchell Shire Group  
Molesworth  
Murrindindi &  
Woodbourne  
Narbethong  
Nulla Vale  
Seymour  
Strath Creek-Reedy  
Creek  
Taggerty  
Tallarook  
Terip Terip  
Thornton  
Tooborac  
Toolangi  
Trawool  
Wallan  
Wandong  
Whanregarwen  
Whiteheads Creek-  
Tarcombe  
Yarck  
Yea  
Yea Group

**District 13**

Badger Creek  
Bayswater  
Belgrave  
Belgrave Heights & South  
Boronia  
Chirnside Park  
Clematis  
Coldstream  
Dandenong Ranges  
Group  
District 13 Headquarters  
Dixons Creek  
Emerald  
Ferntree Gully  
Gruyere  
Healesville  
Hillcrest  
Hoddle's Creek  
Kallista-The Patch  
Kalorama & Mt  
Dandenong  
Knox Group  
Lilydale  
Little Yarra  
Macclesfield  
Maroondah Group  
Menzies Creek  
Monbulk  
Montrose  
Mooroolbark  
Mt Evelyn  
Narre Warren East  
Olinda  
Reefton  
Rowville  
Sassafras & Ferny Creek  
Scoresby  
Selby  
Seville  
Silvan  
South Warrandyte  
The Basin  
Upper Ferntree Gully  
Upwey  
Wandin  
Warburton

Warrandyte  
Wesburn-Millgrove  
Wonga Park  
Yarra Glen  
Yarra Junction  
Yarra Valley Group  
Yellingbo

**District 14**

Arthurs Creek  
Bulla  
Caroline Springs  
Christmas Hills  
Craigieburn  
Diamond Creek  
District 14 Headquarters  
District 14 Headquarters  
East  
Doreen  
Eltham  
Epping  
Eyensbury  
Hoppers Crossing  
Hume Group  
Hurstbridge  
Kal Kallo  
Kangaroo Ground  
Melton  
Mernda  
Mount Cottrell Group  
Nillumbik Group  
North Warrandyte  
Panton Hill  
Plenty  
Point Cook  
Research  
Rockbank  
South Morang  
St Andrews  
Sunbury  
Toolern Vale  
Truganina  
Wattle Glen  
Werribee  
Werribee Coast Guard  
Whittlesea  
Whittlesea/D.Valley

Group  
Wildwood  
Wollert & District  
Wyndham Vale  
Yarrambat

**District 15**

Ascot & District  
Bacchus Marsh  
Bacchus Marsh Group  
Ballan  
Ballan Group  
Ballarat  
Ballarat City  
Ballarat Group  
Balliang & District  
Blackwood  
Bungaree  
Buninyong  
Buninyong Group  
Burrumbeet  
Campbelltown  
Cape Clear  
Cardigan & Windermere  
Clunes  
Coimadai  
Creswick  
Daylesford  
District 15 Headquarters  
Elaine  
Franklinford  
Glen Park  
Glendaruel & Mt  
Beckworth  
Glenlyon  
Glenlyon Group  
Gordon  
Greendale  
Grenville Group  
Haddon  
Hardies Hill  
Hepburn  
Invermay  
Kingston  
Learmonth-Addington  
Leonards Hill & District  
Linton

Mannibadar  
Millbrook  
Miners Rest  
Molongghip  
Morrison's & District  
Mt Buninyong  
Mt Egerton  
Mt Wallace  
Mt Warrenheip  
Musk  
Myrniong  
Napoleons-Enfield  
Newlyn Dean  
Parwan  
Porcupine Ridge  
Rokewood Junction &  
District  
Rowsley  
Sebastopol  
Smythesdale  
Trentham  
Ullina  
Wallace  
Wallinduc & District  
Waubra  
Wendouree

**District 16**

Amphitheatre  
Ararat  
Ararat Group  
Avoca  
Barkly & Frenchman's  
Beaufort  
Beaufort Group  
Beazley's Bridge  
Bornes Hill  
Brewster  
Buangor & Middle Creek  
Burnbank  
Callawadda  
Carapooee  
Carranballac  
Chatsworth  
Coonooer Bridge  
Cross Roads  
Crowlands

