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This Annual Report for the Country Fire Authority (CFA) has been prepared in accordance with the *Financial Management Act 1994* and the Directions of the Minister for Finance.

The Report is designed to:

- provide a record of events, performance, and volunteer and career staff activities
- acknowledge the support of CFA people
- report against CFA's Annual Plan 2008–09
- inform the government and public about CFA's services and organisational development during the financial year
- demonstrate how CFA's objectives and goals are being delivered to meet community outcomes.

Further copies of this Annual Report may be obtained online from CFA's website: www.cfa.vic.gov.au, or printed copies may be requested from CFA, PO Box 701, Mt Waverley, Vic 3149. Telephone: 03-9262 8444. Facsimile: 03-9264 6200.

All photos in this Annual Report are courtesy of Keith Pakenham, Chris Mulherin, Stephen Henderson and Malcolm Brownlee.

This Annual Report has been produced using environmentally friendly practices. It is printed on recycled paper with soy-based inks.

Chairman's report

On behalf of the Board, I present this report on the activities of CFA and the administration of the *Country Fire Authority Act 1958* for the year ended 30 June 2009.

This year has been tumultuous and sad not only for CFA but for many of the communities we serve.

The tragic fires of 7 February 2009, a day that became known as Black Saturday, set a new benchmark for the worst bushfire conditions we have ever experienced in Victoria and were among the most significant events in the history of CFA.

The loss of 173 people was devastating. So too was the widespread damage to property, infrastructure and personal loss caused by this terrible event. The CFA family has shared that pain and as a fire and emergency service we have also shared the enormous trauma the community experienced during these difficult days.

On behalf of all members of CFA, I offer our deepest condolences to the families of all victims of the fires and in particular the two firefighters who died in the February firefight. Arthurs Creek Fire Brigade volunteer firefighter Joe Shepherd died on 22 February as a result of severe injuries he received on Black Saturday and ACT firefighter David Balfour died on 17 February while assisting Victoria's emergency services in the Yarra Ranges National Park. Their deaths were a profound reminder of the risks that firefighters face in the line of duty.

Coming out of the bushfire period, CFA has had to face the task of grieving, then recovering and supporting members who had lost family, friends and neighbours; houses, property, crops, pets and animals. In some cases perhaps even optimism, hope and faith have diminished. In the difficult aftermath, CFA members both helped and needed help from those around them. That arduous process of getting everyone back to relative health will continue for some time.

The fire season was long and difficult. Apart from 7 February, fires continued to threaten communities and vegetation across Victoria for more than a month. Other major fires had also occurred in the weeks prior to that day. The sustained commitment of our volunteers and staff to firefighting, incident management, community meetings, resource coordination, logistics, peer support, community assistance - and other roles too numerous to list - was extraordinary, and all involved deserved the generous recognition that was received.

The support from the Australian community responding to the tragedy of 7 February was magnificent and unprecedented in terms of public generosity. In the aftermath of the fires, CFA has also had enormous assistance from associated fire and emergency management agencies across Australia. Our corporate sponsors, partners and individuals in the community have continued to remain steadfast in their support of CFA during these most difficult times.

While supporting and allowing our members to take time to recover from the debilitating impacts of the prolonged fires, CFA was simultaneously faced with considerable challenges. The greatest of these has been to ensure CFA continued its normal operations of providing 24-hour fire and emergency services to the Victorian community. Beyond those demands arising directly from the worst of the summer's fires, CFA had to keep going with "business as usual". Normal levels of incident activity kept happening across the State, reinforcing that bushfire suppression is only one of CFA's diverse raft of responsibilities.

Because so many CFA members stepped out of their normal jobs to help during the February fires, projects with committed timeframes and milestones were modified where possible to accommodate the impact of the fires and to allow them to recommence once the threat had passed. Construction plans for fire stations and fire appliances had to be kept on track, salaries and bills had to be paid, and preparation for the next summer never stops. After 7 February, normal business for a period went out the window but activity continued at a furious pace.

There is no escape from the fact that these fires have had a significant impact on CFA. However, as illustrated in the bulk of this report, CFA has maintained its ongoing roles and responsibilities throughout the year.

A great deal of intensive planning commenced to build on the beneficial programs that CFA has conducted for many years, while anticipating improvements now identified by the 2009 Victorian Bushfires Royal Commission.

The internal debrief process, our standard post-fire-season practice with input from our firefighters, identified 18 areas for improvement and we are well on the way to implementing the 50 recommendations contained in that report. Many of these items mirror the Bushfires Royal Commission's recommendations. I can report that this work is well advanced, particularly in fire prevention. Addressing the requirements of the Bushfires Royal Commission has demanded the concerted effort of many CFA members and impacted many others either directly or indirectly. Ensuring CFA's resources remain committed to the most effective outcomes has required, and will continue to require, a high level of management intervention.

While the Bushfires Royal Commission process will continue well into next year, we must now turn our attention to the essential task of preparing our communities for the forthcoming fire season. The State Government has committed unprecedented resources this year to assist us and our sister agencies increase community bushfire preparedness, and all CFA members will play a role.

With this fire season shaping up to be potentially more extreme than last year, the steps we take in the next few months will be vital in launching a new era of bushfire awareness and preparedness across the state.

This work, together with the outcomes of the Bushfires Royal Commission, will be a catalyst for change and improvement within CFA. We are not strangers to change at CFA. Our organisation was born out of the Stretton Royal Commission following the 1939 fires. Through the years CFA has continued to evolve. It is now on the threshold of a new era that will see significant development in how we go about our business in the immediate years ahead. We face an enormous challenge, but I have no doubt the people of this great organisation are more than up to the task. This is going to take an intense effort right across the State – an effort that needs a strong partnership between emergency services, the Government, the community and all CFA members.

I'm pleased to report the Board has taken a significant step in positioning CFA for the future with the appointment of a new CEO, Michael (Mick) Bourke. Together we look forward to the challenges ahead.

For the past seven years Mick has been Chairman and CEO of the Environment Protection Authority (EPA Victoria). His proven capability in leading complex organisations makes him an ideal appointment to the position of CEO, working closely with the Chief Officer.


Mick replaces Neil Bibby who left CFA in early July 2009 after ten years with the organisation and seven as CEO. We thank Neil for his contribution and wish him the best for his future endeavours.

The Board, the management team and our key stakeholders concur that CFA faces many challenges arising from climate change, urban and regional growth, 'tree change' population movements across Victoria and the growing scarcity of water. This will require the combination of sound strategic planning and strong leadership. We will continue to focus policy to ensure safety, self-sufficiency and sustainability of communities during this period of dynamic change.

On behalf of the CFA Board, I would like to thank all Board members including those most recently retired - Frank Zeigler, Peter Jamvold and Peter Marke. Each of them made a significant contribution over many years of fine service and dedication to CFA.

I would also like to express our thanks to the Minister for Police and Emergency Services, the Hon Bob Cameron, MP and to the Premier of Victoria for his and the Government's support for CFA in this challenging year. Both the Minister and the Premier have been extraordinarily generous with their time to support our volunteers in every part of the State during and since the fires and to attend many of our events, including our very moving Memorial Service in May.

Finally, I wish to thank all CFA members - volunteers and staff alike - for their dedication and also acknowledge the enduring support of their partners and families, without whom CFA could not continue to operate and deliver its service to Victoria.



Kerry A Murphy PSM AFSM
Chairman



2009 Bushfires

Victoria experienced the worst natural disaster in Australia's history in February this year. The 2009 bushfires eclipsed previous Victorian fires that were recorded as being the worst on record: Black Friday, 1939 and Ash Wednesday, 1983.

The fires in January and February ravaged many parts of Victoria and touched directly and indirectly many millions of people in the State, across Australia and internationally.

One hundred and seventy three people died. Thousands of homes and other dwellings were destroyed. Over 400,000 hectares were burnt, with more than 78 communities across Victoria directly affected. On 7 February, Black Saturday, Victorian townships including Marysville, Kinglake, Kinglake West, Narbethong, Flowerdale and Strathewen were devastated.

More than 19,000 CFA members were involved in frontline firefighting, incident management and support behind the scenes. Victoria, and indeed CFA, was thrust into the spotlight with local, national and international media coverage reaching unprecedented levels.

Existing relationships with other emergency service agencies were strengthened as CFA members stood alongside their colleagues the Department of Sustainability and Environment, Metropolitan Fire and Emergency Services Board, Victoria State Emergency Service, Victoria Police, Ambulance Victoria, Department of Human Services, local councils and others. Timely and welcome assistance was received from interstate and international agencies from NSW, ACT, South Australia, Queensland, Tasmania, Western Australia, Canada, New Zealand and the United States of America.

When the devastating fires were finally controlled, CFA's focus turned to recovery; supporting CFA members, communities, and government. During this time, CFA members continued to respond to hundreds of emergencies across the State.

A range of CFA and joint emergency services operational debriefs and reviews were implemented immediately following the fires. These debriefs and reviews, led by the 2009 Victorian Bushfires Royal Commission, are welcomed by CFA as a means to identify areas for improvement and change which will be reported upon in subsequent Annual Reports.

The 2009 bushfires will be recorded in both Victoria's and CFA's history as a tragic time. They affected all Victorians including CFA's 60,000 members and their families. The events of January and February will also be seen as a catalyst for change in the way that government, emergency services and communities prepare for, respond to and recover from fire in the future.







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Chief Executive Officer's report

The year was one of significant change for CFA. As the Chairman has reported, we have had the worst fire season on record. There is no doubt the fires of 7 February 2009 were extraordinary and it is to be expected that the nature of changes which will and must result from these fires will be a part of CFA's core business for many years to come.

Central to the work of CFA over the period has been supporting our staff and communities in the recovery following the devastating fires.

One of the outcomes of the 2009 fires was the establishment of the 2009 Victorian Bushfires Royal Commission to inquire into the causes of the fires and the preparedness of emergency services and communities for those fires. An interim report with recommendations for the next fire season was due to be presented to Government on 17 August 2009 by the Commissioners. CFA welcomes the recommendations and is committed to working towards ensuring a safer Victoria through implementation of recommendations.

At year's end CFA has some 26 projects underway to assist in meeting its obligations as a consequence of the Royal Commission. These projects will be reported on more fully in CFA's 2009–10 Annual Report as they all have completion dates associated with the 2009–10 fire season.

In addition to the interim findings of the Royal Commission, the Government announced an unprecedented increase in funding in the May 2009 State Budget as part of a suite of measures to improve the safety of the Victorian communities in forthcoming fire seasons.

As noted elsewhere in this report, the summer of 2009 has had a significant impact across all of CFA. The challenges for CFA have already commenced – we are working at a furious pace to ensure preparation of our communities for the next fire season while continuing in "business as usual".

CFA's Board identified six strategic themes in 2007–08:

- Volunteerism
- Environment
- Financial Sustainability
- Industrial Relations
- Organisational Health
- Partnerships

These themes continue to guide CFA to meet its challenges, both existing and emerging. Our ability to meet demand for our services has been, and I believe will continue to be, the dominant issue shaping CFA in the coming years

Part of CFA's challenge is to service Melbourne's growth corridors where both population and housing are rapidly growing. These growth corridors include local government areas of Cardinia, Casey, Hume, Melton, Whittlesea and Wyndam. While Melbourne's growth is much faster than that predicted in the *Melbourne 2030* projections in 2002, the update (released during the financial year) anticipates the construction of more than 284,000 dwellings in these growth areas. It is fair to say that this also presents CFA with unprecedented challenges.

Combined with the increase identified above, provincial cities – including Geelong, Wodonga, Bendigo, Mildura and the Surf Coast – are among the fastest growing in regional

Victoria. More and new communities will see increased demands on our fire brigades and the need to establish new brigades. This means that CFA will need more volunteers, more training, more equipment and more resources.

Climate change also has an impact on CFA's business. Environmental issues that would not have been considered 15 years ago now form part of our standard operating procedures. We have robust environmental policies and programs to address, and creatively tackle issues like lack of water for firefighting due to long term drought. CFA was fortunate during the year to be the beneficiary of the Myer Foundation's generosity with the provision of \$2 million from the Sidney Myer Fund for the installation of rainwater tanks to around 500 CFA stations in regional Victoria.

Without doubt CFA's volunteers are the fabric of our communities. In many instances our volunteers are the community and this was very evident during the fires in January and February 2009. In responding to the challenges which the 2008–09 fire season presented and the changing face of volunteerism in terms of growth corridors and the like, CFA's challenge is to recruit and retain volunteers.

To ensure a viable volunteer base, we must be flexible; we cannot expect younger volunteers to spend three or four decades in one organisation as their parents and grandparents may have done. The phrase 'time-poor' is so widely used that it has an almost ubiquitous application. How will time-poor communities sustain CFA brigades? Our challenge is to make CFA an organisation of choice in the community – to ensure volunteerism is viable and valued. To be an organisation of choice, we must welcome, foster and develop diverse skills from members of diverse communities.

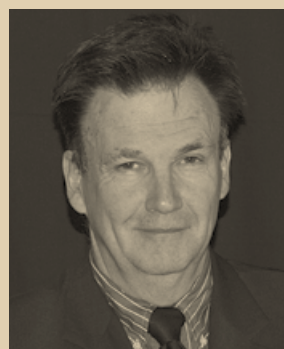
CFA volunteers, staff, management and partners don't take time off when the sun goes down or the hot weather turns to frost. We are a 24/7 emergency service organisation and, without the passionate, selfless dedication of our people, we can't possibly sustain our service. I believe all of CFA has risen to the challenge, particularly over the last year, and I thank all CFA's family – volunteers, staff, management and partners – for continuing to work so tirelessly for our communities. This year has perhaps been the most testing time we have ever seen.

Because of the demands placed on CFA which arose directly from the 2009 fires – in particular where staff stepped out of their normal roles to assist during February to May this year – some projects with previously committed timeframes and milestones were modified to accommodate the impact of the fires. These projects resumed once the threat passed and, while this report will show that some projects were delayed (with a consequential under spend in the budget), CFA has maintained its core functions and responsibilities throughout the year.

On a personal level, I would like to acknowledge the support provided to CFA from the Government over the last year. I would also like to acknowledge the support I have had from the Board and CFA's family in working to make Victorian communities safer for everyone. CFA will face very significant challenges over the coming years – I believe we have the people and the support to meet those challenges.



Geoff Spring
Acting Chief Executive Officer



Objectives, functions, powers and duties

Under the *Country Fire Authority Act 1958* ('the CFA Act'), CFA is vested with the duty of "taking superintending and enforcing all necessary steps for the prevention and suppression of fires and for the protection of life and property in case of fire ... so far as relates to the country area of Victoria". This includes wildfires and structure fires, as well as incidents involving hazardous materials, road rescue, and rescue in areas of diverse risk, including high-risk industries such as petrochemical and gas.

Manner of establishment and the relevant Minister

CFA is a statutory authority which reports to the Minister for Police and Emergency Services. It is funded through contributions by insurance companies (77.5 per cent) and by the Victorian State Government (22.5 per cent).

Patron

CFA's patron is Professor David de Kretser AC, Governor of Victoria.

Nature and range of services provided

CFA has evolved from its informal beginnings in community-based fire brigades to become one of the world's largest volunteer-based emergency service organisations. It is wholly committed to the prevention, preparedness, response and recovery phases of emergency situations, providing a diverse range of risk reduction, fire suppression and incident management services to minimise the impact of fires and other emergencies on Victorian communities.

CFA's operations rely on the skills of an integrated force of volunteer and career members who are dispersed throughout Victoria and united through a commitment to create safer communities and protect life and property and the environment. Volunteers have forged very strong strategic relationships within local communities and provide not only fire suppression expertise but also assistance with fire prevention and mitigation, through educational programs and close working partnerships with local municipalities and industries. Volunteers in many areas contribute to the social cohesion of their local communities.

CFA's services are based on the internationally adopted 'comprehensive approach' to emergency services (prevention, preparedness, response and recovery) used to classify the key functions in managing emergency events, as described by the Productivity Commission's Annual Report on Government Services. To support and complement brigades in the delivery of these services, CFA has offices serving the Areas and Regions identified in Figure 1.

CFA provides state-wide fire and related emergency coordination including:

- community awareness, education and safety programs
- wildfire suppression
- structural fire suppression
- transport-related fire suppression
- road rescue
- technical rescue, such as high angle, trench and mine operations
- hazardous materials transportation and storage incidents
- forestry industry brigades
- industrial accident response

- other emergency activities including flood assistance
- technical services including building code-related inspections and post incident investigations
- fire safety input planning for major community risks
- fire prevention
- land use planning advice at municipal level.

CFA Dimensions

Victoria's natural environment is among the most bushfire prone in the world and CFA is responsible for an area that is home to more than half the State's population.

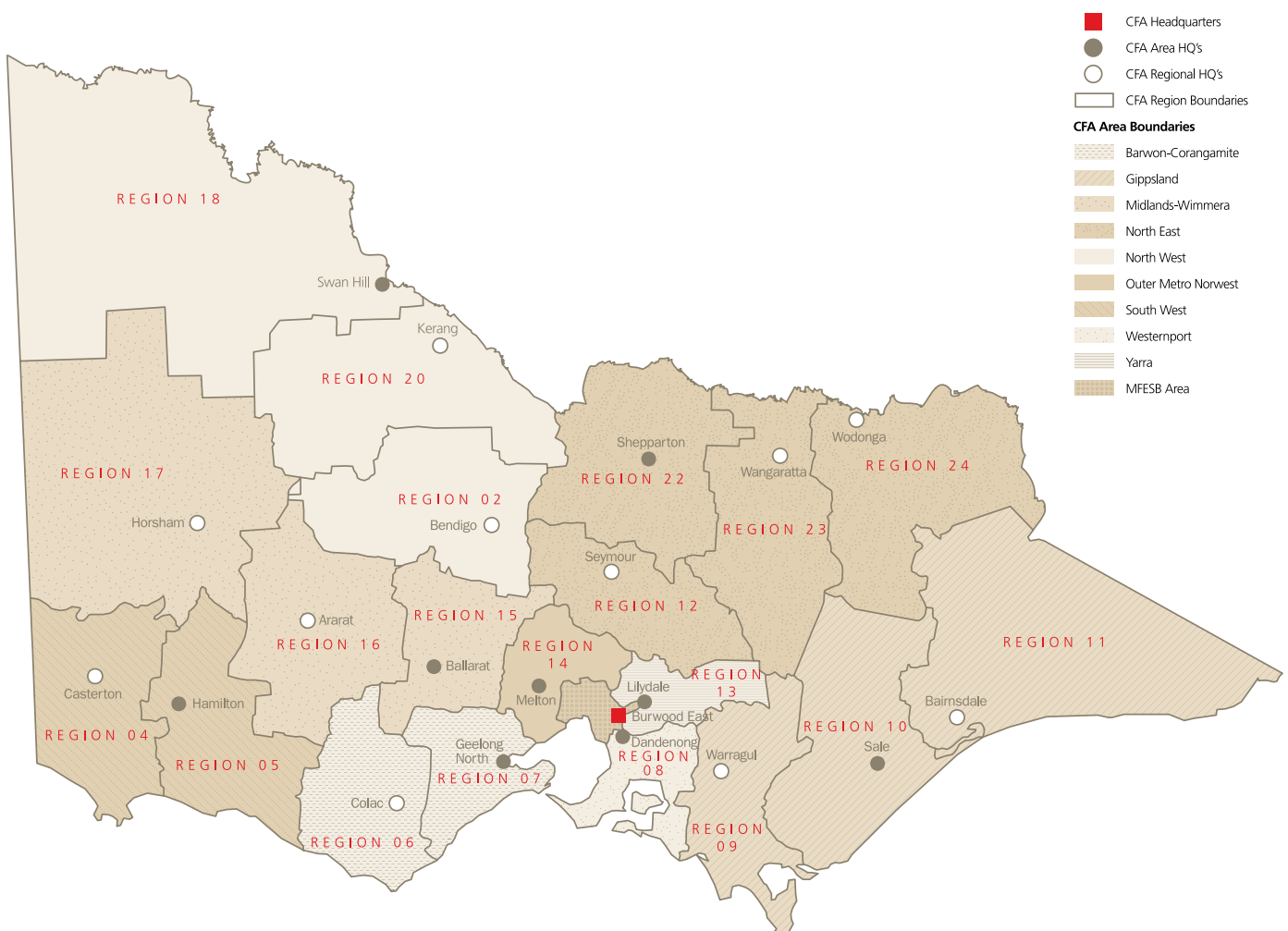
A large part of outer metropolitan Melbourne, as well as provincial towns and rural communities, comes under the protective umbrella of CFA. This protection encompasses some of Victoria's critical infrastructure, including the power industry of the Latrobe Valley, gas production facilities at Longford in Gippsland, oil refinery facilities in Geelong, as well as major tourism areas, alpine resorts, extensive plantations, marine environs and growing mining industries.

As our communities extend further into rural interface areas, more Victorians will rely upon the services that CFA provides. In meeting its objectives, functions, powers and duties as

expected by Government and the community, CFA:

- serves a population of approximately 2.6 million people and protects more than one million dwellings
- volunteers contribute an estimated \$840 million annually to the Victorian economy¹
- manages a workforce of a size comparable to Australia's largest organisations
- is one of the largest providers of tertiary-level training in rural Australia
- is recognised for delivering one of Australia's largest and most successful community awareness education and safety programs
- operates one of Australia's largest transport fleets, with almost 2,300 trucks
- operates one of the largest public safety communications networks in Australia
- serves some of the State's most significant commercial centres, industries, critical infrastructure, recreational and tourist attractions
- services Victoria's growth corridors, which are among the fastest developing regions in Australia
- collaborates with other Emergency Service Organisations in the operation of the State's integrated emergency coordination centre.

Figure 1. CFA service locations - Areas, Regions and principal offices



Report on Operations 2008–09

Response Services

'Response' encompasses the results of strategies and services to control, limit or modify the emergency to reduce its consequences. Activities that contribute to response include:

- the implementation of emergency plans and procedures
- the issuing of emergency warnings
- the mobilisation of resources in response to emergency incidents
- the suppression of hazards (for example, fire containment)
- search and rescue.

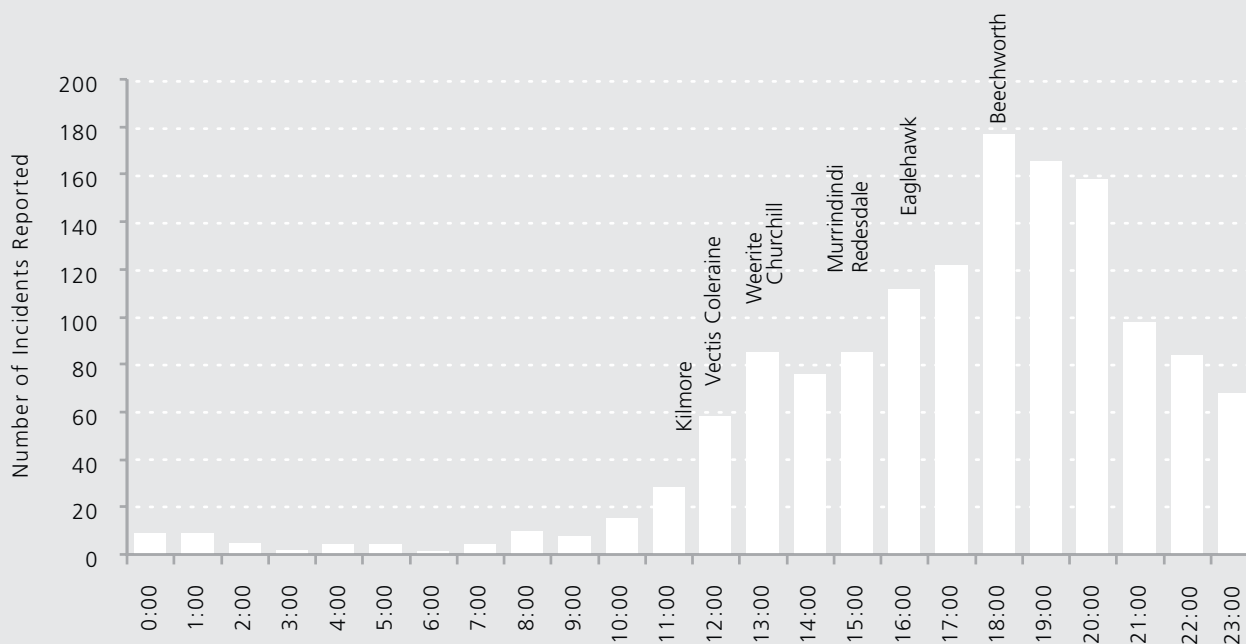
Response to 2009 Bushfires

Major bushfires occurred in late January 2009 and continued until March 2009. Table 1 provides a summary of these major fires.

The most significant event of the year was undoubtedly the fires of 7 February 2009. On this day, CFA received calls for 1,386 incidents (a summer daily average is around 120 incidents). The occurrence and category of these calls during the day is shown at Figure 2.

After every fire season a performance review process is undertaken and areas for improvement from feedback are identified through debriefs and other reporting mechanisms. The magnitude of the fires this year led to the Royal Commission, Coronial inquiries and police investigations and prosecutions also being conducted. As a result, there remains an enormous amount of work being undertaken from the highest government levels to the hands-on work with the community in fire affected areas. CFA staff continue to participate in a range of these activities.

Figure 2. Black Saturday Incident Notification by time of day



Rescue	10	Grass	571	Wild Fire	53
False Alarm	158	Other	166	Structure	263
Non Structure	78	Incident	81	Hazmat Incident	6



Table 1. Summary of 2009 Major Bushfires

Location	Time Reported	CFA Commitment			Damage Assessment			Comments
		Brigades	Personnel	Appliances	Fatalities	Area(ha)	Structures	
Delburn and Churchill	Delburn 3.59pm 28 January Churchill 2.30pm 7 February	320	2,405	229	11	6,440 24,500	30 247	Resource statistics include both fires
Branxholme	2.00pm 29 January	30	200	45	0	40	0	Bluegum plantations and grass fire
Bunyip State Park	DSE – 5.21pm 4 February CFA – 11.04am 6 February	155	1,681	166	0	26,300	76	Notification times differ as fire originated on Public land and CFA involvement was requested later.
Kilmore and Murrundindi	Kilmore – 11.49am 7 February Murrundindi – 2.57pm 7 February	607	6,507	521	159	125,068 132,973	1,639	Resource and damage statistics include both fires
Vectis (Horsham)	12.26pm 7 February	53	538	46	0	2,200	13	
Coleraine	12.36pm 7 February	44	274	54	0	775	1	
Weerite	1.17pm 7 February	48	423	45	0	1,300	0	
Redesdale	3.11pm 7 February	71	860	81	0	9,500	12	
Harkaway	3.32pm 7 February	39	470	53	0	180	3	
Upper Ferntree Gully	3.42pm 7 February	12	168	21	0	3.8	1	
Maiden Gully / Eaglehawk	4.34pm 7 February	69	593	73	1	330	58	
Lynbrook / Narre Warren	4.48pm 7 February	34	321	41	0	11.5	6	
Beechworth	6.08pm 7 February	137	1,353	107	2	32,300	29	
Wilson's Promontory	CFA – 12.44pm 13 February	70	423	37	0	50,00	0	CFA assistance to DSE
Muskvale / Daylesford	3.00pm 23 February	202	1,671	177	0	2,650	0	Asset protection strategies were implemented for underground water/gas pipeline
Upwey	2.28pm 23 February	109	1,038	119	0	350	0	
Totals			18,925	1,815	173	414,921	2,115	

7 February 2009

Out of the 1,386 incidents to which CFA was dispatched on 7 February, nine became significant fires. The location of some incidents, influenced by the extreme conditions of the day, meant that 44 other incidents had significant potential to impact on communities.

Such fires occurred at Upper Ferntree Gully, Harkaway and Lynbrook in highly populated areas. The timely and efficient response of CFA brigades ensured that many fires were contained in the early stages of their development, which CFA regards as a notable achievement on a day of such extreme fire activity. The locations and final sizes of major fires that occurred on 7 February 2009 are shown at Figure 3.

Inter-agency, Interstate and International Support

As the magnitude of the February bushfires became clear and the duration and difficulty of the ongoing firefight extended, international and interstate support was sought and offered. Incoming crews provided a significant ongoing contribution to fire suppression resources. The scale of deployment of visiting crews represented a considerable surge capacity which enabled CFA to provide some much needed rest to our crews and management teams from time to time.

Timely and welcome assistance was received from Canada, New Zealand, NSW, ACT, Queensland, South Australia, Tasmania, Western Australia and the United States of America which provided Burned Area Emergency Response teams, Incident Management staff and Operations staff.

The operation saw the Victorian emergency services work at a level never seen before – CFA was involved not only with the firefighters from Department of Sustainability and Environment (DSE) but with Victoria Police, Victoria State Emergency Service (VICSES), Department of Human Services (DHS), the Australian Army, Metropolitan Fire and Emergency Services Board (MFB), local councils, welfare organisations and many more.

The support of ABC and local radio stations and other media that assisted CFA and the communities on a daily basis was also an integral part of all operations, more than ever before.

Recovery Actions within CFA

As an indication of the effect of the fires on CFA, within the area impacted by the Kilmore East/Murrindindi fires 108 members (across more than 80 families) lost their homes. One CFA member and several family members lost their lives. An additional 244 members involving 176 families

Figure 3. Locations of 7 February 2009 Major Bushfires







Table 2. Days of Total Fire Ban 2008–09

Date	Total Fire Ban District
12 January 2009	North Western, North Eastern, South Western and Central
13 January 2009	North Western, North Eastern, South Western and Central
14 January 2009	Whole State
20 January 2009	North Western, North Eastern and Central
22 January 2009	Whole State
28 January 2009	North Western, North Eastern, South Western and Central
29 January 2009	Whole State
30 January 2009	Whole State
31 January 2009	Whole State
1 February 2009	North Western and North Eastern
5 February 2009	North Western and North Eastern
6 February 2009	Whole State
7 February 2009	Whole State
8 February 2009	Whole State
23 February 2009	North Western, North Eastern, Central and Eastern
27 February 2009	Whole State
2 March 2009	Whole State
3 March 2009	Whole State

Table 3. Number of Total Fire Ban Days declared (2004 to 2009)

Fire Season	Whole of State	Partial
2004–05	0	8
2005–06	2	10
2006–07	9	11
2007–08	2	8
2008–09	11	7

had properties impacted through a loss of sheds, fodder, vehicles, fences, stock and pasture.

A range of welfare strategies was immediately implemented during the fires to support CFA members, and these have been maintained while the need has existed:

- Access was provided to peers, chaplains, counsellors and psychologists who provided services such as critical incident support, grief counselling and pastoral support. These services were made available to CFA members and their families 24 hours a day, 7 days a week.
- CFA's Medical Officer and health monitoring teams were deployed into the field, staging areas and Incident Control Centres (ICCs), to look after the day-to-day health and hygiene of people working in adverse conditions.
- Ongoing health and injury management services were provided for members who were injured during volunteer work.
- Liaison occurred with external organisations such as Australian Red Cross, Department of Human Services and the Australian Defence Force to coordinate support services.
- Assistance and advice was given to CFA members in relation to insurance claims and linking families up with CFA legal advice consultants, as well as supporting firefighters in their claims for personal losses in their firefighting role.
- Recovery meetings were held with brigades to outline the CFA recovery process and support mechanisms with all agencies including Centrelink, DHS and counselling services.
- A process for CFA members to apply for replacement birth, marriage or change of name certificates was put in place.

CFA implemented a long-term Member Welfare Support and Recovery Plan which was developed with the assistance of World Vision, based on their international emergency recovery experience. Under this plan CFA has developed and delivered:

- local welfare recovery plans for Areas and Regions
- additional support information on CFA Online
- communication processes
- education to help people work through the recovery process.

While most people will work through their experiences in their own way and in their own time, CFA recognised that some might need extra help. Support has been made available for CFA members and their families through a Member Welfare page on CFA Online, regional Critical Incident Stress Management Peer Coordinators and Regional Operational and Human Resources staff.

CFA Contribution to Community Recovery

CFA resources have assisted the official recovery led by the Victorian Bushfire Recovery and Reconstruction Authority (VBRRA).

Brigades have played important roles as key points for community contact and support, which evolved to include helping locals dealing with questions on contacting appropriate relief or government agencies.

CFA recovery teams have assisted in rehabilitating hundreds of kilometres of control line and repairing damaged fencing on private land. CFA is new to this role and has undertaken the work with guidance from DSE and municipalities. Senior CFA volunteers working in VBRRA roles have coordinated mapping and plant supervisors to reinstate containment lines.

Those involved helped to develop guidelines and tools to support Incident Management Teams (IMTs) and regional staff who will oversee this work, if required, following future fires. These guidelines and tools will be available in the IMT Toolbox for next summer.

Table 4. Total Number of incidents 2001 to 2009

Incident Type	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Fire & explosion	13,957	14,878	13,201	13,096	11,313	16,791	15,728	16,103
MVA, rescue, EMS calls	3,329	3,392	3,356	3,411	2,923	3,730	3,768	3,808
Hazardous condition	2,883	2,750	2,885	3,581	2,980	3,645	2,959	3,022
Overpressure rupture	22	35	42	43	37	62	73	56
Service calls	2,092	2,390	2,434	2,103	2,093	2,747	2,782	2,817
Good intent call	3,882	4,695	4,322	5,227	4,487	5,720	5,383	5,941
False alarms & false calls	7,702	7,761	7,468	7,581	6,013	7,580	7,496	6,919
Other situations	152	157	190	164	157	256	190	183
Missing	94	167	154	356	6,267	341	226	957
Undetermined	143	236	175	183	271	252	256	181
Total Primary Incidents	34,256	36,461	34,227	35,745	36,541	41,124	38,861	39,987
Support turnouts	24,312	28,232	25,115	26,752	32,147	37,415	32,206	35,807
Total Turnouts	58,568	64,693	59,342	62,497	68,688	78,539	71,067	75,794

Together with actions arising from operational debriefs and lessons learned CFA used the early direction coming from the Royal Commission and the advice and strong support from the Government to prepare an ambitious 2009–10 Bushfire Preparedness Program.

Support for Royal Commission

An internal Taskforce was established to manage the work of CFA in reviewing fire planning and activities over the 2008–09 fire season. It was oversighted by a Board-appointed Steering Committee and has led the following actions.

- **Debriefs.** The Task Force coordinated debriefs jointly with DSE. Local debriefs have been conducted, as well as functional and regional debriefs and debriefs with other agencies in Victoria, and interstate and international agencies that assisted.
- **Chronology project.** A joint CFA/DSE chronology of the fires was developed. An inter-agency intelligence committee was established to share data on the fires.
- **Near miss investigations.** Investigations commenced into over 20 accidents or near misses during the fire season.
- **Phoenix taskforce.** A CFA liaison officer was appointed to work with the Victoria Police Phoenix taskforce coordinating investigations into the cause of the key fires and preparing the briefs for the Coroner.
- **Fire Spread Mapping**
A fire spread mapping group assisted with fire behaviour and spread information to support investigations.
- **Bushfire Cooperative Research Centre (CRC) research.** CFA supported and assisted the Bushfire CRC program of research on fire behaviour, building and planning issues, and community response and human behaviour issues.
- **CFA Research.** CFA commenced a project to gather information from Community Fireguard groups affected by the fires. The project was initiated in Yarra Area to collect information on the impact of the fires, experiences of the fire and feedback on the program. Information from other Areas will also be collected.

Table 5. Summary of Major Incidents 2008–09 (other than February 2009 bushfires)

Date	Incident Type	Location	CFA appliances	Fire Size (hectares) or Cost
22 July 2008	Structure Fire	Colac	11	Fire began in the server room of the State Government Offices. Most of the ground floor was completely destroyed whilst the upper storey was mainly damaged by heat, smoke and water. Level 3 ICC utilised by DSE and CFA was also damaged in the fire. Damage of approximately \$2 million.
22 July 2008	Structure Fire	Pyalong	7	Two fatalities.
23 July 2008	Structure Fire	Horsham	13	Hay shed fire. Fire contained to one shed, however some machinery was also destroyed. Damage of approximately \$2million.
28 July 2008	Structure Fire	Shepparton	25	Fire in cool store of pears, which destroyed 1,300 bins of fruit. Damage of approximately \$2million.
21 August 2008	Structure Fire	Chelsea Heights	15	Entire boat shed destroyed. Damage of approximately \$1.7million.
30 August 2008	Structure Fire	Keysborough	15	Significant damage to factory stock. Factory produced chemical additives for concrete. Damage of approximately \$3million.
6 September 2008	Structure Fire	Moe	9	Fire at The Purvis Plaza Shopping Centre destroyed butcher and Laundromat. Smoke damage to the other 25 shops within the complex. Damage of approximately \$3 million.
14 September 2008	Non-structure Fire	Hazelwood North	61	Coal Fire burnt in non-operational areas of the Hazelwood open cut coal mine. Total area involved approximately 1,300 meters of batter across three levels.
28 October 2008	Structure Fire	Chelsea Heights	11	Boat factory was destroyed including eight speed boats from a racing club. Damage of \$2million.
30 October 2008	Grass Fire	Ouyen	30	10,000ha of State Park and 50ha of private wheat crops lost with estimated loss \$9,000.
22 January 2009	Grass Fire	Drummond North	65	300ha. Rail services disrupted for a number of hours

Planning for 2009–10 Fire Season

Prior to February, attendance patterns in 2008–09 at CFA community information meetings were similar to the previous year; after the fires, the demand for community meetings was well beyond CFA’s previous experience. For instance, CFA’s North West Area noted that public enquiries for information to CFA increased by 600 per cent in the period 9-28 February 2009, compared with the period before 9 February 2009.

To respond to this heightened demand for information and to put in place important bushfire community safety initiatives for the 2009–10 bushfire season and beyond, CFA began planning almost immediately the fires were controlled. While findings of the Royal Commission had not yet been released, some feedback from community consultation sessions provided guidance including:

- general fire preparedness and awareness was inconsistent
- community understanding of the implications and consequences of the “Prepare, Stay and Defend or Leave Early” policy was generally low
- fire plans for many households and communities were inadequate
- broader circulation of CFA fire preparation and education materials and stronger community education was needed
- fire education should be included in schools curriculum for those in high risk areas.