Dadswells Bridge  
District 16 Headquarters  
Dundonnell  
Elmhurst  
Glenorchy & Riachella  
Gre Gre Village  
Great Western  
Halls Gap  
Joel Joel  
Kooreh  
Lake Bolac  
Lake Goldsmith-  
Stockyard  
Langi Kal Kal  
Lexton  
Marnoo  
Maroona  
Mininera  
Moyston  
Narrapumelap South  
Navarre  
Nerrin Nerrin  
Pomonal  
Pura Pura  
Pyrenees Group  
Raglan  
Redbank  
Skipton  
Slaty Creek  
Snake Valley & District  
St Arnaud  
St Arnaud Group  
Stawell  
Stawell Group  
Stoneleigh  
Streatham  
Stuart Mill  
Tatyoon  
Traynor's Lagoon  
Wallaloo East  
Warrak  
Warrenmang & District  
Westmere  
Westmere Group  
Wickliffe  
Willaura  
Woorndoo

Yalla Y Poora

**District 17**

Antwerp  
Apsley  
Apsley Group  
Areegra  
Bangerang  
Benayeo  
Boolite  
Brim  
Brimpaen  
Bringalbert South  
Broughton  
Cannum  
Charam  
Chetwynd  
Clear Lake  
Connewirricoo  
Coromby  
Crymelon  
Dergholm  
Detpa & Lake Hindmarsh  
Diapur  
Dimboola  
Dinyarrak  
District 17 Headquarters  
Doon  
Douglas  
Dunmunkle Group  
Edenhope  
Gerang  
Goroke  
Goroke Group  
Grass Flat  
Green Lake  
Gymbowen  
Harrow  
Horsham  
Jeparit  
Jilpanger Group  
Jung  
Kadnook  
Kaniva  
Kaniva Group  
Karnak  
Kellalac

Kenmare  
Lah  
Laharum  
Langkoop  
Lawloit  
Leeor  
Lorquon  
Lubeck  
Miga Lake  
Minimay  
Minyip  
Mitre  
Murtoa  
Natimuk  
Netherby  
Neuarpuur  
Nhill  
Noradjuha  
North Wimmera  
Ozenkadnook  
Patyah  
Peronne  
Pigick  
Pimpinio  
Poolajelo  
Propodollah  
Rainbow  
Rainbow Group  
Rupanyup  
Sandsmere  
Sheep Hills  
South Lillimur  
Tarranyurk  
Telangatuk  
Telopea Downs  
Ullswater  
Vectis  
Warracknabeal  
Werrap  
Wilkur South  
Willenabrina  
Winiam & District  
Wonwondah  
Woorak  
Yanac  
Yearinga - Yarrock

**District 18**

Annuello  
Berriwillock  
Beulah  
Beverford & District  
Birchip  
Boundary Bend  
Buckrabanyule  
Buloke West Group  
Charlton  
Charlton Group  
Chinkapook  
Cope Cope  
Corack East  
Curyo  
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 & District Group  
Piangil  
Red Cliffs  
Reedy Dam  
Robinvale  
Robinvale & District  
Group  
Rosebery