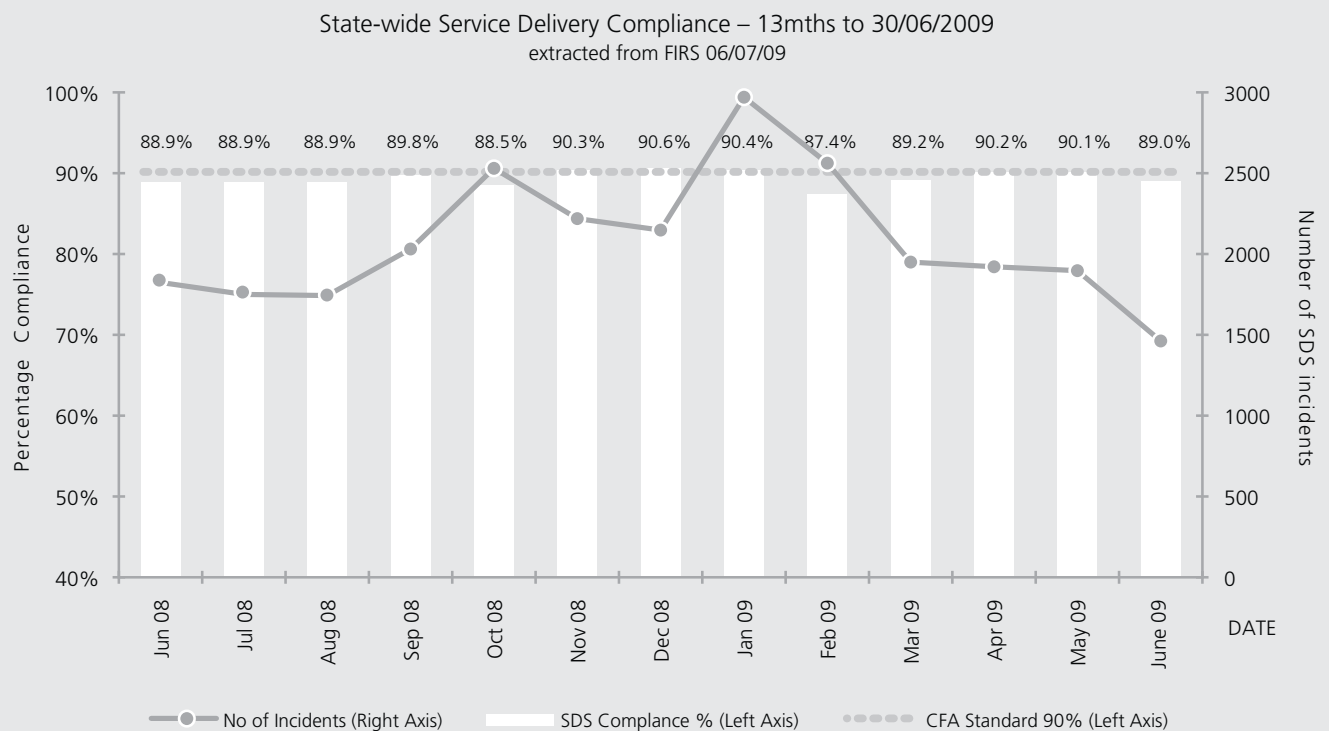
CFA understood that to allow time for consultation and review of policies, followed by communication of any changes and information to CFA’s workforce and the community prior to the fire season, planning needed to start well before the Royal Commission Interim Recommendations were released

in mid-August 2009. Together with actions arising from operational debriefs and lessons learned CFA used the early direction coming from the Royal Commission and the advice and strong support from the Government to prepare an ambitious 2009–10 Bushfire Preparedness Program.

At the end of the year, the Premier announced key improvements would be made to Victoria’s preparations and responses ahead of the 2009–10 fire season, advising the Royal Commission that the Government would take action to deliver improvements before the fire season. The Government’s submission to the Royal Commission outlined more than \$50 million of new initiatives, subject to further consideration following the recommendations in the Royal Commission’s interim report.

Progress against these initiatives will be subject to close scrutiny during 2009–10 including a review by the Royal Commission after the fire season, and the outcomes of the program will be reported by CFA in next year’s Annual Report.

Figure 4. State-wide Service Delivery Compliance to 30 June 2008



2008–09 Fire Season

Notwithstanding the events of February 2009, the 2008–09 summer fire season was characterised by a significant increase in the number of wildfire events from the previous season. The first major wildfire event occurred in late October and was followed by an active fire season, influenced by extreme weather conditions, high fuel loadings and dry grassland areas. A peak in fire activity occurred in late January and extended through until late February.

In total 18 Total Fire Ban (TFB) days were declared during the fire season, 11 of which were whole of State declarations. The overall number of TFB days was a significant increase from the previous fire season, with the majority of declarations applying to the whole State. Table 2 provides details of the TFBs declared in 2008–09. Table 3 provides comparative data for TFBs for the period 2004 to 2009.

'Fire Danger Period' declarations were progressively implemented across the State from 1 November 2008, with all bans concluding by 1 May 2009.

2008–09 Incident Activity

CFA urban and rural response activity during the 2008–09 period remained at usual levels and saw CFA respond to a diverse range of incidents including:

- performing the role of control agency for the Brooklands Green closed landfill methane gas incident, which required significant investment of human and technical resources to measure gas levels and provide community briefings. In addition to the operational incident control activity, 48 community sessions were conducted with 795 attendees. It should be noted that this was the first time this type of incident was managed by CFA
- industrial hazardous material incidents at factories in Wendouree and Bayswater in which crews were required to neutralise or dissipate the hazardous substance and assess the safety of the workplace prior to employees returning to work
- in September 2008 a significant fire occurred at the Hazelwood Mine involving the deployment of resources from 98 brigades involving six CFA Regions as well as State support.

In total CFA attended 39,987 incidents in the period 1 July 2008 to 30 June 2009 resulting in 75,794 brigade responses. Tables 4 and 5 provide further details of these incidents.

Overseas Support

Victoria supported the response of the Forest Fire Management Group (Australia and New Zealand) to a request for firefighter assistance to California, North America to aid in the wildfire effort during July 2008. Fire management roles including Divisional Supervisor and Helicopter Manager were filled by this contingent, as well as key liaison roles in the US and Australia. One CFA member was deployed with the initial contingent.

Operations Performance Analysis

CFA's online Fire and Incident Reporting System (FIRS) allows reporting on data extracted from fire reports. Reports include:

- brigade incidents listings
- member response summary report
- incident injury summary report
- fire report status report
- fire report late completion report
- hectares burnt report
- Service Delivery Standard (SDS) response reports, graphs and analysis
- containment to room of origin report
- performance analysis graphs
- risk analysis graphs
- dollar loss from structure fire report.

Many of these reports have been linked to the Section 29 reporting on brigade efficiency to provide further evidence of automatic data provided. These reports are available online to CFA staff and brigade management teams in varying formats.

Response Performance

CFA attended 39,987 primary incidents during 2008–09 with 25,183 incidents being classified as emergency incidents for measurement of SDS purposes. Of these, 22,525 incidents (89.45 per cent) met CFA's designated response time standard for the type of hazard attended with a further 1,021 incidents (4 per cent) missing compliance by less than 60 seconds. Monthly performance ranged between 88.5 per cent and 90.6 per cent. Figure 4 shows a summary of SDS for the year.

Data is based on completed fire and incident reports, where at least one appliance (from any fire service) responded under emergency conditions ("code 1"), to an incident in a CFA area. The data excludes support calls to external fire services, non-emergency incidents and incidents occurring in remote rural areas which do not have a standard response time requirement.

Dollar Loss from Structure Fires

Table 6 shows total and median dollar loss for structure fires attended by CFA. Note that this report refers only to fires originating in buildings or structures and so property losses due to 2009 bushfires are not included. This reporting is consistent with the national requirements of the Productivity Commission for service delivery.

Structure Fire Containment to Room of Origin Report

Table 7 shows the total number of structure fires per area and summarises the number of incidents allocated to each of the flame damage categories in the fire reports. It then shows the percentage confined to room of origin. This measure is intended to identify the effectiveness of CFA's response on arrival at the scene of the structure fire.











The aim of this project was to allow messages that are sent to brigade EAS pagers to be copied to selected brigade personnel mobile phones by Short Message Service (SMS), thus allowing the redistribution of EAS pagers to the brigade members most likely to respond. The project was completed during the year and has been well received by CFA brigades using the service.

Projects to Improve Response

As a consequence of the preliminary planning by CFA and the interim findings of the 2009 Victorian Bushfires Royal Commission, there are some 26 projects which are underway to assist in preparation for the 2009–10 fire season. As these projects have timeframes associated with the 2009–10 season, reports on the outcome of these projects will be provided through the next annual reporting framework.

The following project work was undertaken during 2008–09.

Emergency Alerting Service

Although the Emergency Alerting System (EAS) project has been completed and is working well, work is still progressing on filling operational coverage gaps. Plans were approved in the May 2009 State budget to cover the majority of these gaps and to begin to upgrade the current EAS to operate at a higher data rate.

Short Message Service Gateway

The aim of this project was to allow messages that are sent to brigade EAS pagers to be copied to selected brigade personnel mobile phones by Short Message Service (SMS), thus allowing the redistribution of EAS pagers to the brigade members most likely to respond. The project was completed during the year and has been well received by CFA brigades using the service. In most cases, the ability to use SMS is given to brigade members who provide operational support.

Marine Incident Response Capability

This project aims to establish, plan for and maintain a capability to manage marine incidents in accordance with CFA's statutory obligations under Victoria's emergency management arrangements. It builds on the partnership established previously with the Australian Volunteer Coast Guard. Liaison and partnership work progressed to the point that all planned Coast Guard brigades have now been

Table 6. Estimated Dollar Loss from Structure Fires 2008–09

CFA Area	Number of Structure Fires	Structure Fires with Loss Value	Total Dollar Loss	Median Dollar Loss
Barwon Corangamite	319	168	\$9,127,910	\$7,000
Gippsland	304	154	\$9,736,570	\$6,000
Midlands-Wimmera	297	93	\$6,965,550	\$5,000
North East	347	153	\$12,199,975	\$10,000
North West	319	151	\$20,611,416	\$9,000
Outer Metro Norwest	346	185	\$9,457,790	\$4,000
South West	113	45	\$1,896,020	\$3,000
Westernport	894	407	\$48,926,860	\$5,000
Yarra	323	175	\$7,604,770	\$3,500
Total	3,262	1531	\$126,526,861	\$5,000

registered as CFA brigades. Plans are well advanced to provide training to these brigades as well as CFA brigades so that they will be able to respond to a marine incident, including:

- safety at sea training module is being tested
- fire pumps for Coast Guard vessels have been supplied to CFA
- initial roll-out of Coast Guard Personal Protective Clothing (PPC) was completed.

Urban Search and Rescue

The CFA Urban Search and Rescue (USAR) Category 2 team was deployed to assist Victoria Police in the post-Black Saturday fire recovery.

Thirty-two CFA USAR operators commenced skills maintenance training. This course is being conducted at the MFB training facility in Sunshine.

Forestry Industry Brigades

There are 24 Forestry Industry Brigades (FIBs) with 717 members registered across Victoria. FIBs responded to 465 fires in 2008–09, including significant involvement in most major fires on Black Saturday and the following weeks.

Wildfire training was provided by CFA to 95 new FIB members, with 43 members presenting for advanced training courses.

A full review was conducted of the FIB operational framework and FIB integration workshops were delivered to update members on new VICFire dispatch arrangements and radio procedures. To continue the integration, CFA has extended the FIB Project Officer position, based in Casterton, a further three years.

Two of Victoria's largest Blue Gum Plantation companies encountered financial difficulties (Timbercorp and Great Southern). Their operations cover approximately 80,000ha of plantation, mostly located in South West Victoria. CFA

has worked with the Receivers and Administrators to ensure that support for fire protection and suppression into these plantations during the 2009–10 fire season will be continued.

Catering Review

A project officer was appointed to develop tools and guidelines for those CFA members heavily involved in planning for, and delivering logistical support including catering and related services. A Catering Manual was approved and distributed and ongoing work will include training for Catering Officers and negotiation with operational partners for inclusion of Catering Officers into the IMT Toolbox.



Table 7. Structure Fire² Containment to Room of Origin 2008–09

CFA Area	0 – Extent of damage undetermined	1 – Confined to the object of origin	2 – Confined to part of room or area of origin	3 – Confined to room of origin	5 – Confined to the floor of origin	6 – Confined to structure of origin	7 – Extended beyond structure of origin	8 – No damage of this type / not applicable	9 – Extent of damage not classified	Total Structure Fire Incidents	% Confined to Room of Origin
South West	1	10	18	6	0	20	4	8	0	67	64%
Barwon-Corangamite	1	32	42	41	3	75	15	16	0	225	58%
Westernport	6	155	163	98	6	159	33	41	2	663	70%
Gippsland	0	25	40	31	1	75	13	13	0	198	55%
Yarra	3	27	51	31	3	62	10	14	2	203	62%
Outer Metro Norwest	3	47	80	31	1	70	11	25	4	272	68%
Midlands-Wimmera	4	22	35	33	1	70	19	11	0	195	53%
North West	0	35	57	24	3	89	10	15	0	233	56%
North East	3	32	36	29	3	89	19	9	0	220	49%
Total	21	385	522	324	21	709	134	152	8	2,276	61%

² The determination of structure fires in the 'Containment to Room of Origin' report refers only to building fires. The 'Dollar Loss' report also includes building fires confined to a container, for example a chimney or cooking equipment, and hence shows a larger total number of structure fire incidents.

Prevention Services

'Prevention' services describe the measures taken in advance of an emergency aimed at decreasing or eliminating its impact on the community and the environment. Effective prevention activities reduce the requirement to respond to, and recover from, emergency events. CFA provides support, advice and advocacy to external stakeholders on all matters relating to fire prevention and management in the country area of Victoria, including:

- land use practice and planning
- structural safety, compliance with standards and levels of safe practices
- dangerous goods and material certification, including handling arrangements
- risk assessment and emergency management planning.

Land Use Planning

CFA aims to improve fire safety of new developments, including subdivisions, through input into strategic and statutory planning. While there exists a statutory framework for land use planning, within the framework there is opportunity for CFA to provide input into the planning of new developments to minimise the risks associated with wildfire and structural fire. CFA may provide advice or prescribe minimum fire protection requirements for new developments.

Actions and achievements completed during the year include:

- conducting 20 land use planning awareness sessions for local government across the State, specifically informing changes to CFA subdivision referral and provisions in planning schemes
- establishing four new Wildfire Management Overlays (WMOs) for Golden Plains, Ballarat, Greater Bendigo and Geelong and significantly advancing WMOs in at least 10 other municipalities
- putting in place 26 WMOs based on contemporary spatial data.

Structural Fire Safety

CFA may be requested to conduct fire safety inspections of buildings, usually in conjunction with the municipal building surveyor or as part of targeted inspection programs based on risk. CFA is required to respond within statutory timeframes to applications received where a building design varies from the Building Code of Australia and the variation has been justified in a Fire Engineering Report. CFA may also receive building permit applications referred for comment by the Building Appeals Board when these applications relate to fire safety. Annual performance against statutory timeframes is shown at Figure 5.

Actions and achievements completed during the year:

- Barwon Corangamite Area conducted a pilot Fire Safety Inspection training course for Operational Firefighters.
- A Regulatory Impact Statement was developed for changes to the Residential Tenancies Regulations to reflect CFA inputs, especially in relation to fire spread and movable dwellings.
- The Department of Education and Early Childhood Development was supported in the development of its strategy for addressing fire safety in schools.
- CFA worked with Consumer Affairs in the development of a strategy to address life safety and emergency management at licensed premises which serve alcohol.

Dangerous Goods

CFA is required to provide advice for owners or holders of dangerous goods above certain quantities, in accordance with *Dangerous Goods Storage and Handling Regulations 2008*. This advice includes location of emergency signage, comments on the emergency management plan and comments on fire protection system. The aim is to provide for the safe storage and handling of dangerous goods.

During the year analysis of incident trend information (provided by fire Investigators) identified a significant

Figure 5. Statutory workload and completion within 10 business days





community safety risk, relating to fires within premises involved with automotive vehicle and furniture spray painting. This resulted in a partnership program involving the MFB and WorkSafe which resulted in targeted inspections by WorkSafe and a community information program by CFA.

Municipal Fire Prevention

CFA's Act requires municipal councils to prepare and maintain Municipal Fire Prevention Plans. Each Municipal Fire Prevention Plan addresses fire risks and responsibility for appropriate treatments, and must be audited periodically by CFA. During the year CFA audited 21 Municipal Fire Prevention Plans, which showed 100 per cent compliance and conducted two Municipal Fire Prevention Officer courses together with a state-wide fire prevention seminar with over 130 participants.

Projects to Improve Prevention

Road and Rail Corridor Fire Management Program

The objective of the Road and Rail project is to maintain and extend support to CFA volunteers involved in fire management activities on roadside and rail corridors, including fire prevention works, fire prevention inspections, reporting and post incident fire investigations.

The key achievement during the year was establishing a relationship with the Federal Department of Environment Water Heritage and the Arts to seek endorsement and protection under the Environment Protection and Biodiversity Conservation Act for CFA's corridor fire management processes

Brigades participating in this program have increased from 90 in 2006 to approximately 400 as brigades have recognised the need and importance of the work. This achievement ensures that CFA governance and legal requirements are met and associated brigade workload is supported.

On the Land

In 2007, CFA released fire management guidelines for agriculture, entitled *On the Land*. These guidelines provide a framework for considering fire management on broad-acre agricultural and smaller lifestyle properties. Project work continued until June 2009 to support the distribution, communication and implementation of these guidelines across Victoria.

In addition, the project authored a section on fire in the Department of Primary Industry Environmental Management Best Practice self-assessment booklet and also produced various articles for Victorian Farmers' Federation publications.



Preparedness Services

'Preparedness' describes the results of measures to ensure that, if an emergency occurs, communities, resources and services are capable of responding to, and coping with, the effects. It also involves establishing equipment standards and monitoring adherence to those standards. Activities that contribute to preparedness include:

- public information campaigns and educational programs to promote safe practices in the community
- the exercising, training and testing of emergency service personnel
- standby and resource deployment and maintenance.

Integrated Fire Management Planning

CFA hosts the Integrated Fire Management Planning (IFMP) support team. IFMP aims to achieve a consistent and effective means for fire management planning within Victoria through a commitment to cooperation, including information sharing and the building of collective knowledge between state, regional and municipal entities.

During the year the progress towards IFMP included:

- All eight Regional Strategic Fire Management Planning Committees were established – six chaired by CFA along with Eastern Metropolitan Region by DSE and North West Metropolitan by MFB.
- Twelve Municipal Fire Management Planning Committees and an additional six municipal area working groups were established.
- Development, trial and evaluation of fire planning tools were supported including the Victorian Fire Risk Register (VFRR) and an Urban Area Profiling Tool.
- State Fire Strategy was developed and distributed to stakeholders for feedback.

Victorian Fire Risk Register

A project was sponsored within IFMP to trial the NSW Rural Fire Service Bushfire Risk Assessment Tool for use in Victoria. Referred to as the Victorian Fire Risk Register (VFRR) it was tested initially in Mansfield and East Gippsland. After initial evaluation, the tool is to be applied to a broader group of municipal areas in support of preparation for the 2009–10 fire season.

- A systematic process that identifies assets at risk from wildfire, assesses the level of risk to assets and provides a mixed range of treatments to mitigate the risk, VFRR is now ready to implement across the State. Treatments may include fuel reduction, community education programs and safety audits.
- Supporting the VFRR, another CFA development has established a new system for categorising risk in the community based on Australian Bureau of Statistics census data. 'Precincts' are built on identified geographic areas of life-risk encompassing all Victorian land and development. The six precinct types are:
 - business and community activity centre
 - farming and rural living
 - interface living
 - industry and state infrastructure
 - bush and parks
 - township and suburban living.

A project was sponsored within IFMP to trial the NSW Rural Fire Service Bushfire Risk Assessment Tool for use in Victoria. Referred to as the Victorian Fire Risk Register (VFRR) it was tested initially in Mansfield and East Gippsland. After initial evaluation, the tool is to be applied to a broader group of municipal areas in support of preparation for the 2009–10 fire season.

Living with Fire

Living with Fire Community Engagement Framework 2008–12 is a whole of Government initiative to coordinate all awareness, information, education and empowerment programs relating to fire in the environment. The Living with Fire Community Engagement Framework is focussed on three key themes of People, Communities and Environment

The Framework was officially launched by Emergency Services Commissioner, Mr Bruce Esplin on 10 December 2008.

Media Campaign

The 2008–09 summer fire awareness campaign "Are you FireReady?" was a joint initiative between the four partner agencies - CFA, MFB, DSE and DHS, with assistance from Department of Justice. There were two elements to the campaign, starting with a structured component (a series of television and radio ads in early December) encouraging people to become "fire ready". This was followed by a flexible campaign focussed on key messages as the fire season rolled out. This campaign included a joint agency website (www.fireready.vic.gov.au) that displayed all the links to the agency specific information.

Living in the Bush

An updated version of CFA's *Living in the Bush* work book was released for the 2008–09 fire season. The new *Living in the Bush* included information from DSE and DHS and was developed to include the joint messages of the Living with Fire partnership and to improve information for the community and individuals on preparing for and recovering from fires.

Summer Fire Safety

A brochure focusing on the risk of outside fires in urban environments was produced by MFB and CFA. Recognising that there has been a shortage of information available to

people living in urban environments that may be at risk from outdoor vegetation fires, this publication targeted residents living in a town or city close to parks or reserves that could be at risk and therefore impact on their home or property if there was a fire.

These new programs and activities supplemented and enhanced existing programs and activities such as Community Fireguard and Fire Ready Victoria.

Brigades in Schools

The Brigades in Schools program involves CFA brigades delivering fire safety education for primary school children in grades prep to 6. The focus from CFA is to target grades 3 and 4. Education is a long-term strategy to change attitudes and behaviours about fire safety and to introduce children to the role of CFA. The objective of the program is to increase fire safety knowledge and skills in primary school aged children.

Actions and achievements completed during the year:

- The number of students participating in Brigades in Schools was lower than the previous year (2007–08: 34,876 students) as shown in Table 8.

Table 8. Service delivery for Brigades in Schools 2008–09

No. Sessions	No. Schools	No. Students
992	358	24,740

- Despite the reduction, service delivery for grades 3 and 4 achieved 95 per cent of CFA's target, and targets for all other sessions were exceeded by 256 per cent.
- The program underwent a review in 2008–09 with a focus on the relationship between Brigades in Schools and the connection to both the Curriculum Standards Framework II and the Victorian Essential Learning Standards. The review involved a wide range of stakeholders from the presenters on the ground to the Department of Education. This program has now commenced the redevelopment stage for a launch date being marked as the start of the 2011 school year.

Mobile Education Unit

As with Brigades in Schools, CFA's aim for the Mobile Education Unit (MEU) is to increase home fire safety knowledge and skills for children in grades 3 to 4. The

MEU provides home fire safety education for children, conducted in a fully equipped semi-trailer on school sites. Education materials are provided pre- and post-visit as well as throughout the session.

Actions and achievements completed during the year:

- The number of MEU sessions delivered decreased by 13 per cent on the previous year (2007–08: 626 sessions delivered) as shown in Table 9.

Table 9. Service delivery for Mobile Education Unit 2008–09

No. Sessions	No. Students	No. CFA Areas Visited
467	11,533	7

- The MEU again featured at all three of this year's State Championship competitions, providing all participants with an opportunity to view and understand the program. The MEU has also been used at other major events around the State where there is a connection to the program, such as Kids Fest in the North East Area.

Early Fire Safe

Early Fire Safe is a fire, burn and scald education program developed for parents and carers of children aged 0 to 5 years. The Early Fire Safe program aims to provide parents with increased knowledge of fire prevention in the home and ways that injuries can be prevented. Emphasis is on developing low cost practical solutions for identified risks.

Actions and achievements completed during the year:

- Participant numbers for the Early Fire Safe program continued to increase on previous years, with sessions conducted up from 168 in 2007-08 to 302 in 2008-09.

Table 10. Service delivery for Early Fire Safe 2008–09

No. Sessions	No. Participants
302	2,391

- The program continues to undergo annual reviews to ensure that it meets its purpose. A half day training session is currently being developed to ensure consistency in delivery around the State including MFB.

Table 11. Number of FRV meetings and participants 2008–09

CFA Area	Meetings	Participants
Barwon Corangamite	62	1440
Gippsland	124	12586
Midlands Wimmera	172	8243
North East	96	5789
North West	77	3162
Outer Metro Norwest	56	5767
South West	112	6384
Westernport	190	6533
Yarra	213	19320
Total	1,102	69,224

Table 12. Service delivery for Community Fireguard 2004–05 to 2008–09

CFA Area	2004–05	2005–06	2006–07	2007–08	2008–09
Barwon Corangamite	44	80	73	48	86
Gippsland	13	27	33	10	60
Midlands Wimmera	245	205	222	184	186
North East	38	25	46	19	8
North West	34	2	11	6	10
Outer Metro NW	19	37	42	24	4
South West	6	3	4	20	1
Westernport	51	51	64	52	28
Yarra	199	309	345	141	204
Total	649	736	840	504	587

Hard to Reach

People aged 65 years and over are in one of the highest fire risk groups in the community and have an elevated risk of fire fatality and injury, which also increases as they continue to age. This project aims to deliver home fire safety information, via community care workers, to vulnerable people.

- With MFB as the lead agency, CFA has supported the development and inclusion of basic home fire safety information into competencies in the Community Services Training Packages, the national training programs for the community care sector. Basic home fire safety is now included in nine units which appear in 49 separate qualifications, either in initial training or skills maintenance training.

Change Your Clock, Change Your Smoke Alarm

The "Change Your Clock, Change Your Smoke Alarm" campaign is now run nationally and was implemented during March and April, leading up to the end of Daylight Saving on Sunday 5 April 2009. CFA, MFB and Duracell urged people to change their smoke alarm battery when they change their clocks at the end of daylight saving. This year the campaign consisted of many different components:

- children's colouring competitions
- a media campaign including a website and television promotion specifically on Saturday 4 April
- distribution of batteries and home safety information to local communities across the State including over 20 Bunnings and IGA stores on Sunday 5 April
- campaign posters were displayed in all fire stations and the campaign was promoted where possible through websites and newsletters
- CFA and MFB spokespersons were involved in interviews with local radio stations.

2009 Winter Campaign

The launch of the Winter Program media campaign occurred on 1 June 2009 at MFB's East Melbourne Headquarters, with the focus this year targeting families to point out the added risk of fire in the winter months.

- "Check your Hotspots" continues to be a sub-theme for this campaign. Jointly run by CFA and MFB it is supported by a broader website and graphic entitled *Home Fire Safety*. To support this presentation, the campaign features:

- press and radio advertisements that refer the public to the *Home Fire Safety* website at www.homefiresafety.com.au
 - Culturally and Linguistically Diverse (CALD) radio and press advertisements
 - Energy Safe Victoria TV and radio ads
 - media releases
 - Archicentre smoke alarm promotion
 - fridge magnets.
- The campaign is supported by Area delivery of CFA's home fire safety presentation – "Reduce the Risk". Delivery of sessions is targeted to reach vulnerable members of local communities.

Public Housing Safety Training Project

Fires in public housing estates pose a significant risk to tenants and cost to the government each year. The causes of these fires include unsafe cooking practices and other high risk behaviours, such as disabling the smoke alarm, which place tenants and properties at risk.

CFA, MFB and the Office of Housing Emergency Unit established a project to provide safety presentations to public tenant communities in the North West region of Melbourne using a peer educator model.

- Selected public housing tenants will be provided nationally accredited training to prepare them to deliver fire and other safety presentations.
- Presenters will be paid for their work. It is also seen as a way of engaging residents and providing some training and skills that can equip them for further employment.
- One of the aims of the project is to deliver the information in a range of languages to make it accessible to the tenants.
- CFA supported the Office of Housing with a similar project in Geelong.

Figure 6.
Number of calls to VBIL over Summer Period 2005–06 to 2008–09

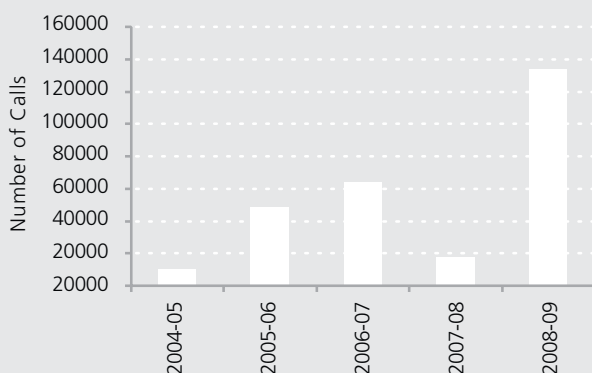


Table 13.
Service delivery for VBIL over summer period 2008–09

Month	Interactive Voice Response	Customer Service Operator	TOTAL
November	1,018	686	1,704
December	793	470	1,263
January	3,843	7694	11,537
February	6370	98,236	104,606
March	2,867	11955	14,822
Total	14,891	119041	133,932

Fire Ready Victoria

Street meetings and community meetings

Interactive community meetings are delivered for residents in high bushfire risk areas. Meetings may be held on street corners, or in local halls and fire stations and focus on basic bushfire behaviour, personal safety, house survival and recognition of local risk. Facilitated workshops may also be run in local communities to assist residents in developing a bushfire plan.

- CFA Areas establish annual targets for the interactive elements of the Fire Ready Victoria (FRV) program to treat identified risks. Areas aimed to deliver 795 interactive FRV meetings and exceeded their targets to deliver a total of 1,102 meetings to an audience of 69,224 as shown at Table 11.
- Attendance at the meetings increased from 17,711 participants in the 2007–08 season due to the magnitude of this year's fire season.

Community Fireguard

Community Fireguard is a community program designed to develop self-reliant neighbourhood groups in high wildfire risk areas. The program aims to develop self-reliant community-based groups to design local strategies to manage fire risk and ultimately reduce losses from wildfire.

In place since 1993, Community Fireguard continues to be an important part of the Living with Fire Framework, catering for those who require a more intensive program with more detailed information about how to prepare for and respond to bushfire.

- Over the 2008–09 season 587 Community Fireguard meetings were delivered against a target of 603. CFA Areas had aimed to establish an extra 54 new groups, however significantly increased demand for the program after the February fires led to 132 new groups. Demand for the program remains high.
- Comparative Area data are shown in Table 12.

Victorian Bushfire Information Line

The Victorian Bushfire Information Line (VBIL) is a joint activity between CFA and DSE, initiated in December 2003. The FRV Strategy aims to generate calls from the public to the VBIL on several issues, including preparedness activities, fire restrictions and Total Fire Bans, as well as incident information.

The number of calls both during major fires and on a day-to-day basis throughout summer 2008–09 demonstrated that the VBIL is providing a valuable service to the community and continues to be an important component of the FRV Strategy. Preparation for the 2009–10 fire season will address capacity needed to address surges in demand.

- Figure 6 shows the number of calls received in the 2008–09 summer period represented an increase of 740 per cent from the previous year due to the very busy fire season.
- Between November 2008 and March 2009 the VBIL received 133,932 calls in total as shown in Table 13. The interactive voice response service is used by the public to order bushfire safety packs which are posted to their address.

Fire Equipment Maintenance

Fire Equipment Maintenance (FEM) is a commercial operation conducted by CFA to provide a fundraising mechanism for brigades. The operation involves the

servicing, inspection and sale of fire extinguishers, fire blankets and fire hoses in public and private enterprise on a fee-for-service basis. The program aims to reduce the risk from fire by ensuring that fire equipment is maintained at an appropriate standard.

Approximately 300 of CFA's brigades are engaged in FEM either directly or through contractors. Collectively the brigades provide services to around 30,000 customers each year. Annual turnover is in excess of \$6 million. Some of the activities undertaken during the reporting period include:

- the completion of a new round of FEM contractor renewals
- the completion of the first course of business training for FEM Officers with the next course to commence in July 2009
- special support measures put in place to assist FEM brigades in the fire affected areas.

Projects to Improve Preparedness

Mapping

CFA recognises the importance of local knowledge and up-to-date technology to improve its mapping capability. In partnership with Spatial Vision and DSE's Spatial Information Infrastructure, CFA has completed a comprehensive review of the map book program, with brigades across the State given the opportunity to view and correct the maps in their Areas. This has resulted in significant improvements to both the map books and Vicmap, the State Government mapping database.

- The second edition series is now almost complete, and planning has commenced for the edition three series. The second series map books have been well received in the field.
- In 2008–09, Edition 2 of the Central, North West and South West map books were delivered, with the North East Edition 2 complete and due for release mid-July 2009. Brigade field checking was completed for the Edition 2 South East map book, with the release expected in November 2009. Wall maps were also produced for use in a number of Regions and ICCs.
- Initial discussions have been initiated with Spatial Vision in relation to future contract arrangements. Future arrangements will be finalised in the 2009-10 and will result in a final position, plan and budget requirements for the next five years.

Geographic Information Services

During the year CFA's Geographic Information Services (GIS) team completed significant research and development and produced a wide range of data and information to support regular corporate reports, online mapping services and project specific materials.

The EIMS Mapper application captures fireground data, provides map production services for local resources and includes planning and visualisation functionality for Divisional Command Points, ICCs and Regional Emergency Coordination Centres. EIMS Mapper communicates with Google Earth interactively as a means of providing overview or three dimensional visualisation services. The application was trialled during 2008–09 and is being readied for full deployment during the 2009–10 fire season.

Road network modelling capability was re-established using a new road base and new toolset. A range of infrastructure and operational planning tools are included.



↑ C724
Healesville

B300
Melbourne →

← Yea

vicroads

Taelangi Forest
Discovery Centre ↑





Research and Development

CFA's operational research and development is active in a number of projects. The following sections outline significant research activities.

Bushfire Cooperative Research Centre

CFA is the project leader on a multi-disciplinary national research project within the Bushfire CRC. The CRC project on firefighter health, safety and wellbeing is being conducted in association with Deakin University and interstate cooperation with Tasmania Fire Service, Fire and Emergency Service Authority and Department of Environment and Conservation in Western Australia, Queensland Fire and Rescue Service, and the Department of Environment and Heritage and Country Fire Service in South Australia. The project will improve the health and safety of firefighters by providing strategies to promote health and safety and to improve prevention of fatigue, injury and fatalities.

- CFA and CRC researchers collected data on firefighters at prescribed fuel reduction fires in Victoria and the Victorian fires during the 2008–09 fire season.
- The researchers conducted project-related research that is consistent with CFA safety, welfare and operational requirements. The research is directed at managing the physiological stress that causes firefighter fatigue, the effects of dehydration and poor nutrition on firefighters, and the physical characteristics of firefighter fit-for-duty protocols.

CFA has published several papers and conference posters on the CRC project, which are listed at the Additional Information section of the Annual Report.

CFA has actively supported the transfer of Bushfire CRC findings from research on firefighter health, safety and wellbeing on the fireground, through CRC seminar presentations to CFA volunteers and staff. Research adoption is also occurring through a series of presentations to CFA Operations staff and to key Australasian Fire and Emergency Service Authorities Council (AFAC) stakeholder groups including the 15th Annual AFAC Conference in Adelaide.

CFA was also heavily involved in support of AFAC's bid for the new CRC on 'Fire Environment and Society' submitted to the Federal Government in April 2009.

Equipment Evaluation and New Technology

CFA's equipment evaluation process continues to register new equipment and coordinate the assessment of new items and procedures. Operational equipment research is completed under CFA policy and process guidelines.

Evaluations and testing for 2008–09 included:

- radio frequency identification technology
- hydration backpacks
- toxic air monitoring instruments
- extension of use of water for firefighting (foams, gels, recycled water)
- using robotics technology in urban, rural, and chemical/biological/radiological applications
- satellite technology applications for fire observation
- personal protective equipment
- wildfire thermal imaging camera operator harness
- fast acting chemical disposal agent
- aluminium standpipes for pumper and tanker use

- infrared heat detector device trial
- a rambler siren trial using CFA operations concept car.

Global positioning satellite systems have been evaluated for several potential applications for CFA. The systems include the following applications.

- moving map topographical map GPS unit evaluation on CFA pumpers
- automatic vehicle location technology
- street navigator system evaluation.

The testing and evaluation of crew protection system components at an experimental test platform and through field validation have resulted in the system components incorporated into the design of new tankers.

- The Light Concept Tanker was successfully tested on the flame front simulator at Mogo, NSW.
- CFA, in cooperation with Commonwealth Scientific and Industrial Research Organisation (CSIRO), evaluated new radiant heat protective curtain materials.
- A single fixed-point fog nozzle crew protection system was trialled using the wildfire flame front simulator.

Class A foam was trialled and assessed to assist the evaluation of CFA Class A foam tenders. Fire suppression effectiveness tests and compatibility tests were conducted resulting in the recommendation for the selection of acceptable Class A foam.

The need for Unmanned Aerial Systems for use within CFA and Victoria was investigated through operations analysis. Understanding of system components was developed for the aerial vehicle platform, control systems, and payload capabilities.

Governor of Victoria and CFA Patron Professor David De Kretser AC with Yarra Area General Manager Lex de Man.



Recovery Services

'Recovery' describes the results of strategies and services to support affected individuals and communities in the reconstruction of physical infrastructure and their restoration of emotional, social, economic and physical wellbeing. From CFA's perspective Recovery also includes the results of strategies and services to return to a state of preparedness after emergency situations. Activities that contribute to CFA's recovery include:

- critical incident stress debriefing
- the return of resources to the state of readiness specified in their response plan.

Post Fire Season

Joint CFA and DSE Post Fire Season Survey

After the final report on the post-fire season operational survey for 2007–08 was completed the online survey was further refined for 2008–09. A total of 194 respondents completed the survey; 91 from DSE and 103 from CFA. The results are being analysed and the report will be completed for presentation to the Chief Officer in the latter part of 2009.

Debriefing Process

DSE and CFA discussed the issues surrounding improvement of local debriefing and the benefits of including After Action Review methodology as part of the debrief practice. This process has now been adopted.

Projects to Improve Recovery

Fire Investigation

CFA's fire investigation function achieved a number of key projects to further enhance the delivery of the program within CFA.

Course learning manuals for "Structural and Vehicle Fire Investigation" and "Wildfire Investigation" were finalised and used at structural and wildfire investigation courses during 2008–09.

An online version of the Fire Investigation Management System was developed. Once implemented, the completed fire investigation reports will update CFA's FIRS with accurate information relating to the origin and cause of the fire. It is envisaged that this system will greatly assist in the identification of fire trends and allow for further analysis to occur in support of the development of community safety and education campaigns.