Sea Lake	Lockington	Cosgrove & Pine Lodge	Tatura	Lima South	Bullioh	Wodonga
Speed	Loddon Vale	Creightons Creek	Toolamba	Lurg	Burrowye	Wodonga Group
Swan Hill	Macorna	Currawa	Tungamah	Maindample	Carlyle	Wodonga West
Teddywaddy	Meering West	District 22 Headquarters	Undera	Mansfield	Chiltern	Wooragee
Tempy	Mitiamo	Dookie	Upton Hill	Mansfield Group	Cornishtown	Yackandandah
Ultima	Murphy's Creek	Drumanure	Violet Town	Merton	Corryong	<b>District 27</b>
Underbool	Murrabit	Earlston	Violet Town Group	Milawa	Corryong Group	Boolarra
Waitchie	Mysia	Euroa	Waaia	Molyullah	Cudgewa	Callignee
Walpeup	Newbridge	Euroa Group	Wahring	Moyhu	Dartmouth	Churchill
Warmur	Pine Grove	Gooram	Wilby	Moyhu Group	Dederang	Driffield
Watchem	Powlett-Salisbury	Kaarimba	Wirrate	Mt Buller	District 24 Headquarters	Flynn
Watchupga	Pyramid Hill	Karramomus	Wunghnu	Myrrhee	Eskdale	Glengarry
Wemen	Quambatook	Katamatite	Yabba North	Oxley	Falls Creek	Hazelwood North
Woomelang	Rheola	Katandra	Yalca & Yielima	Oxley Flats	Gapsted	Hyland Group
Woorinen South	Rochester	Katunga	Yarrowonga Group	Samaria	Granya	Maryvale
Wooroonook	Rushworth	Kelvin View	Yarroweyah	South Wangaratta	Gundowring	Merton Group
Wycheproof	Sandhill Lake & District	Kialla & District	<b>District 23</b>	Springhurst	Harrietville	Moe
Yaapeet	Stanhope	Koonda	Baddaginnie	Swanpool	Indigo Valley	Moe South
Yeungroon	Tarnagulla	Kotupna	Barjarg	Taminick & North Winton	Kergunyah	Morwell
<b>District 20</b>	Tennyson	Locksley	Benalla	Tarrowingee & District	Kiewa	Newborough
Appin South	Terrick Group	Longwood	Benalla Group	Tatong	Lake Hume Coast Guard	Tanjil
Bamawm Extension	Timmering	Marraweeny	Bobinawarrah	Thoona	Leneva	Toongabbie
Beauchamp	Tongala	Merrigum	Bonnie Doon	Tolmie & District	Mitta Mitta	Traralgon
Boort	Toolleen	Miepoll	Boorhaman	Wangaratta	Mt Beauty	Traralgon East
Bridgewater	Waranga Group	Molka	Booroolite & District	Wangaratta Group	Mt Hotham - Dinner Plain	Traralgon South
Cohuna	Wedderburn Group	Moorilim	Boweya	Wangaratta North	Mudgegonga	Traralgon West
Colbinabbin	Woodstock West	Mooroopna	Bowman-Murmungee	Warrenbayne	Myrtleford	Tyers
Corop	Woosang	Muckatah	Bowser	Whitegate	Nariel Valley	Yallourn North
Corop West	Wychitella	Murchison	Carboor	Whitfield & District	Noorongong	Yinnar
Deakin Group	Wyuna	Nagambie	Cheshunt	Whorouly	Norong	Yinnar South
Dingee-Tandarra	Yambuna	Naring	Chesney Vale	Winton	Old Tallangatta	
Echuca	Yarrowalla	Nathalia	Devenish	Woods Point	Ovens Valley Group	
Echuca Village	<b>District 22</b>	Nathalia & District Group	Edi	<b>District 24</b>	Ovens-Eurobin	
Fentons Creek	Almonds	Numurkah	Eldorado	Allans Flat	Porepukah	
Gannawarra Group	Arcadia	Numurkah Group	Everton	Baranduda	Rosewhite	
Girgarre	Avenel	Nw Mooroopna	Glenrowan	Barnawartha	Rutherglen	
Gunbower	Baillieston	Peechelba	Glenroy & Merrijig	Beechworth Rural	Rutherglen Group	
Inglewood	Balmattum	Picola	Goomalibee &	Beechworth Urban	Sandy Creek & Charleroi	
Jarklin	Barmah	Rigg's Creek	Upotipotpon	Berringama	Stanley	
Kerang	Boho	Ruffy	Goorambat Stewarton	Bethanga	Talgarno	
Koondrook	Branjee	Shean's Creek	Goughs Bay - Howes	Biggara	Tallangatta	
Korong Vale	Bundalong	Shepparton	Creek	Bogong Group	Tallangatta Group	
Kotta	Burramine	St James & District	Greta	Bonegilla	Tallangatta Valley	
Kyabram	Caniambo	Strathbogie	Jamieson	Bright	Tawonga	
Lake Charm	Cobram	Strathmerton	Killawarra	Browns Plains	Tintalra	
Leitchville	Cooma	Tallygaroopna	Lacey West	Buffalo River	Wahgunyah	
					Walwa	

## Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

### Directors' Report

30 June 2018

The consolidated financial statements include the consolidated results and activities for Volunteer Fire Brigades Victoria Inc and Volunteer Fire Brigades Victoria Welfare Fund (the Group). The board members submit the financial report of the Group for the financial year ended 30 June 2018.