Through Fire Investigations conducted across the State, a number of fire trends were identified, resulting in education and media campaigns being developed relating to the prevention of haystack fires and spray booth fires. Fire Investigation also identified a significant fire trend involving a certain brand of evaporative cooler which has led to a National Product Safety Recall.





CFA entered into a new relationship with the Australian Football League (AFL) Victoria. This is another opportunity to raise awareness among communities of the commitment of CFA members across the State.

Under the arrangement, the front of all VFL Guernseys were adorned with the CFA logo, along with billboards and signage around VFL venues.

Partnerships

CFA has a range of operational arrangements for the delivery of integrated programs and services with both government and private sector organisations including other emergency services organisations and companies such as Independent Grocers of Australia and Royal Automobile Club of Victoria.

Shared CFA/MFB Initiatives

CFA and the MFB have continued a number of joint initiatives and resource-sharing activities under the auspices of a Joint Coordinating Committee.

Most of the joint initiatives have an operational focus and address the expanding role of emergency services. The primary operational arrangement between the two agencies is the Joint Operation Activities Memorandum of Understanding (MoU) entered into in July 2006. The support provided by MFB during February 2009 in stepping-up into CFA stations and providing other operational resources and assistance is evidence of the strength of this ongoing relationship.

Other initiatives are formalised in MoUs or Service Level Agreements (SLAs) and directed at administrative functions, such as the sharing of financial resources and a joint approach to auditing insurance contributions including:

- SLA – South Eastern Training Ground
- SLA – Internet Protocol Telephony
- SLA – SAP Software
- SLA – GIMS Software
- SLA – Optic Fibre Cable
- SLA – AIRS 2
- MoU – Marine Response
- MoU – East Link tunnels
- MoU – Secondment of MFB employees for the purpose of implementing the Integrated Fire Management Plan

Other Organisations

Agreements and Support

A partnership established previously with the Australian Volunteer Coast Guard continues to support CFA's responsibility to address fire risks on waterways within the country area of Victoria.

Strategic partnership development work progressed significantly and was finalised with Transfield Services Australia Pty Ltd (Puckapunyal, Cerberus and East Sale) and Corrections Victoria (Department of Justice) for agreements on service delivery arrangements for their respective interests. An agreement was reached with Aviation Fire Fighting Division of Airservices Australia for use of the Fiskville training facilities.

CFA conducted 26 "Working Safely at a CFA Incident Scene" courses for VICSES. In addition, "Introduction to Australian Inter-agency Incident Management System" courses were completed for a number of external agencies who have a role under the emergency management arrangements.

CFA contributes to an ongoing building redevelopment program by agreement with the Department of Planning and Community Development (DPCD) that allows the redevelopment of up to 20 CFA fire stations to add flexible community use facilities in rural areas of Victoria where these

facilities are otherwise inadequate or non-existent. DPCD has committed \$1.4 million in funding one-half of the estimated costs of a four year program. The redeveloped facilities and infrastructure will in turn strengthen the integral partnership between CFA and communities. The improved facilities will include open space for meetings, classes or functions, and amenities. They will also provide storage space for the retention of valuable community history.

The cost of each project is being shared between DPCD grant funds, CFA contributions and, where possible, the local municipality and participating community groups. CFA is managing the construction of the infrastructure; the facilities will be managed by a committee involving the brigade and the community.

CFA Brand Position

The 2009 Grey 'Eye on Australia' national survey conducted by Sweeney Research rated CFA as the most trusted organisation (brand) in both Victoria and Australia.

CFA's rating in this annual survey, which has been conducted since 1992, was the highest recorded in the trusted brand category. This recognition by an independent and reputable source assisted CFA in retaining and building new relationships with a range of organisations in both the public and private sectors.

Australian Football League Victoria

CFA entered into a new relationship with the Australian Football League (AFL) Victoria. This is another opportunity to raise awareness among communities of the commitment of CFA members across the State.

AFL Victoria is an independent body that oversees, supports and guides all football in this State. Under its umbrella are 115 member football leagues including the Victorian Football League (VFL), Victorian Women's Football League and the Victorian Country Football League, which incorporates 880 clubs with a total of 2,648 teams.

Under the arrangement, the front of all VFL Guernseys were adorned with the CFA logo, along with billboards and signage around VFL venues. AFL Victoria will also use its communication network of leagues and clubs across the State to support CFA strategies.

Strategic Collaboration

- CFA has continued relationships with organisations such as the Growth Areas Authority, VicUrban and DPCD through its Metropolitan General Managers' Group. This group was formed to consider service delivery requirements for the designated outer-metropolitan growth corridors as identified in Melbourne 2030, which will result in 90,000 new residential blocks by 2020. The relationships will allow the exploration of key strategic issues and consideration of CFA's support to service delivery, development of strong communities and viable brigades.
- CFA committed extensive support to DSE in the development of its Bushfire Strategy for submission to government late in 2008.
- CFA supported the Department of Education and Early Childhood Development (DEECD) in the development of its strategy for addressing fire safety in schools. Ongoing assistance may be required to address any further actions arising from the Royal Commission recommendations.

Juvenile Fire Awareness and Intervention Program (JFAIP)

- Over recent years CFA and MFB have been dealing with issues regarding juvenile fire lighting and the JFAIP program in terms of the most appropriate model of program design and delivery.
- CFA and MFB have been supporting a PhD student and her research and evaluation project on JFAIP. Preliminary findings have identified that best practice requires the fire services and mental health services to develop alliances on the juvenile fire lighting problem.
- Mental health agencies have had limited involvement in the problem of juvenile fire lighting in Australia, and whilst there is an option for young fire setters to be referred for psychological intervention, there currently is no mental health program that targets fire setting behaviour. Both the current study and overseas studies have identified that some children and families need a more intensive mental health intervention that targets fire setting.
- CFA and MFB are currently working towards developing a more formal relationship with mental health authorities in Victoria with the view to creating a more streamlined 'treatment' for the issue of juvenile fire lighting.

Myer Foundation

The Myer Foundation and the Sidney Myer Fund, through their 2009 Commemorative Grants Program, provided \$2 million funding for CFA's Sustainable Water Program.

More than 480 CFA rural brigades across Victoria now have new water tanks and systems funded by the Foundation.

The new tanks will be critical in increasing the brigades' water supply for use at incidents as well as enabling them to save water for use in training exercises and cleaning and maintaining firefighting vehicles – and firefighters – after an incident.

Brigade members and their broader communities have showed their support for this program by enthusiastically donating their time and expertise to install and connect most of the tanks.

Threatened Species Network in South West Area

CFA's South West Area has been successful in bringing together a range of agencies and groups as a part of the Threatened Species Network which is funded by a grant obtained by the World Wildlife Fund (WWF).

This is the first funding of its type which has been granted by the WWF to any fire service in Australia in recognition of the environmental benefits of roadside burning programs carried out by CFA volunteers in the South West.

Victoria's south west contains some of the most important remnant native grasslands in the State. Grasslands are endangered vegetation in Victoria with less than 0.1 per cent of the original area of all native grasslands left. In the Western (Basalt) Plains Grasslands, 28 per cent of the native grasslands are located on roadsides.

For many years, communities in south west Victoria have undertaken extensive grassland burning programs along rail lines and roadsides, supported by and through the participation of local volunteer CFA brigades. Subject to weather and resourcing, brigades burn over 2,600 kilometres of roadsides each year in accordance with the Municipal Fire Prevention Plans, contributing in excess of 24,500 hours each year to this task. The outcomes they have

helped to achieve potentially make them one of the largest groups of environmental volunteers in Victoria.

In October 2008 WWF Australia provided a Threatened Species Network Community Grant to CFA South West Area to develop and implement an awareness and education program within Moyne. The aim of this project is to improve the understanding of the environmental and fire management impacts of roadside management, showcase the benefits of roadside burning and support the outstanding contribution of volunteer fire brigades in the Area.

CFA in partnership with DSE and Moyne Shire will be working to develop and implement interpretative materials to improve understanding of environmental impacts of roadside management, benefits of burning and the benefits of native grassland species in fire prevention and mitigation. Concurrently, the project will aim to explore the viability of developing a small scale engagement program to help landholders adjacent to high and medium conservation value roadsides better manage their properties to support environmental and fire management outcomes.





Organisational Support

CFA People

As at 30 June 2009, CFA had a total of 60,424 members, comprising 58,943 volunteers, 495 career firefighters and 986 staff and officers, based on Full Time Equivalent (FTE) rather than actual headcount.

Table 14 provides comparative data for CFA's workforce over the period 2004 to 2009.

Welfare Support and Recovery

The 2009 fires impacted significantly on CFA members. In the course of the response to fires, many CFA members were exposed to events which were deeply disturbing. A considerable number of members lost family and many others lost their homes while defending the community. CFA recognised the potential impact of these events and immediately took action to ensure that members and their families were provided with social, emotional, physical and clinical support through the process of recovery, including:

- together with World Vision, developed the CFA Welfare Support and Recovery Plan 2009–2011
- established Area Welfare Support Teams, appointed counselling or clinical psychologists to each Area and an Area Liaison Officer, whose role is to provide ongoing coordination, guidance and support to the Area Welfare Support Teams
- implemented a range of training and education initiatives to support the Recovery Plan 2009–2011, including psychological first aid, community rebuilding, suicide prevention and conflict resolution
- established an interim management structure to support February 2009 fires response.

Diversity within CFA

CFA has continued its focus on improving organisational awareness and capability in the management of diversity and relationships. This has involved integrated initiatives and programs to recognise diversity of backgrounds of members.

Key achievements in this reporting period are:

- Diversity initiatives have resulted in female membership continuing on an upward trend by 3.7 per cent since last year to a total of 11,379.
- Internal focus groups have been conducted with CALD members to assist with the development of recruitment strategies and to develop support networks for CALD volunteers.
- Work has commenced on establishing a Diversity Kit to assist brigades with tools to conduct a range of cultural awareness activities in their local community.
- Rollout of the Relationship and Diversity Awareness Program has continued with 643 staff and volunteers having attended in 2008–09 to reach a total of 3,916 overall.
- A project plan for the development of CFA's first Disability Action Plan was completed.
- The Relationship and Diversity program Phase Two focussed on the enhancement of CFA leadership capability in the area of relationship management. The rollout of the "Working it Out" program is continuing to be delivered to frontline managers around the State.

Safety and Wellbeing

- Implementation of the Safety First System progressed with the selection of an Occupational Health and Safety (OHS) business system which will be implemented in the coming year and also with the introduction of a broad range of procedures and support tools which were developed to meet the requirements of AS 4801, OHS Management System.
- Volunteer wellbeing sessions incorporating cardiovascular health checks were provided as an expanded trial to approximately 1,132 volunteers at 28 brigades and at

Table 14. CFA workforce data for current and previous reporting periods

Type	2004	2005	2006	2007	2008	2009
Volunteers	58,583	58,662	58,849	59,509	58,362	58,943
Career firefighters FTE	438	431	464	494	498	495
Support and administration staff FTE	774	813	837	837	900	986
Total	59,795	59,906	60,150	60,840	59,760	60,424
Change from previous year	-0.86%	+0.19%	+0.41%	+1.15%	-1.67%	+1.11%

Table 15. Compensation claims (based on injury date)

Claims	2004–05	2005–06	2006–07	2007–08	2008–09	8-year average
Volunteers	149	222	217	143	215	206
Employees	89	114	105	129	115	102

the Urban/Rural Championships, with 773 volunteers completing their *Heart Track Online* assessments to date.

- A chemical management database was released for the intranet and Brigades Online to support the management of chemicals at CFA locations.
- A comprehensive strategy was developed and implemented to effectively minimise the risks and impacts from H1N1 Influenza ("swine flu").

Compensation

Table 15 shows there was a significant increase in volunteer compensation claims due to the impact of the 2009 fires, with 112 claims received during the most severe period (February).

The WorkSafe premiums are shown in Table 16 as a percentage of remuneration to enable a comparison with previous periods.

Renegotiation of Workplace Agreements

In line with CFA's objective of achieving appropriate industrial instruments to provide for the remuneration and entitlements of its paid workforce, the following initiatives have occurred.

- The Fiskville Hospitality Agreement was endorsed by the Workplace Authority in November 2008 and is the first agreement to cover the catering and hospitality employees located at CFA's major training facility near Ballan. This Agreement has led to enhanced rostering arrangements to better align attendance times to CFA training requirements. It has also delivered improved wages and conditions for the employees in recognition of their agreement to flexible work practices.
- A Heads of Agreement covering Managers Community Safety was achieved in April 2009 which provides for the rollover of their current Workplace Agreement for 12 months so as they are able to be included as part of the Professional, Technical Administrative Agreement due for renewal in 2010.

- Government approval has been received for the productivity improvements CFA is seeking to achieve from the negotiation of the Operational Staff Workplace Agreement during the next reporting period.

Workforce Sustainability and Capabilities

- Enhanced volunteer recruitment, recognition and retention tools, in conjunction with local brigade activity, had positive results on CFA's total volunteer membership numbers.
- CFA's Career Firefighter recruitment campaign continued with 20 Firefighter recruits graduating during the period and recruitment processes completed for an additional 20 recruits to commence in July 2009.
- Sixteen new Operations Officers were recruited in accordance with New Operations Officer Planning
- The "One Service Award" for all CFA members was successfully implemented.
- CFA continued its strong working relationships with Volunteer Fire Brigades Victoria (VFBV), enabling active involvement in the 'Valuing Volunteer' program. This resulted in additional funding of \$285,000 being obtained for key volunteerism initiatives.
- Enhancements to the Emergency Memberlink program continued with expansion of its range of discount offers and availability of benefits to regional and rural areas. This has contributed to a 19.1 per cent increase in program membership to 21,696.
- The Annual Memorial Service returned to Fiskville after an absence of a number of years. This was a highly successful event which incorporated the refurbishment of the Memorial site.
- CFA commenced the development of strategies to recognise employers of CFA volunteers.
- A Youth Forum was conducted in conjunction with VFBV to assist in the development of strategies and tools to strengthen the engagement, education, recruitment and retention of youth.

Table 16. WorkSafe premiums

Year	WorkSafe Premium
2009–10 ³	1.4921%
2008–09	1.2798%
2007–08	1.0896%
2006–07	1.2032%
2005–06	1.3259%
2004–05	1.2299%

Table 17. CFA recipients of Australian Fire Service Medal (AFSM) 2008–09

Award Date	Recipient
Australia Day 2009	Gregory Alfred ESNOUF, Deputy Chief Officer, CFA Headquarters
Australia Day 2009	Robert Lindsay BARRY, Operations Manager, Barwon-Corangamite Area
Australia Day 2009	Thomas Joseph BRODIE, Volunteer, Longwood
Queen's Birthday 2009	David Gerrard GIBBS, Volunteer and Board Member, Somers
Queen's Birthday 2009	Bruce Alan PICKETT, Volunteer, Geelong West
Queen's Birthday 2009	James Russell READ, Volunteer, Scoresby

³ This is the indicative premium for 2009–10.



Premier John Brumby and CFA Chairman Kerry Murphy laying wreaths at the Annual Memorial Service at CFA Training College – Fiskville.

Leadership and Professional Development

- A leadership development strategy was developed and implementation has commenced.
- A comprehensive review of training delivery has been completed which incorporated a survey of volunteers on training issues.
- The 'Fireline Leadership' program continues to be conducted as part of CFA's leadership development strategy for volunteers. Fifteen programs were conducted in 2008–09 and to date over 600 brigade leaders have attended this program.
- The sixth Diploma of Business program was completed and this course will be replaced by a Diploma of Management next financial year.
- An advanced Diploma of Public Safety (Community Safety) has been developed and is being delivered to 21 senior community safety staff.
- Thirty-five volunteers and five staff attended the CFA Challenge 2009 program.
- Five volunteers and eight staff were selected to attend leadership development programs at the Australian Institute of Police Management in Sydney.

CFA also supported a series of other professional development programs during 2008–09:

- Eighty-three CFA members attended the 15th AFAC/ Bushfire CRC Conference in Adelaide.
- Thirty-nine professional development programs were conducted around the State.
- Fourteen staff completed the second Certificate IV in Finance and Administration.

Minimum Skills Training

To date, 44,801 volunteers have been trained and qualified to the level of Wildfire Minimum Skills. In addition 7,496 volunteers have been trained as Crew Leader/Controller small incidents.

Awards

Table 17 provides details of CFA recipients of awards and commendations in 2008–09.

Memorial Website

The CFA Memorial website, developed to pay tribute to CFA firefighters who have lost their lives in the line of duty, was released on the CFA public website in December 2008. The site includes information about the Memorial Service held each year, the Memorial Wall at Fiskville, the Firefighters Prayer and most importantly, a Roll of Honour containing the name, date, brigade, incident location and where provided, a photo of those brave members who lost their lives in the line of duty. The site also includes a section to recognise those firefighters from the Country Fire Brigades and Bush Fire Brigades who lost their lives prior to the formation of CFA.

Medals Website

The CFA Medals website was released on the CFA public website in January 2009. This new section provides information about the Valour Medal, King's Police and Fire Service Medal (KPFMSM), Queen's Fire Service Medal (QFSM) and the Australian Fire Service Medal (AFSM) awarded to volunteers and career staff, since the formation of CFA, for their contributions and efforts throughout their dedicated service in CFA.

The site provides information about the type, history, criteria, design and recipient lists for each of the medals displayed plus the nomination process for currently available medals.

CFA Connect

A new web-based communication platform that brings together a range of new media and social media tools was developed and launched in June under the banner of CFA Connect.

CFA Connect is CFA's news, multimedia and social networking site. It allows members to write and publish their own stories, comment on one another's articles and upload photographs and video. All this content is shared across the CFA community and with the wider public. CFA related issues can be discussed in a member only forum. CFA Connect also links with CFA's other social networking tools including its Facebook page that has 57,000 fans, and its Twitter channel.

The development of CFA TV and CFA Pix as part of the Connect platform provides members and the organisation with a means to promote CFA news to the world. Media and news partners consistently use content from the platform for their own use.

CFA Connect has contributed to acknowledgement of CFA in the 'new media' industry as a leader, particularly in the public sector, in the use of communication technology to improve internal communication and build brand.

CFA Assets

The 2008–09 Capital Works Program experienced a challenging year with several external factors affecting the completion of sub-programs as at the end of June 2009.

- While the Asset Disposal sub-program achieved its objective the land acquisition program was impacted by town planning approval issues at Hillcrest and Warburton.
- The Building sub-program progressed generally to expectation, with 18 new fire stations complete in 2008–09 and seven additional projects currently under construction.
- The Labor Financial Statement "Ready for any Emergency" Program has proceeded to plan with 13 sites complete or under construction.
- Supplier production difficulties affected the delivery schedules leaving 79 of the forecast 113 vehicles delivered during 2008–09. Remedial action is in place with suppliers to catch up during 2009–10.

Capital Infrastructure Planning

Actions taken towards improved planning for infrastructure included:

- Commenced a review of the Fire Station Design Guidelines (Integrated Stations) in consultation with the United Firefighters' Union
- Commenced a review of Rural Fire Station Design Specifications
- Development and state-wide evaluation tour for the new concept light tanker, light pumper prototype and ultra light tanker
- Completed consultative process, development and evaluation of the prototype ultra light tanker as a replacement for the slip on appliance









- Stowage specifications developed to enable the new heavy pumpers, light pumpers, medium pumper tankers and 42 metre aerial ladder platforms to be delivered fully stowed, ensuring standardisation of equipment across these vehicles and avoiding potential OHS issues
- Input to the industrial process, including the detailed analysis of brigade service delivery capability and performance and the determination of future service delivery strategic requirements
- Brigade Owned Vehicles Working Party was reinstated, with work initially focusing on the position of brigade owned forward command vehicles
- Development or commencement of major Government funding submissions for:
 - Rural Fire Station replacement
 - 2009–14 Fleet replacement
 - Metropolitan Growth and Provincial Cities strategies
 - Wildfire Personal Protective Clothing concept proposal
 - Hazmat and Counter Terrorism concept proposal

Appliance Program

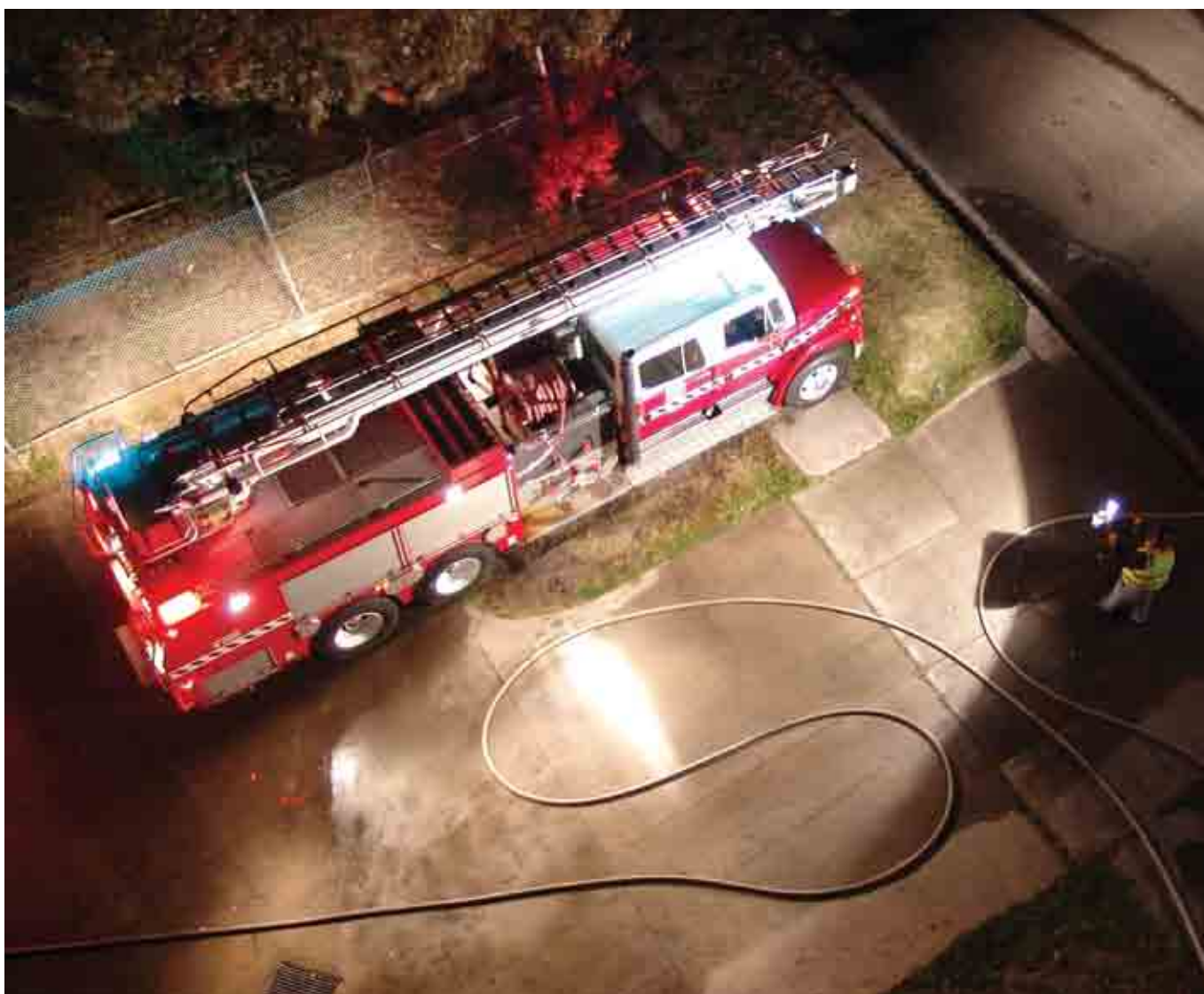
Production of appliances continued against the Board-approved five-year appliance strategy program, which was due to be completed on 30 June 2009.

Program slippage occurred since the second quarter of 2008-09 due to supplier production issues. CFA is working hard with the various manufacturers to improve program deliveries. While it has taken an extensive effort, delivery rates are now improving from all suppliers.

Overall, positive trends are now being observed in most manufacturers and CFA continues to monitor and intervene as appropriate.

During 2008–09, 79 appliances were completed and expenditure on appliance programs for the year totalled \$27 million, not including appliances delivered via the Community Safety Emergency Support Program (CSESP). The appliances manufactured were as follows.

- Eight heavy tankers model 3.4C – 3,000 litre, 4WD
- Forty-nine medium tankers model 2.4C – 2,000 litres, 4WD
- One light tanker concept vehicle – 1,500 litre single cab, 4WD
- Two heavy pumpers – 4,000 litre per minute pump capacity
- Fifteen light pumpers
- One heavy rescue appliance
- three medium pumper-tankers



Seven heavy pumpers had been scheduled to be produced this financial year, with only two completed by 30 June 2009. Units are currently being produced at one per month as the contractor strives to improve its production processes.

Twenty-five light pumpers were also scheduled this financial year, with 15 delivered by 30 June 2009. Delays were largely attributable to late delivery of the required split shaft power take-off units from the USA, which in turn was the result of the industrial downturn due to the global financial crisis. The initial units were air freighted to Australia to minimise the impact on production. The delivery rate has improved with three units completed per fortnight since May 2009.

One medium pumper was due to be completed, but this was delayed to October 2009. Development of engine pump interface issues on the new EuroV Isuzu cab chassis took considerable time and hence both CFA and NSW Fire Brigades pumper programs have had to be rescheduled. Of the 17 medium pumper-tanker units scheduled to be completed this financial year, only three were completed by 30 June 2009.

Additional Vehicle Projects

- Retrofit of integrated seatbelts to 122 heavy tankers was completed in June 2009 as scheduled.
- Retrofit of 117 internal cabin rollbars and 63 crew protection awnings to heavy tankers was all but completed with one awning and four rollbars scheduled to be fitted in July 2009. Delays were due to the impact of the major fires in February 2009 and consequential workloads for District Mechanical Officers.
- The concept light tanker successfully completed turnover testing at Mogo, NSW in April 2009. Discussions continued to be held with the supplier regarding the future commercial availability of this chassis.
- Two cab chassis were received for the Hazmat program. Manufacturers reconfirmed their intent to complete the bodywork in October 2009.
- Supply of the cab chassis for a heavy Road Accident Rescue vehicle was delayed to December 2009. The equipment for this vehicle has been ordered and will be provided to the brigade for familiarisation and training as soon as practical. Melton rescue appliance was delivered and is operational. Monbulk rescue (ex-Melton) was being retrofitted as per specifications.
- The first 42-metre Bronto aerial ladder platform was awaiting stowage bracket fit-out and scheduled for completion on 17 July 2009. The second unit was received at the body builder in Brisbane during June 2009. The third and final unit is scheduled to have the aerial fitted to the cab chassis in Finland, ready for shipment by December 2009.
- Final tenders for the supply of four aerial pumpers have been sent to the body manufacturers that submitted expressions of interest earlier this year. Closing date is 31 July 2009.
- Conversion of two 2,500 litre medium tankers to light pumper tankers is behind schedule, with these now scheduled for completion in July 2009.

Community Safety Emergency Support Program (CSESP)

CSESP is a program under the Victorian Government's Community Support Fund to assist eligible emergency service volunteer organisations. CFA's share of the CSESP funding has been focused on providing brigades with assistance to replace existing aged brigade-owned tankers or to acquire new tankers, vehicles or equipment.

Since its inception in August 2000, CSESP programs have involved CFA in the following.

- CFA brigades received \$12 million from the CSESP funding.
- CFA contributed a further \$9 million to assist brigades replace aged owned tankers and the brigades also provided contribution towards the costs.
- A total of 359 brigades have received assistance via the program to date.

The successful CSESP projects have delivered significant capability to CFA brigades and groups:

- Fifty-eight heavy tankers
- Eight medium tankers
- Sixty light tankers
- Sixty-five Slip on/ultra light tankers
- Thirty specialist vehicles
- Sixty-eight cars
- Sixty-five ancillary equipment projects

The most recent CSESP rounds have progressed as follows.

- Two heavy tankers with recycled backs were completed.
- One of the five medium tankers with recycled backs was completed.
- Six ultra light tankers from the 16 scheduled were completed at Bell Environmental. Delays were due to initial manufacturing lag with the prototype, being a new supplier to CFA. By the end of the year production had improved to one per week.
- Three medium tankers approved from CSESP 3 Round 1 were in production and due to be completed by the end of August 2009.
- Three medium and two heavy tankers from CSESP 3 Round 2 have been tendered and due to be completed by end January 2010.
- The remaining five ultra light tankers from Round 2 were due for completion by end July 2009.

The Minister announced the opening of CSESP3 Round 3 in May 2009 and it was anticipated that outcomes will be announced in early August 2009.

Land and Buildings Program

The Building sub-program delivered 18 new fire stations in 2008–09, seven additional projects were under construction while 19 projects included in the five year capital works program were developed either to town planning or concept stage completion. The forecast expenditure of \$23.8 million for the 2008–09 Building sub-program was achieved.

Significant projects completed or progressed to construction in 2008–09 included:

- construction of the Ballarat Emergency Management facility, which was commenced and progressed to planned completion in mid-July 09. The project is on target to be completed within the approved budget.
- the Geelong City FS project progressing to completion in September 2009 within budget
- the Traralgon integrated fire station project being completed in early March 2009 as planned. The station is now operational
- the Castlemaine fire station being completed to plan and within budget.

Major projects completed during the year included new fire stations at:

- Mernda
- Robinvale
- Violet Town
- Booroolite
- Crossroads (extension)
- Bowenvale
- Cavendish
- Weering-Eurak
- Belgrave Heights and South
- Warburton East
- Nelson (community meeting room)

Projects developed for planned release of tenders early in 2009–10 include works for fire stations at:

- Winiam
- Traralgon East
- Emerald
- Inverloch
- Narre Warren South - town planning in progress, proceeding to VCAT in September 2009
- Lismore, including Ambulance Victoria
- Grassmere
- Euroa
- Amphitheatre
- Ascot
- Mortlake (modifications)
- Ouyen
- Marlo, including Victorian Coast Guard Australia

Major land acquisitions were completed in 2008–09 including sites at:

- Emerald
- Winchelsea
- Barwon Downs
- Violet Town
- Strathkellar
- Mooroolbark
- Leongatha
- Rushworth

- Epping
- Euroa
- Traralgon East
- Portland Satellite

Leases for Whittlesea and Seymour were finalised.

Leases for Wangaratta, Beechworth and Wonthaggi were progressed.

Negotiations were undertaken with DSE to secure sites at Echuca, Erica and Toolangi (Crown land).

Negotiations were commenced by CFA, VICSES, Ambulance Victoria through Bushfire Reconstruction Authority to secure a co-location site at Kinglake.

Revenue from land and building disposals for 2008–09 was \$3.7 million against a planned \$3.6 million. Additional revenue of \$1.1 million was received from vehicles sales.

“Ready for any Emergency” Program

The second year of the four-year Labor Financial Statement “Ready for any Emergency” program saw total funding received for this sub-program to 2008–09 at \$26.1 million (\$6.5 million in 2007–08 and \$19.6 million in 2008–09). Total expenditure in 2008–09 was \$13.4 million making total forecast expenditure for the first two years of the program (to end June 2008–09) \$16.9 million.

From the 18 fire station projects included in this program, 10 projects have been completed and three are under construction. Five projects remain for implementation to end of June 2011 when this program is planned to be completed. Projects completed in 2008–09 were:

- Geelong City temporary facility
- Traralgon fire station
- Wallan land acquisition and fire station
- Mitta Mitta fire station and VICSES station
- Toora fire station
- Castlemaine fire station
- Geelong West fire station
- Reefton fire station
- Christmas Hills fire station
- Badger Creek fire station

Halls Gap and Bonegilla fire stations were under construction and due for completion during July 2009.

Geelong City fire station was due for completion in September 2009.

Sites for Warburton and Erica fire stations have not been located to date.

Dandenong fire station work was pending final confirmation and approvals of project scope.

Personal Protective Clothing

This project is to provide protective ensembles for qualified CFA structural firefighters. The ensembles employ the latest textile technologies to deliver garments that meet and exceed Australian Standards for Structural Firefighting Apparel. Design and contractual negotiations associated with the rollout program were completed in late 2008.

During 2008–09 the following achievements and challenges for the project occurred.

- A prime contract with the preferred tenderer for the measure and production of approximately 17,000 ensembles was finalised.
- Measurement and delivery of ensembles to the 100 busiest brigades, being approximately 6,100 ensembles, began. Approximately 2,600 ensembles had been delivered by 20 June, accounting for 1,200 firefighters.
- Contracts for courier and cleaning services were established
- The sole supplier of material to the contractor entered into liquidation on 30 April 2009. Assets including machinery stock and intellectual property were purchased by a third party on 1 June necessitating a three month transition of production.
- A worldwide shortage of Gore Airlock material has also affected production of ensembles. The factory held two weeks supply at that time, and short term future deliveries from overseas were in doubt.
- Contributed by the material shortages, the supplier's delivery of ensembles was well below the performance required by the contract. After meetings between CFA and the supplier, culminating with a Notice of Corrective Action, CFA chose to withhold new purchase orders until backorder deliveries were completed. In addition the measuring program was suspended to align with the supplier's ability to deliver ensembles.
- Work on surveying fire stations for ultraviolet mitigation requirements progressed well with over 340 of the 500 locations completed. Installation of mitigation measures occurred in over 90 locations as not all surveyed stations require preventative measures. A report suggesting mitigation strategies for integrated stations was provided to the United Firefighters' Union for endorsement.

State Logistics Centre

CFA's State logistics centre (SLC) at Knoxfield played a major role in the support for brigades and regions during the February 2009 fires. The SLC provides ongoing support for operational consumables and logistics to both CFA's regional operations and major incidents across the State. The range of goods supplied through the SLC has increased and in many cases reduced the lead times from suppliers. Using a common information technology logistics control system across all regional offices, the SLC provides a next-day delivery across the State for all warehoused items.

During the fire danger period the SLC increased its preparedness by storing a number of potential high demand items such as hydrate, water, hose, and fittings. This enables the SLC to react quickly in support of any major incidents throughout the State.

Photographs of major 2008–09 building projects. Clockwise from top left Geelong, Ballarat, Robinvale and Castlemaine.



CFA Information and Communications

In line with organisational changes, the Information and Communication Technologies (ICT) Strategy was completely revised and updated to reflect current organisational needs. Processes were aligned with Australian Standards for ICT governance to provide clear accountability for the planning, implementation and delivery of technology services.

Video Conferencing facilities were installed and integrated with the Standard Office Environment and Internet Protocol Telephony Call Manager.

Operational Communications – interim Regional Dispatch

Completion of Internet Protocol connection of 22 radio dispatch sites along with the CFA regions centred on Ballarat and Shepparton to Mt Helen Call Taking Dispatch Centre was completed. This allowed CFA to cancel a number of private radio lines via Telstra which are no longer supported. The interconnection will allow ESTA (when upgraded radio consoles are installed) to better manage Dispatch radio traffic.

The interconnecting network between the Mt Helen Computer Aided Dispatch (CAD) centre and the radio sites is being rolled out, with dispatch radio sites in South West and Gippsland Areas made operational with CAD. Additional sites in North West, Barwon Corangamite and Midlands Wimmera Areas are to be added.

- The majority of the radio equipment for Year 2 was ordered, with some already delivered.
- System design was completed for the majority of the second year sites, with radio site selection completed in most cases.
- Testing of the new dispatch radio site at Mt Gambier Rd Casterton was completed and brigade testing under way for acceptance and connection to Mt. Helen.
- Dispatch sites in North East Area were activated for testing and used extensively during the February fires.

Operational Communications – CFA Radio Replacement Project

The project will replace radio terminals that were introduced into CFA service in the mid-1990s and which have now reached their end of life, based on \$57 million total funding over four years. To be undertaken in close consultation with other emergency services, this project will ensure that CFA is well prepared to continue to provide its firefighting members with the capability needed for emergency response. CFA's existing radio networks, with which the radio terminals operate, do not require replacement.

Key actions for 2008–09 included:

- completing and externally reviewing technical specification for voice terminals
- external review of Request for Tender completed
- ongoing stakeholder engagement via User and Technical Reference Panels
- regular Risk Review Panel meetings and risk status reports provided to Project Board
- approval of Strategic Procurement Plan Project by Board Chairman
- an external technical adviser commencing two further studies
- preparing draft Tender Evaluation Plan.

Information and Communications Technology Strategy

In 2008–09, the ICT program continued the implementation of the ICT Strategy through the development of infrastructure and software platforms to establish the foundations of a modern ICT environment.

This year's program of ICT work included progress on:

- Web Mail for Volunteers
- Service Delivery Program Manager / Customer Relationship Manager
- Web Content Management – Implementation
- Data Warehouse
- Identity Management Implementation
- Online Service Review, which led to upgrading of the corporate website
- HR Business System Solutions
- changes to personal computer supply arrangements resulting in \$120,000 savings
- developing a Spatial Strategy for CFA recommending a range of technical improvements and human resources required for the future, to inform wider ICT initiatives.

CFA Finances

CFA and Brigades Donations Trust Fund

CFA provided regular, accurate, operating and financial reports of the ongoing management of the Trust to the satisfaction of the Trustees. A total of 1,099 brigades were registered with the Trust at 30 June 2009.

The Trust received \$8.711 million during the 2008–09 financial year, (\$4.295 million 2007–08; \$3.918 million 2006–07; \$3.142 million 2005–06) deposited to the account.

The 30 June 2009 Trust Bank Balance was \$2.180 million (\$0.964 million 2008; \$0.673 million 2007; \$0.351 million 2006).

Legal Protection for Volunteers

Of 459 separately registered brigades, 403 (88 per cent) have now cancelled their Goods and Services Tax (GST) registration and Australian Business Number (ABN) and are now operating under CFA's ABN. Fifty-two brigades and three groups remain separately registered. Two brigades hold an ABN but no GST registration.

The transition process was interrupted during 2007–08 due to the Australian Tax Office's identification of other potential tax implications for brigades without charity status, which requires an ABN. As a result, CFA is consulting with VFBV in order to develop an ongoing strategy. The "One ABN for CFA" project will extend into 2009–10.

Brigade Financial Management

The Brigade Financial Management project was successfully concluded, the final stage being the devolution of staff and their related work to Area management from 1 July 2009. The project was originally established to ensure the financial compliance of brigades and groups with CFA policies, procedures and government legislation. This required a significant cultural change within CFA.