#### (a) General information

##### Board members

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

Name	Position	Appointed/Resigned
Nev Jones AFSM	State President	
Samantha Rothman	State Vice President	
Andy Cusack AFSM	Treasurer	
Robert Auchterlonie		Appointed 1/10/17
Kate Boschetti		Appointed 1/10/17
Jan Cleary		Appointed 1/10/17
Greame Jilbert		
Bill Maltby		
Bruce Pickett AFSM		
Libby Hay		Appointed 15/6/18
Gerry Neyenhuis		Resigned 30/9/17
Mick Nunweek		Resigned 16/1/18
Hans van Hamond		Resigned 20/9/17

##### Principal activities

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

- To function as a non-profit association whose Members comprise Volunteer Fire Brigades registered by the Country Fire Authority under the Country Fire Authority Act (1958) and its Regulations.
- To liaise and consult on the operation of the "Volunteer Charter" in the interests of CFA volunteers about all matters which might reasonably be expected to affect them. The Volunteer Charter is an agreed tripartite commitment between the State of Victoria, the CFA and CFA Volunteers, committing the State of Victoria and the CFA to consultation with volunteers about all matters which might reasonably be expected to affect volunteers. 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.
- To develop awareness, respect and support for CFA volunteers and their fundamental and pivotal role in the CFA as a

### Directors' Report

30 June 2018

#### General information

##### Principal activities

community based, volunteer based fire and emergency service of the people of Victoria.

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

##### Significant changes

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

##### Operating results and review of operations for the year

##### Operating result

The surplus of the Group for the financial year after providing for income tax amounted to \$ 225,153 (2017: \$504,244 deficit)

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



Board member: .....

Nev Jones AFSM - State President



Board member: .....

Andrew Cusack AFSM - Treasurer

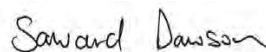
## Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

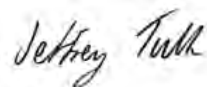
### Auditor's Independence Declaration

In accordance with the requirements of section 60.40 of the Australian Charities and Not-for-profits Commission Act 2012, as the auditor for the audit of Volunteer Fire Brigades Victoria Inc and Consolidated Entities for the year ended 30 June 2018, I declare that, to the best of my knowledge and belief, there have been:

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



Seward Dawson



 Jeffrey Tulk  
Partner

Blackburn VIC

Dated: 15 August 2018

### Statement of Income and Expenditure and Other Comprehensive Income

For the Year Ended 30 June 2018

	2018	2017
Note	\$	\$
<b>Income</b>		
Affiliation Fees	195,131	190,092
Grants and Other Reimbursements	1,514,476	1,451,854
Championships	26,157	25,682
Interest Received	131,207	133,068
Special Projects Funding	205,849	252,337
Merchandise Sales	25,452	23,852
Donations Income	960	94,682
Other Income	5,938	7,467
	<u>2,105,170</u>	<u>2,179,034</u>
<b>Expenditure</b>		
Employment Costs	922,081	961,533
Project Salaries and Other Project fees	180,518	257,008
Welfare Grants	109,111	176,373
Travel, Accommodation and meals	305,609	318,653
Legal Fees	-	599,288
Office & Administration Expenditure	71,542	34,185
Advertising	17,297	15,978
Rent & Outgoings	71,407	77,517
Depreciation	38,574	43,158
Printing, Postage and Stationery	83,511	80,322
Communications	32,701	40,028
Accounting and Audit Fees	8,640	9,260
Championships & Championships Equipment	10,205	20,557
Merchandise	19,252	20,673
Other Expenses	9,569	28,745
	<u>1,880,017</u>	<u>2,683,278</u>
<b>Surplus/(Deficit) for the year</b>	<u>225,153</u>	<u>(504,244)</u>
<b>Other comprehensive income</b>		
Other Comprehensive Income for the year	-	-
<b>Total comprehensive income/(loss) for the year</b>	<u>225,153</u>	<u>(504,244)</u>



## Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

### Statement of Financial Position

As At 30 June 2018

	Note	2018 \$	2017 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	1,408,189	1,596,117
Trade and other receivables	4	155,739	553,062
Financial assets	5	2,101,358	1,367,855
<b>TOTAL CURRENT ASSETS</b>		<b>3,665,286</b>	<b>3,517,034</b>
<b>NON-CURRENT ASSETS</b>			
Financial assets	5	2,399,038	2,332,587
Plant and equipment	6	184,409	204,344
<b>TOTAL NON-CURRENT ASSETS</b>		<b>2,583,447</b>	<b>2,536,931</b>
<b>TOTAL ASSETS</b>		<b>6,248,733</b>	<b>6,053,965</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	7	170,692	235,404
Employee benefits	8	245,006	226,700
Deferred income	9	895,663	889,627
<b>TOTAL CURRENT LIABILITIES</b>		<b>1,311,361</b>	<b>1,351,731</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee benefits	8	19,809	9,824
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>19,809</b>	<b>9,824</b>
<b>TOTAL LIABILITIES</b>		<b>1,331,170</b>	<b>1,361,555</b>
<b>NET ASSETS</b>		<b>4,917,563</b>	<b>4,692,410</b>
<b>MEMBERS' FUNDS</b>			
Accumulated surplus		4,917,563	4,692,410
<b>TOTAL MEMBERS' EQUITY</b>		<b>4,917,563</b>	<b>4,692,410</b>

### Statement of Changes in Equity

For the Year Ended 30 June 2018

#### 2018

	VFBV Inc. \$	Welfare Fund \$	Total \$
Balance at 1 July 2017	1,820,802	2,871,608	4,692,410
Surplus/ (Deficit) for the year	151,927	73,226	225,153
<b>Balance at 30 June 2018</b>	<b>1,972,729</b>	<b>2,944,834</b>	<b>4,917,563</b>

#### 2017

	VFBV Inc. \$	Welfare Fund \$	Total \$
Balance at 1 July 2016	2,333,492	2,863,162	5,196,654
Surplus/ (Deficit) for the year	(512,690)	8,446	(504,244)
<b>Balance at 30 June 2017</b>	<b>1,820,802</b>	<b>2,871,608</b>	<b>4,692,410</b>

### Statement of Cash Flows

For the Year Ended 30 June 2018

	Note	2018 \$	2017 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Receipts from customers and government grants		2,631,872	1,924,830
Payments to suppliers and employees		(2,125,000)	(2,777,452)
Interest received		131,207	133,068
Net cash provided by/(used in) operating activities	12	<b>638,079</b>	<b>(719,554)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Purchase of plant and equipment		(61,144)	(68,510)
Redemption/ (Placement) of term deposit		(799,954)	1,352,871
Proceeds from sale of plant and equipment		35,091	13,182
Net cash used by investing activities		<b>(826,007)</b>	<b>1,297,543</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>			
		-	-
<b>Net increase/(decrease) in cash and cash equivalents held</b>		<b>(187,928)</b>	<b>577,989</b>
Cash and cash equivalents at beginning of year		1,596,117	1,018,128
<b>Cash and cash equivalents at end of financial year</b>	3	<b>1,408,189</b>	<b>1,596,117</b>

## Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

### Notes to the Financial Statements

For the Year Ended 30 June 2018

#### 1 Summary of Significant Accounting Policies

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

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

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

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

##### (a) Income tax

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

##### (b) 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 Group commencing from the time the asset is held ready for use.

##### (c) Impairment of Assets

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

##### (d) Employee benefits

Provision is made for the Group'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 2018

#### 1 Summary of Significant Accounting Policies

##### (f) Revenue and other income

The Group 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 Group's activities as discussed below.

When grant revenue is received and the grant agreement contains conditions specifying a specific use or purpose, the Group recognises the grant revenue in the statement of financial position as an income in advance liability. Revenue is recognised only when expenses is incurred to meet the conditions of the grant.

When grant revenue is received that does not contain conditions specifying a specific use or purpose, the Group recognises the grant revenue when it obtains controls of the grant income, which is typically on receipt of funds.

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

Donations and bequests are recognised as revenue when received.

Merchandise revenue is recognised when significant risks and rewards of ownership of the goods are transferred out by the Group.

Affiliation fees are recognised as income in the year the fee is earned.

Championship revenue is recognised when the event has occurred.

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

##### (g) Leases

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

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

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office.

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

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

##### (i) Financial assets

Held-to-maturity investments

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

##### (j) Comparative Figures

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

**Volunteer Fire Brigades Victoria Inc and Consolidated Entities**

ABN 11 083 080 403

**Notes to the Financial Statements**

For the Year Ended 30 June 2018

**2 Results for the year**
**Significant revenue**

	2018	2017
Note	\$	\$
- Special Projects Funding	205,849	252,337

**3 Cash and cash equivalents**

General Cheque Account	456,027	816,524
Travel reimbursement account	30,500	38,640
Debit card	9,283	5,559
Cash at call	94	93
Welfare Fund	87,892	96,323
Valuing Volunteers Cheque Account	2,753	2,506
Term Deposits - Valuing Volunteers	5a 821,640	636,472
	<u>1,408,189</u>	<u>1,596,117</u>

**4 Trade and other receivables**
**CURRENT**

Volunteer Fire Brigades Victoria	109,391	463,922
Welfare Fund trade and other receivables	46,348	89,140
	<u>155,739</u>	<u>553,062</u>