Other significant outcomes were a higher base standard of financial knowledge among brigade secretaries and treasurers and an inspection and review process replacing Annual Audits.



Successful completion of the project has seen:

- full consolidation of brigade financial activities into CFA's Annual Financial Statements as recommended by the Auditor-General
- development of a new accountability and audit framework for brigades
- amendments to CFA's Regulations and Brigade and Group Model Rules
- commitment from CFA to provide ongoing support to brigades in financial management by approving the creation of nine Area Finance Officer (Brigades) full time positions
- better understanding of financial management and accountability requirements by secretaries, treasurers and Brigade Management Teams generally
- improved relationships between secretaries, treasurers and CFA finance staff
- a review of brigade allowances and recommendation of a new approach of distribution, being needs-based determined at local level, in lieu of a prescriptive method
- successful negotiation with the Commonwealth and Bendigo banks to provide new products.

Records Management Project

Key achievements in Records Management included the appointment of a Records and Document Services Manager, and a Senior Records Officer. A CFA-specific TRIM Training Manual was developed. The requisite Business Classification Scheme (BCS), Business Rules and Records Disposal Authority were developed and tested, and an implementation schedule for TRIM has been developed.

Activities for 2009–10 will see completion of the project pilot, and rollout of TRIM to all business units. This project is due for completion in November 2009.

Asset Stocktake Project

This project was completed on time and within budget and during the reporting period. CFA:

- completed the analysis and update of over 35,000 records in four databases and defined compliance reporting requirements
- developed and implemented common standards across all data records, and a single asset notification template
- improved business processes and internal control for asset acquisition, disposal and data modifications to enhance ongoing accuracy of the SAP Asset Register.

Further:

- a single asset notification advice is now operational
- a single asset register is working well
- brigade contribution(s) are identified in the asset register
- staff education and understanding of end-to-end business processes has been implemented.

Environmental Management

CFA's Environmental Sustainability program assists individuals, brigades and CFA business units to manage their business in an environmentally-responsible way. CFA also continues to provide leadership in environmental management at the state and national levels.

The work of the Environmental Sustainability program is guided by the CFA Environment Strategy which was approved by the Board in December 2003 and 20 key environmental management priorities contained in *The Way Forward* which was developed in 2007.

Highlights for 2008–09 are outlined below.

- The executive-level Environmental Sustainability Committee was established to guide the implementation of the Environment Strategy in CFA.
- Directorates and Areas have been supported in implementing environmental initiatives, including updating operational checklists, delivery of environmental training, review of environmental obligations, investigation of drink packaging options and preparation of funding bids for ecologically-based fire management projects.
- CFA contributed to the Victorian Fire Ecology Program led by DSE, through improving awareness of issues and achievements, and contributing to the development of strategic directions relating to private land and reserves in country Victoria.
- CFA's sustainability achievements and issues were communicated internally and externally. During 2008–09 CFA was invited to give three presentations relating to executive engagement in sustainability and invited to evaluate a training course relating to leadership in climate change action.
- In January 2008, CFA joined the Resource Smart Government program administered by Sustainability Victoria. Through this program, CFA prepared a two year Resource Smart plan which summarises actions to be undertaken to implement the CFA Environment Strategy. This document will help guide CFA activity, however its primary value is in helping to communicate CFA's commitment and progress to environmental agencies. Progress against this document will be subject to audit by the Commissioner for the Environment.

- Monitoring of environmental performance has been given priority, both to guide improvement against targets and to enable CFA to meet new and evolving external reporting requirements. Progress has been made in determining CFA's greenhouse gas emissions and also in documenting specifications for the upgrading of CFA's systems for documenting and reporting environmental performance.
- CFA Environment Grants continue to be popular with brigades. This year, \$10,004.28 was provided for 13 projects. The projects helped the brigades to save energy and water, and to provide leadership in environmental management. Since the inception of the grants program in 2003, 125 grants have been allocated, providing a significant means of facilitating interaction between brigades and Headquarters staff.
- On World Environment Day, 5 June 2009, the CEO announced the winners of the inaugural CFA Environmental Sustainability Awards. The awards recognised the achievements of CFA staff and volunteers in building environmental sustainability into our business.

Green Office Project

- Having received Waste Wise Accreditation through Sustainability Victoria and Metropolitan Waste Management Group, the Green Office project was extended to the State Logistics Centre and Protective Equipment Department, and a Green Office Pilot to the DMO workshop at Mt Evelyn.
- World Environment Day 'black balloon' activity raised Headquarters staff awareness of the effects of leaving computers on at night.
- A six month composting trial commenced at Headquarters.
- Headquarters water audit was completed.
- Activities for 2009–10 will involve undertaking waste audits in Areas and the approval of guidelines for the next Top 20 Actions. The project will conclude in November 2009, at which time responsibility for ongoing Green Office initiatives will be devolved to Areas and Directorates.



Corporate Governance

In addition to requirements in legislation, the Authority has formalised Board and Committee Governance arrangements in a Governance Framework. The Governance Framework is reviewed annually by the Board.

CFA Board

The Board of the Authority is constituted under the CFA Act.

The Board is accountable to the Minister for Police and Emergency Services.

The CFA Act provides for a Board of 12, consisting of the Chairman and 11 other members, appointed by the Governor-in-Council for up to three years. The CFA Act prescribes those bodies that can nominate people to the Board. The current nominating bodies include the Minister for Sustainability and Environment, VFBV and Municipal Association of Victoria (MAV).

The Chairman and Board Members are paid an allowance determined by the Governor-in-Council.

In addition to the requirements of the CFA Act, Board Members are required to observe CFA's Code of Conduct and other requirements specified by CFA's Governance Framework. Board Members are required to disclose any conflict or pecuniary interests, and to submit an annual Declaration of Private Interests.

Board Role

The Board is responsible for CFA's overall performance, ensuring appropriate risk management strategies are in place and that CFA complies with relevant legislation, the government's requirements and its corporate objectives in its Corporate Plan and Annual Plan.

The Board sets the corporate objectives and strategies through the four year Corporate Plan and detailed Annual Plans. The Board's primary role involves:

- developing and implementing strategic plans to meet CFA's legislated responsibility
- policy formulation
- ensuring systems and processes for proper accountability and managing risk are in place
- monitoring the performance of CFA
- ensuring its compliance obligations are met

Board Committees

During the year, the Board reviewed the role and functions of its Committees. The Committees are:

- Audit and Risk
- Remuneration and Appointments
- Industrial Relations

The Charter of each Committee describes the roles and responsibilities of the Committee as well as various governance and machinery matters.

Audit and Risk Committee

The Audit and Risk Committee's role is to monitor and report to the Board on corporate governance, compliance and risk management processes, including external audit and internal audit functions of CFA.

It does this by reviewing and monitoring the:

- integrity and quality of annual financial reporting and disclosure
- adequacy and integrity of management reporting
- identification and review of key strategic business,

- financial and regulatory risks
- existence of appropriate policies and the processes for compliance with them
- existence of processes that regularly review organisational compliance with relevant laws, government policies, standards and codes
- adequacy of the internal control framework and structure
- adequate discharge of CFA management duties concerning the management responsibility of CFA
- performance of the external and internal audit functions.

CFA's internal audit function is undertaken by PricewaterhouseCoopers, which reports to the Audit and Risk Committee at each of its meetings.

The Audit and Risk Committee receives advice from the Auditor-General, who is responsible for auditing CFA's annual financial statements

Membership:

- Clif Lang (Chair)
- Claire Higgins
- Ken King
- Peter Marke
- Michael Tudball

Remuneration and Appointments Committee

The Remuneration and Appointments Committee has been established to take specific responsibility for recommending to the Board CFA's policy and practice for executive officer appointments and remuneration review processes. It is also responsible for reviewing and recommending to the Board remuneration and terms and conditions concerning all non-executive employees.

The Remuneration and Appointments Committee:

- manages the appointment process of executive officers and makes recommendations to the Board in relation to those appointments
- advises the Board on all matters relating to the remuneration and reimbursement of expenses of CFA Board Members having regard to any government guidelines or policies that are in place

- reports and recommends actions to the Board on all relevant matters within its Charter

Membership:

- Claire Higgins (Chair)
- David Gibbs
- Peter Harmsworth
- Kerry Murphy

Industrial Relations Committee

The Industrial Relations Committee's roles and responsibilities are to assist the Board to ensure that well-developed industrial relations strategies and systems are in place, and that due diligence reporting occurs in its defined areas of responsibility.

The role of the Industrial Relations Committee is to:

- provide advice to the Board on matters that the Board has referred to it for consideration or matters which the Chair believes it ought to consider
- provide a forum for Board Members and management to develop industrial relations strategies and to monitor existing and evolving industrial relations issues affecting CFA people and business performance
- review and make recommendations to the Board regarding industrial relations issues for inclusion in the CFA Annual report
- review and make recommendations to the Board on industrial agreements within current government wages policy and industrial relations frameworks including giving proactive consideration to the implications to CFA of new legislation, government policies or similar prescriptive requirements
- consider the implications of proposed agreements or employment contracts to be executed by CFA where they are likely to have a significant impact on the employment, careers or working conditions of CFA people.

Membership:

- Kerry Murphy (Chair)
- David Gibbs
- Peter Harmsworth
- Michael Tudball

Attendance at Board Meetings

	Board Meetings	Audit and Risk	Remuneration and Appointments	Industrial Relations
Number of meetings to 30 June 2009	14	6	7	2
Kerry Murphy	14	-	7	2
Kevin Erwin	13	-	-	-
David Gibbs	14	-	7	2
Lyn Gunter	8	-	-	-
Peter Harmsworth	12	-	7	2
Claire Higgins	13	6	7	-
Peter Jamvold ¹	12	-	-	-
Ken King	14	5	-	-
Peter Marke ²	11	3	-	-
Tunde Meikle ³	3	-	-	-
Robert Spencer ⁴	11	-	-	-
Michael Tudball	13	5	-	2
Frank Zeigler ⁵	11	-	-	-
Clif Lang ⁶	-	6	-	-

Authority Members

The 12 member Authority comprises the CFA Chairman and members appointed by the Governor-in-Council.



Kerry Murphy

PSM, AFSM

Appointed as Chairman: 1 April 2007

Member of CFA Board since 1 July 2006

Board Committees: Remuneration and Appointments, Industrial Relations, Governance and 2009 Fires Board Steering Committee

Former joint Executive Director Business Victoria. Retired Chief Executive of Regional Development Victoria (a statutory body responsible for coordinating regional development in provincial Victoria). Former Chairman Albury Wodonga (Victoria) Development Corporation.

Awarded PSM (2002) for service to Business in regional Victoria.

Awarded AFSM (2002).



Claire Higgins

BComm, FCPA, FAICD

Member of CFA Board since 2 October 2007

Appointed as Deputy Chairman: 2 October 2007

Board Committees: Remuneration & Appointments, Audit & Risk and 2009 Fires Board Steering Committee

Claire has over 25 years governance, management, finance and accounting experience with major Australian Corporates – BHP, OneSteel Limited and major Belgian Corporate – NV Bekaert SA. During 2007, Claire was appointed to Chair of Victoria State Emergency Services Authority and a Board Member of Barwon Water. Claire has previously been Chair of the Board of Barwon Health.



Kevin A. Erwin

Member of CFA Board since 25 September 2007

Board Committees: –

Joined CFA Board during 2007 and a CFA volunteer since 1970. Former Captain for 10 years of the Callawadda Fire Brigade, DGO and currently Group Officer of the Stawell Group. Twice Mayor and currently Councillor for the Northern Grampians Shire Council. Is a Director of the Grampians Regional Waste Management Group; member of Region 16 Regional Planning Committee since 1999. Kevin is a primary producer and holds numerous roles in the community.



David Gibbs

AFSM
B.Juris.LL.B.,
Notary Public, MAICD

Member of CFA Board since 15 April 2006

Board Committees: Remuneration and Appointments, Industrial Relations and 2009 Fires Board Steering Committee

David has conducted his own Legal Practice at Hastings, on the Mornington Peninsula, since 1980 and is both a Business Law and Family Law Specialist, as well as being accredited as a Mediator and Arbitrator. He has been a member of numerous School Councils and Community Organisations and was Chairman of an Independent School Board until January 2007.

He has been a CFA Volunteer for 38 years, Secretary of the Somers Brigade for 21 years, Deputy Group Officer for 8 years and current Group Officer for 20 years of the Westernport Group. He has been Chairman of the Region 8 Regional Planning Committee for 12 years. Operationally, David holds Level 3 Accreditation as an Incident Controller, Operations Officer and Planning and Logistics Officer.

Awarded National Medal (1995), Clasp (2001), Honorary Life Membership (2004). Awarded AFSM (2009).



Lyn Gunter

Member of CFA Board since 1 July 2007

Board Committees: –

Lyn is the Local Government representative on the Board and has been involved in emergency management since 1987 as Controller of Kinglake VICSES unit, Chairman of the Municipal Emergency Management Planning Committee and Communication Officer for Flowerdale CFA.



Peter Harmsworth AO

BComm, GradDipDP

Member of CFA Board since 26 June 2007

Board Committees: Remuneration and Appointments, Industrial Relations and 2009 Fires Board Steering Committee

Joined CFA Board June 2007. Has extensive experience in management at senior levels across the public sector. Held previous roles as Chairman/CEO, State Services Authority; Secretary, Department of Innovation, Industry & Regional Development; Secretary, Department of Justice; Director, Office of Training & Further Education; Director General, Office of Corrections; Manager, Organisational Services, SECV; Director, Management Consultancy Division, PSB and Constable/Senior Constable, Victoria Police.

Undertook a review of CFA and MFB for the Government in 1982 and a review of the Ash Wednesday Findings for the Premier in 1983, resulting in the current emergency management legislation.

Recipient of the Centenary Medal and National Fellow, Institute of Public Administration Australia.

Awarded Officer in the Order of Australia in 2008.



Peter Jamvold

BSc

Member of CFA Board from 1 July 2006 – 30 June 2009

Board Committees: –

Broad business background. Australian Trade Commissioner in Washington DC, Bangkok and Osaka. Business Development Manager, North West Shelf LNG project and National Government Affairs Manager, Shell. Pearl farmer in the Northern Territory. Regional Manager (Victoria, South Australia and Tasmania), Insurance Council of Australia.



Ken King

BForSc (Hons),
DipFor (Creswick)

Member of CFA Board since 1 July 2003

Board Committees: Audit and Risk

Recently retired as Executive Director, Land and Fire Management with the Department of Sustainability and Environment and was a Board Member of the Phillip Island Nature Park (1997-2003). Has extensive experience in wildfire activities since 1971 and as a forester in the Public Service since 1974. Was previously Regional Manager for Department of Conservation Forests and Lands through to the former Department of Natural Resources and Environment in South Gippsland, North West and Port Phillip regions. Also a Board Member of Parks Victoria since 2005 and a Board Member of the Metropolitan Fire and Emergency Services Board since 2008.

Awarded National Medal in 1989.



Peter Marke

JP, MAICD

Member of CFA Board from 18 May 2004 – 14 April 2009

Board Committees: Audit and Risk

Member of the Upwey Brigade for past 49 years. Retired as Captain in November 2009 after 35 years service. Retired in 2007 as a self employed Consultant for Emergency Procedures, Risk Assessments, Disaster Recovery Planning and Training. Held past memberships of numerous national and international Fire Protection industry committees. Served as Chairman and member of MEMC and a member of MFPC.

Member of various community groups, including the Upwey & District Community Bank Group, of which he is Chairman. Formerly a Shire President and Councillor for the Shire of Sherbrooke for over 7 years. Held various positions including Manager Fire Safety for Telstra Victoria and Principal Director for Fire & Recovery Planning Pty Ltd. Consultant to Bendigo Adelaide Bank Ltd and Director of the Strategic Advisory Board of Bendigo Adelaide Bank Ltd.



Michael Tudball

MBA, Grad.Dip.Bus.(Mgt)
Dip CD, FAICD, MIPAA

Member of CFA Board since 28 October 2003

Board Committees: Audit and Risk and Industrial Relations

Currently Managing Director of Strategic & Business Planning consultancy. Professional memberships as a Fellow of Australian Institute of Company Directors (FAICD) and Member of Institute of Public Administration Australia; Vice-President of Djerriwarrh Health Services Board, Councillor & current Mayor of Moorabool Shire Council. Chairman of the Region 14 Planning Committee, former Captain, Officer and current operational member of Bacchus Marsh Fire Brigade.



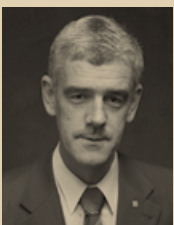
Tunde Z Meikle

BSc, MA, GradDipEd,
MBA, MAPsS, Registered
Psychologist (Vic)

Member of CFA Board since 15 April 2009

Board Committees: –

Army (Reserve and Regular) since 1976, Navy Reserve since 2003. Registered Psychologist in Victoria since 1989. Former Member of Psychologists Registration Board (Victoria). Currently Senior Lecturer in Psychology. Former CFA Recruitment Advisor. Reviewer for the Journal of Emergency Management. Firefighter at Ballarat Fire Brigade and 4th Lieutenant at Region 15 Headquarters Brigade, and VFBV urban nominee.



Robert N Spencer

ANZIIF (Associate), CIP

Member of CFA Board since 23 July 2008

Board Committees: Audit & Risk

Robert has over 20 years experience in the financial and insurance industries and is currently Regional Insurance Manager with Elders in Victoria and a member of the Victorian Regional Committee of the Insurance Council of Australia. He has been involved with the RSL for more than 10 years holding various positions, and is currently President of Mitcham RSL.