**Notes to the Financial Statements**

For the Year Ended 30 June 2018

**5 Financial assets**

	2018	2017
	\$	\$
<b>CURRENT</b>		
Term Deposits - VFBV	(b) 1,620,058	898,457
Term Deposits - Welfare Fund	(c) 481,300	469,398
	<u>2,101,358</u>	<u>1,367,855</u>
<b>NON-CURRENT</b>		
Term Deposits - Welfare Fund	(c) 2,399,038	2,332,587
	<u>2,399,038</u>	<u>2,332,587</u>

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

b) In the current year, as the term deposit had a maturity period of 6 months, the term deposit has been classified in the statement of financial position as financial assets

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

**6 Plant and equipment**
**Motor vehicles**

At cost	224,745	253,447
Accumulated depreciation	(50,552)	(74,696)
Total motor vehicles	<u>174,193</u>	<u>178,751</u>

**Office equipment**

At cost	149,254	149,254
Accumulated depreciation	(139,038)	(123,661)
Total office equipment	<u>10,216</u>	<u>25,593</u>
	<u>184,409</u>	<u>204,344</u>

**7 Trade and other payables**
**CURRENT**

Trade creditors	15,702	82,635
Other payables	154,990	152,769
	<u>170,692</u>	<u>235,404</u>

## Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

### Notes to the Financial Statements

For the Year Ended 30 June 2018

#### 8 Employee Benefits

	2018	2017
	\$	\$
<b>CURRENT</b>		
Long service leave	130,493	113,691
Annual leave	114,513	113,009
	<u>245,006</u>	<u>226,700</u>
<b>NON-CURRENT</b>		
Long service leave	19,809	9,824
	<u>19,809</u>	<u>9,824</u>

#### 9 Income in Advance

Government Grants	681,460	677,413
Deferred Affiliation Fees - VFBV	98,285	96,297
Deferred Affiliation Fees - Welfare Fund	115,918	115,917
	<u>895,663</u>	<u>889,627</u>

#### 10 Capital and Leasing Commitments

##### Operating lease commitments

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

- not later than one year	61,500	54,683
- between one year and five years	50,375	27,258
- later than five years	906	-
	<u>112,781</u>	<u>81,941</u>

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

A 3-year lease of the office premise will expire on 31/12/18 and will be renewed for 12 months at a time going forward.

### Notes to the Financial Statements

For the Year Ended 30 June 2018

#### 11 Related Parties Transactions

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

VFBV Board Member	Brigade	Membership Paid
Andy Cusack	Mumbannar	Yes
Bill Maltby	Castlemaine	Yes
Bruce Pickett	Geelong West	Yes
Nev Jones	Moorooduc	Yes
Graeme Jilbert	Swan Hill	Yes
Samantha Rothman	Maryborough	Yes
Robert Auchterlonie	Dumbalk	Yes
Kate Boschetti	Wondonga West	Yes
Jan Cleary	Lakes Entrance	Yes
Libby Hay	Barwon Heads	Yes

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

Board members are reimbursed for their travel cost incurred.

#### 12 Cash Flow Information

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

	2018	2017
	\$	\$
(Deficit)/Surplus for the year	225,153	(504,244)
Cash flows excluded from (deficit)/surplus attributable to operating activities		
Non-cash flows in (deficit)/surplus:		
Depreciation	38,574	43,158
Profit on disposal of non-current assets	7,414	(6,006)
Changes in assets/liabilities		
- (increase)/decrease in trade and other receivables	397,323	(405,607)
- increase/(decrease) in income in advance	6,036	131,507
- increase/(decrease) in trade and other payables	(64,712)	(35,305)
- increase/(decrease) in provisions	28,291	56,943
Cashflow from operations	<u>638,079</u>	<u>(719,554)</u>



**Notes to the Financial Statements**  
For the Year Ended 30 June 2018

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

(a) Statement of Income and Expenditure and Other Comprehensive Income for the year ended 30 June 2018	2018	2017
	\$	\$
<b>INCOME</b>		
Affiliation fees	104,080	103,230
Interest Received	77,513	80,398
Other income	743	1,192
	<u>182,336</u>	<u>184,820</u>
<b>EXPENSES</b>		
Grants	(109,110)	(176,374)
<b>Surplus from operations</b>	<u>73,226</u>	<u>8,446</u>
<b>(b) Statement of Financial Position as at 30 June 2018</b>		
<b>ASSETS</b>		
Cash and cash equivalents	87,891	96,323
Trade and other receivables	92,523	89,217
Financial assets	2,880,338	2,801,985
<b>TOTAL ASSETS</b>	<u>3,060,752</u>	<u>2,987,525</u>
<b>LIABILITIES</b>		
Deferred Income	(115,918)	(115,917)
<b>TOTAL LIABILITIES</b>	<u>(115,918)</u>	<u>(115,917)</u>
<b>NET ASSETS</b>	<u>2,944,834</u>	<u>2,871,608</u>
<b>MEMBERS' FUNDS</b>		
Accumulated surplus	2,944,834	2,871,608
Total Equity	<u>2,944,834</u>	<u>2,871,608</u>

**14 Association Details**

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

**True and Fair Certification by Members of the Board**

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

In the opinion of the board the financial report as set out on pages 4 to 15:

1. Give a true and fair view of the financial position and performance of Volunteer Fire Brigades Victoria Inc and Consolidated Entities during and at the end of the financial year of the association ending on 30 June 2018.
2. At the date of this statement, there are reasonable grounds to believe that Volunteer Fire Brigades Victoria Inc and Consolidated Entities will be able to pay its debts as and when they fall due.
3. Satisfies the requirements of the Associations Incorporation Reform Act 2012 (VIC) and the Australian Charities and Not-for-Profit Commissions Regulation 2013.

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



Board member.....



Board member .....

Dated 15 August 2018

## Volunteer Fire Brigades Victoria Inc and Consolidated Entities

ABN 11 083 080 403

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

#### Report on the Audit of the Financial Report

##### Opinion

We have audited the accompanying financial report being a special purpose financial report, of Volunteer Fire Brigades Victoria Inc and Consolidated Entities, which comprises the statement of financial position as at 30 June 2018, the statement of income and expenditure and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the board's assertion statements for the Group.

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

- (i) giving a true and fair view of Volunteer Fire Brigades Victoria Inc and Consolidated Entities financial position as at 30 June 2018 and of its financial performance and cash flows for the year then ended on that date; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 to the financial statements, Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013 and the Association Incorporation Reform Act 2012 (VIC).

##### Basis for Opinion

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

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

##### Basis of Accounting

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

##### Responsibilities of Board Members for the Financial Report

The board members of the Group are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Associations Incorporation Reform Act 2012 (VIC) and the Australian Charities and Not-for-profits Commission Act 2012 and is appropriate to meet the needs of the members. The board members' responsibility also includes establishing and monitoring such internal control as the board members determine necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

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

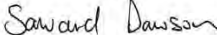
#### Auditor's Responsibilities for the Audit of the Financial Report

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

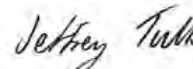
As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

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

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



Saward Dawson



Jeffrey Tulk  
Partner

Blackburn, VIC

Date: 15 August 2018

## VFBV Black Saturday Volunteer Recovery Fund

ABN: 70 078 765 457

### Statement of Income and Expenditure

For the Year Ended 30 June 2018

	2018 \$	2017 \$
<b>Revenue</b>		
Other income	403	437
<b>Expenses</b>	-	-
<b>Surplus/(loss) for the year</b>	<u>403</u>	<u>437</u>
Retained surplus at the beginning of the financial year	<u>33,462</u>	33,025
<b>Retained surplus at the end of the financial year</b>	<u><u>33,865</u></u>	<u><u>33,462</u></u>

### Balance Sheet

As At 30 June 2018

	2018 \$	2017 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Bank balances	33,865	33,559
Cash on hand	100	100
<b>TOTAL CURRENT ASSETS</b>	<u>33,965</u>	<u>33,659</u>
<b>TOTAL ASSETS</b>	<u>33,965</u>	<u>33,659</u>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	-	97
<b>TOTAL CURRENT LIABILITIES</b>	<u>-</u>	<u>97</u>
<b>TOTAL LIABILITIES</b>	<u>-</u>	<u>97</u>
<b>NET ASSETS</b>	<u>33,965</u>	<u>33,562</u>
<b>EQUITY</b>		
Settled Sum	100	100
Retained Surplus	33,865	33,462
	<u>33,965</u>	<u>33,562</u>
<b>TOTAL EQUITY</b>	<u><u>33,965</u></u>	<u><u>33,562</u></u>

## Notes to the Financial Statements

For the Year Ended 30 June 2018

### 1 Summary of Significant Accounting Policies

#### (a) Basis of Preparation

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

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

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

#### (b) Income Tax

The Trust is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997. The entity is a registered charity with the Australian Charity and Not-for-profits Commission.

#### (c) Cash and cash equivalents

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

#### (d) Revenue and other income

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

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

### Trustees' Declaration

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

The directors of the trustee company declare that the financial statements and notes, as set out on pages 1 to 3:

1. present fairly the Trust's financial position as at 30 June 2018 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements, and;
2. in the Trustees' opinion, there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

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

  
Trustee .....

  
Trustee .....

Dated 15/8/18

## VFBV Black Saturday Volunteer Recovery Fund

ABN: 70 078 765 457

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

#### Report on the Audit of the Financial Report

##### Opinion

We have audited the accompanying financial report, being a special purpose financial report of VFBV Black Saturday Volunteer Recovery Fund (the Trust), which comprises the balance sheet as at 30 June 2018, the for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the trustees' declaration.

In our opinion, the accompanying financial report of the Trust gives a true and fair view of the financial position of VFBV Black Saturday Volunteer Recovery Fund as at 30 June 2018, and its financial performance for the year then ended in accordance with their accounting policies described in Note 1 to the financial report.

##### Basis for Opinion

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

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

##### Basis of Accounting

We draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist VFBV 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.

##### Responsibilities of Management and Those Charged with Governance

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

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

##### Auditor's Responsibilities for the Audit of the Financial Report

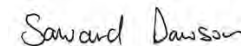
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that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

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

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

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

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



Seward Dawson



Jeffrey Tulk  
Partner

Blackburn VIC

Dated: 15 August 2018



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

ABN: 30 120 187 964

**Statement of Income and Expenditure**

For the Year Ended 30 June 2018

	2018 \$	2017 \$
<b>Revenue</b>		
Interest received	303	329
<b>Expenses</b>	-	-
<b>Surplus for the year</b>	<u>303</u>	<u>329</u>
Retained surplus at the beginning of the financial year	<u>25,148</u>	<u>24,819</u>
<b>Retained surplus at the end of the financial year</b>	<u><u>25,451</u></u>	<u><u>25,148</u></u>

**Balance Sheet**

As At 30 June 2018

	2018 \$	2017 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Bank balances	25,451	25,148
Cash on hand	100	100
<b>TOTAL CURRENT ASSETS</b>	<u>25,551</u>	<u>25,248</u>
<b>TOTAL ASSETS</b>	<u>25,551</u>	<u>25,248</u>
<b>NET ASSETS</b>	<u><u>25,551</u></u>	<u><u>25,248</u></u>
<b>EQUITY</b>		
Settled sum	100	100
Retained Surplus	25,451	25,148
<b>TOTAL EQUITY</b>	<u><u>25,551</u></u>	<u><u>25,248</u></u>

**Notes to the Financial Statements**

For the Year Ended 30 June 2018

**1 Summary of Significant Accounting Policies**

**(a) Basis of Preparation**

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

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

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

**(b) Income Tax**

The Trust is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997. The entity is a registered charity with the Australian Charity and Not-for-profits Commission.

**(c) Cash and cash equivalents**

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

**(d) Revenue and other income**

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

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

**Trustees' Declaration**

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

The directors of the trustee company declare that the financial statements and notes, as set out on pages 1 to 3:

1. present fairly the Trust's financial position as at 30 June 2018 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements;
2. in the Trustees' opinion, there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

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



Trustee .....



Trustee .....

Dated 15 August 2018

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

ABN: 30 120 187 964

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

#### Report on the Audit of the Financial Report

##### Opinion

We have audited the financial report of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund (the Trust), which comprises the balance sheet as at 30 June 2018, the statement of income or expenditure for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the trustees' declaration.

In our opinion, the accompanying financial report of the Trust gives a true and fair view of the financial position of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund as at 30 June 2018, and its financial performance for the year then ended in accordance with their accounting policies described in Note 1 to the financial report.

##### Basis for Opinion

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

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

##### Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund to comply with the trust deed's financial reporting provisions. As a result, the financial report may not be suitable for another purpose.

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

#### Responsibilities of Trustees for the Financial Report

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

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

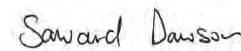
#### Auditor's Responsibilities for the Audit of the Financial Report

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

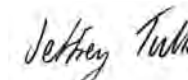
As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

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

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



Saward Dawson



Jeffrey Tulk  
Partner

Blackburn VIC

Dated: 15 August 2018



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