Frank Zeigler

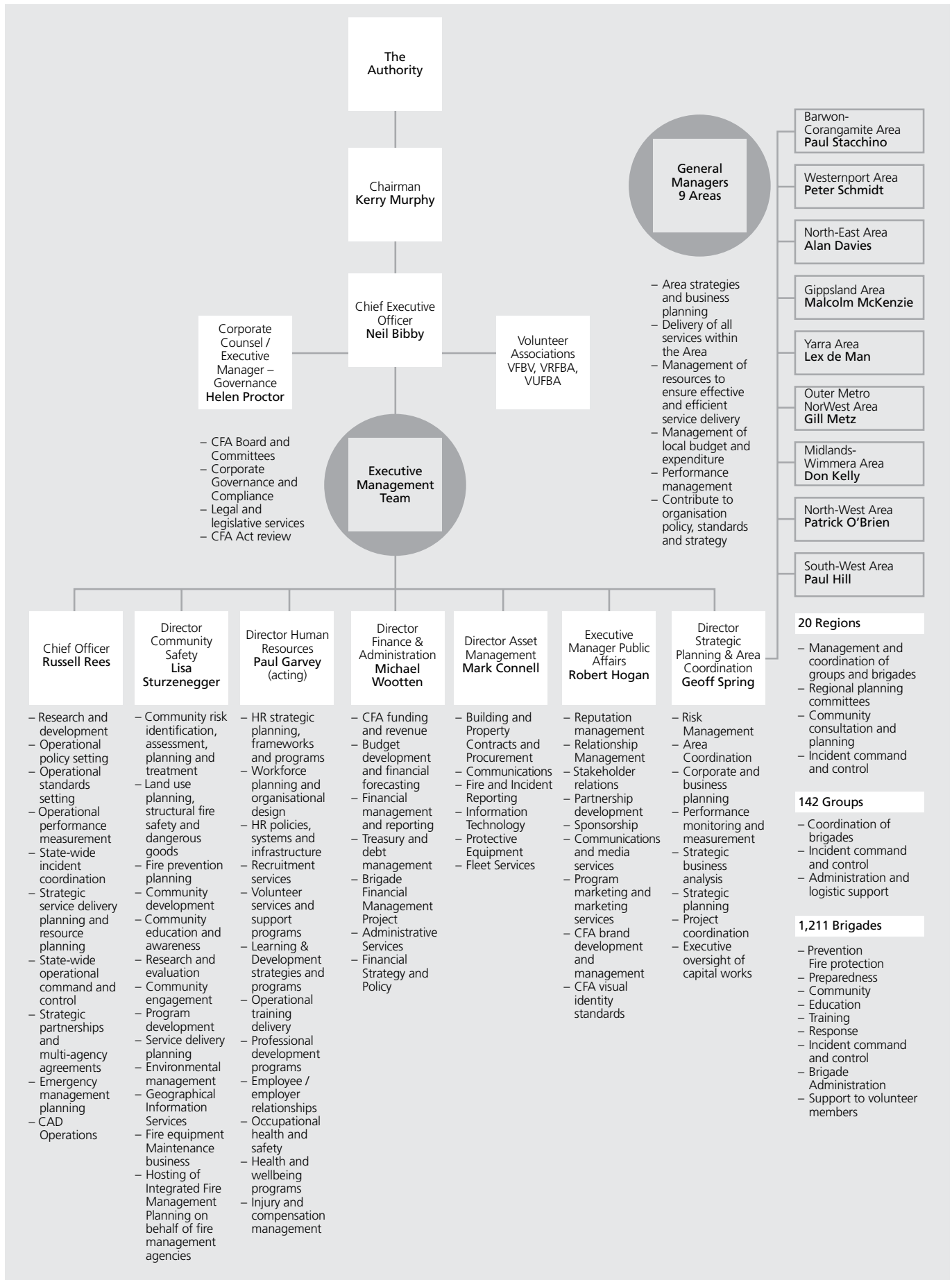
VA, FAIM, CFSIA,
MAICD, Dip Ed, GradDip
(Disaster Mgt), MOHS

Member of CFA Board from 1 January 1997 – 17 April 2009

Board Committees: Governance

Managing Director of Hyperbaric Technologies Australia, and Smarter Safer Solutions, former Councillor and former Mayor of the Glenelg Shire. Chairman of Portland Eco Trust. 32 years experience in emergency services.

CFA Organisation Chart (as at 30 June 2009)



Financial Summary

Discussion and Analysis – Comprehensive Operating Statement

The following analysis refers to elements of the Financial Statements section of this Annual Report.

Income

Income

Total income for the 2008–09 year was \$451.7 million, which is an increase of \$146.4 million over the previous year's total of \$305.3 million. The major reasons for this variation are: an increase of \$142.2 million in government and insurance contributions (mostly attributable to funding the costs of 2009 bushfires); an increase in other income of \$7.6 million; an increase in Sales of Goods and Services of \$1.2 million; a decrease in Grant income of \$4.4 million and a decrease in interest income of \$0.2 million. The Comprehensive Operating Statement for 2008–09 discloses the movement in brigade cash and deposits over the financial period.

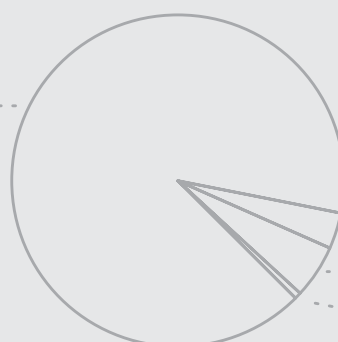
Government and statutory funding

CFA received contributions from government and other sources amounting to \$410.8 million (2007–08 \$268.6 million). Under the Act (which relates to property located in Victoria but insured offshore), CFA receives funding of annual expenditure through the Victorian State Government (22.5 per cent), insurance contributions (77.5 per cent), and from other companies under Section 80A of the Act.

During 2008–09, statutory contributions totalled \$410.8 million, comprising \$171.6 million from the State Government (of which \$8.2 million was treated as contributed capital), \$229.2 million from insurance companies, and \$10.0 million from other companies. Government contributions as a percentage of total revenue increased in 2008–09 due to increased supplementary funding as major fire incidents in 2008–09 (\$112.0 million) were higher, when compared to 2007–08.

Total Income: \$451.7 million

Total Government and statutory funding
\$410.8 million



Sales of goods and services \$14.5 million

Other Income \$23.6 million

Interest \$2.8 million

2009 Bushfires

During 2008–09 CFA received \$112.0 million of funding to assist with the costs associated with the 2009 bushfires. This funding has been expended during 2008–09 or has future obligations attached to it in respect of these expenses: contributions to other emergency organisations, catering, contractors, freight, public insurance, legal fees, protective clothing/uniforms, volunteer compensation/insurance, other brigade support, aircraft hire, other hire, publicity, buildings maintenance, vehicle maintenance including fuel/insurance, computer systems, other operating maintenance and employee entitlements.

Sales of goods and services

CFA received \$14.5 million during the year from the provision of goods and services to external bodies (2007–08 \$13.3 million). These included the provision of external training services, fire protection fees, alarm monitoring, dangerous goods inspections, and hazardous materials incidents. The main increase is due to the inclusion of the Fire Equipment Maintenance business income.

Other income and interest

Other income during the year totalled \$23.6 million from a number of sources including the Transport Accident Commission, Commonwealth Government, public donations and recognition of additional Brigade Assets. Interest income totalled \$2.8 million.

Expenses

Expenses

Total expenses for the 2008–09 year were \$400.3 million compared to \$281.8 million for 2007–08. This increase of \$118.5 million can be attributed mainly to the major fires during 2008–09.

Employee benefits

During 2008–09 \$161.1 million (2007–08 \$136.7 million) was spent on salaries and other employee expenses such as superannuation, payroll tax, WorkCover premiums and employee support activities.

Depreciation and amortisation

The written down value of CFA's assets at cost or valuation, including land, buildings, leasehold improvements, vehicles, plant and machinery totalled \$598.5 million (2007–08 \$564.0 million). Depreciation expense totalled \$24.3 million during 2008–09, which is consistent with the corresponding 2007–08 figure.

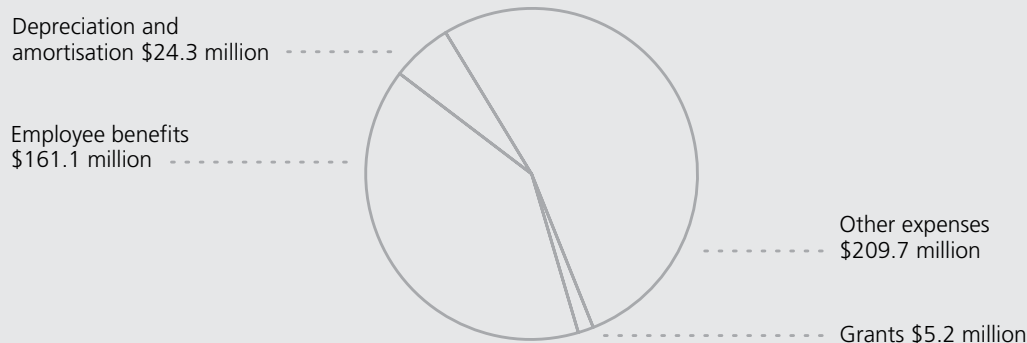
Borrowing costs

CFA had borrowing costs during 2008–09 of \$0.1 million. There were no borrowing costs in 2007–08.

Other expenses

CFA spent \$209.7 million on general operating costs and other expenses during 2008–09. This was an increase of \$90.7 million over the previous year which was mostly as a result of the major fires.

Total Expenses: \$400.3 million



Discussion and Analysis – Balance Sheet

Assets

Total Assets

Total assets at 30 June 2009 were \$721.3 million compared to the 2007–08 total of \$636.6 million. This variation of \$84.7 million was caused by a movement in financial assets (\$52.2 million), an increase in the value of CFA's assets under construction (\$17.3 million), and the acquisition of new emergency response and transport vehicles (\$11.5 million).

Financial assets

Financial assets totalled \$110.5 million (2007–08 \$58.3 million) and included money owed to CFA (\$8.3 million), and cash at bank and deposits (\$102.3 million).

Cash reserves which include brigade cash holdings, are generally held for specific purposes and include initiatives such as Structural Personal Protective Clothing, and capital commitments for land, buildings, and emergency response vehicle projects.

Non-Financial assets

Non-financial assets totalled \$610.7 million (2007–08 \$578.3 million) and included inventories and goods held in store (\$5.9 million), non-financial assets held for sale (\$4.4 million), prepayments made by CFA (\$1.9 million) and property, plant and equipment (\$598.5 million).

Plant and equipment

This includes computer hardware, general plant and communications equipment to a total value of \$13.2 million (2007–08 \$14.6 million).

Capital works in progress

At the end of the year, the value of expenditure on capital works such as buildings, emergency response vehicles, and plant and equipment which were not yet completed, totalled \$33.6 million (2007–08 \$16.3 million).

Liabilities

Total Liabilities

Total liabilities at 30 June 2009 amounted to \$91.2 million compared to the previous year's total of \$64.7 million. The variation of \$26.5 million was caused by increased amounts accrued in relation to payables, borrowings, and increases in the provisions for employee benefits and volunteer compensation respectively.

Employee entitlements

A total of \$49.0 million (2007–08 \$42.1 million) is accrued for annual leave and long service leave payments to staff. Most of this will become payable at a future date.

Goods or services not yet paid for

At the end of the year a total of \$31.0 million was owed for goods or services already provided but not yet paid for. This was an increase of \$14.8 million over the corresponding figure last year, which is mostly related to the 2009 major fires.

Provision for volunteer compensation

Based on previous claims and actuarial calculations, a total of \$7.3 million has been estimated to allow for compensation for injuries to volunteers up to 30 June 2009. This is an increase of \$0.9 million compared to the figure at 30 June 2008.

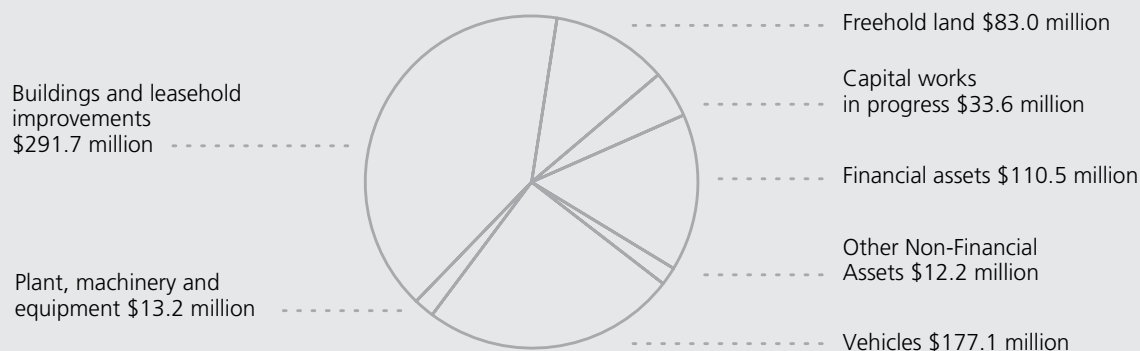
Interest Bearing Liabilities (Borrowings)

CFA borrowed funds during 2008–09 (\$3.9 million) to fund the cost of constructing a new Regional Office. There is no comparative for 2007–08 as there was no borrowing for the period.

Balance Sheet Explanatory Note:

Each year, the contributions received from the State Government and insurance companies provide funding for that year's recurrent expenditure and capital works. These contributions are classified as income. After deducting recurrent expenses for the year, CFA's net result is determined. Contributions not used for recurrent expenditure provide funding for CFA's capital expenditure

Total Assets: \$721.3 million



program, and also represent funds held for specific programs which have either not yet commenced, or are partially implemented. CFA's accumulated surplus of \$201.0 million as disclosed in the balance sheet is an accounting entry reflecting the total of prior year operating results, and does not indicate the level of CFA's cash reserves and/or liquidity.

Volunteer Brigade Activities

The major assets of CFA volunteer brigades - Land, Buildings, Brigade Assets, and Bank/Cash Equivalents - are recognised as assets by the Authority in the Annual Financial Statements. New Brigade Assets and Bank/Cash Equivalents are included annually in CFA's financial statements. Bank/Cash Equivalents were brought to account for the first time in the 2006-07 accounts. The cash balances are funds which have been accumulated by brigades over many decades, predominantly for the replacement of existing capital equipment and the purchase of supplementary equipment in their respective brigades. They appear as Other Income in the Operating Statement and as Bank/Cash equivalents in the Balance Sheet. The Bank/Cash Equivalents incorporated into these financial statements are those held by the brigades at 30 June 2009.

The brigades are funded by CFA and supplemented by community fundraising and donations. Brigade costs borne by CFA are included in the expense analysis of the Annual Financial Statements, either by specific reference (e.g. Volunteer Compensation, Other Volunteer and Brigade Support, Grants to Volunteer Associations) or by inclusion (under the appropriate expense heading) with CFA's other costs of a similar nature e.g. (Depreciation, Building Operating and Maintenance, Motor Vehicle, Training and Skills Maintenance, Uniforms and Equipment, etc.) As the majority of brigade transactions are thus included in CFA's accounts, the remaining separate revenues and expenses of the brigades are not reflected in the Authority's financial statements. CFA also provides brigades with access to an extended credit facility to support brigade-related small asset acquisition programs.

In order to comply with the *Income Tax Assessment Act 1997*, relating to tax deductible gifts, the "CFA and Brigades Donations Fund" was established under a Trust Deed dated 7 June 2004. The trustees are responsible for the preparation of separate financial statements which are subject to independent audit and the financial transactions of the fund are consolidated into the Annual Financial Statements.

Total Liabilities: \$91.2 million





Financial Statements

Accountable Officer's and Chief Finance and Accounting Officer's declaration

We certify that the attached financial statements for CFA have been prepared in accordance with Standing Direction 4.2 of the *Financial Management Act 1994*, applicable Financial Reporting Directions, Australian accounting standards and other mandatory professional reporting requirements.

We further state that in our opinion, the information set out in the Comprehensive Operating Statement, Balance Sheet, Statement of Changes in Equity, Cash Flow Statement and notes forming part of the financial statements, presents fairly the financial transactions during the year ended 30 June 2009 and financial position of CFA at 30 June 2009.

We are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorise the attached financial report for issue on 11 August 2009.



11 August 2009
K A Murphy PSM AFSM
Chairman



11 August 2009
G A Spring
Acting Chief Executive Officer



11 August 2009
M J Wootten FCPA
Director Finance & Administration

Comprehensive Operating Statement

for the financial year ended 30 June 2009

	Notes	2009 \$'000	2008 \$'000
Income from transactions			
Contributions	2(a)	298,799	266,353
Major Incident Funding	2(a)	112,005	2,284
Interest	2(b)	2,810	2,979
Sales of goods and services	2(c)	14,516	13,279
Grants	2(d)	–	4,375
Other income	2(e)	23,585	15,983
Total Income from transactions		451,715	305,253
Expenses from transactions			
Employee benefits	3(a)	161,047	136,754
Depreciation and amortisation	3(b)	24,309	22,785
Interest expense	3(c)	43	–
Grants and other transfers	3(d)	5,223	3,183
Other operating expenses	3(e)	209,654	119,044
Total expenses from transactions		400,276	281,766
Net Result from transactions (net operating balance)		51,439	23,487
Other economic flows included in net result			
Net gain/(loss) on non-financial assets.	4(a)	(644)	(1,353)
Doubtful Debts provision Gain/(Loss) on revaluation	4(b)	(20)	(19)
Long Service Leave expense Gain/(Loss) on revaluation	4(b)	(709)	69
Total other economic flows included in net result		(1,373)	(1,303)
Net Result		50,066	22,184
Other economic flows - other non-owner changes to equity			
Changes to physical asset revaluation reserve	14	–	–
Total other economic flows - Other non-owner changes to equity		–	–
Comprehensive result		50,066	22,184

The above Comprehensive Operating Statement should be read in conjunction with the accompanying notes.

Balance Sheet

as at 30 June 2009

	Notes	2009 \$'000	2008 \$'000
Assets			
Financial assets			
Cash and deposits	20(a)	102,260	48,776
Receivables	5	8,286	9,537
Total financial assets		110,546	58,313
Non-financial assets			
Inventories	6	5,853	7,086
Non-financial assets classified as held for sale	8	4,442	5,290
Property, plant and equipment	9	598,517	564,034
Other	7	1,937	1,867
Total non-financial assets		610,749	578,277
Total assets		721,295	636,590
Liabilities			
Payables	10	30,964	16,192
Interest bearing liabilities	13	3,860	–
Provisions	11	56,379	48,533
Total liabilities		91,203	64,725
Net assets		630,092	571,865
Equity			
Accumulated surplus		201,045	150,979
Asset revaluation reserve	14	221,016	221,016
Contributed capital		208,031	199,870
Total Equity		630,092	571,865
Commitments for expenditure	18		
Contingent liabilities and contingent assets	18		

The above Balance Sheet should be read in conjunction with the accompanying notes.

Statement of Changes in Equity

for the financial year ended 30 June 2009

	Notes	(\$'000) Equity at 1 July 2008	Total comprehensive result	Transactions with owners in their capacity as owners	Equity at 30 June 2009
Accumulated surplus/(deficit)		150,979	50,066	-	201,045
Contributions by owners		199,870			199,870
Capital appropriations				8,161	8,161
		199,870	-	8,161	208,031
Physical asset revaluation reserve	14	221,016	-	-	221,016
Total equity at end of financial year		571,865	-	8,161	630,092
		Equity at 1 July 2007	Total comprehensive result	Transactions with owners in their capacity as owners	Equity at 30 June 2008
Accumulated surplus/(deficit)		128,795	22,184	-	150,979
Contributions by owners		196,605			196,605
Capital appropriations				3,265	3,265
		196,605	-	3,265	199,870
Physical asset revaluation reserve	14	221,016	-	-	221,016
Total equity at end of financial year		546,416	22,184	3,265	571,865

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Cash Flow Statement

for the financial year ended 30 June 2009

	Notes	2009 \$'000	2008 \$'000
Cash flows from Operating Activities			
Receipts			
Contribution receipts from Government		171,573	59,760
Receipts from other entities		260,532	222,755
Goods and services tax recovered from the ATO		20,592	17,422
Interest received		2,729	2,992
Other receipts		20,686	15,681
Total receipts		476,112	318,610
Payments			
Payments of Grants and other transfers		(5,223)	(3,183)
Payments to suppliers and employees		(371,575)	(270,126)
Goods and services tax paid to the ATO		(2,689)	(2,517)
Interest and other costs of finance paid		(30)	–
Total Payments		(379,517)	(275,826)
Net cash flows from/(used in) operating activities	20(b)	96,595	42,784
Cash flows from Investing Activities			
Payments for non-financial assets		(61,151)	(51,959)
Proceeds from sale of non-financial assets		6,654	4,378
Net cash flows from/(used in) investing activities		(54,497)	(47,581)
Cash flows from Financing Activities			
Owner contributions by State Government		7,526	3,265
Proceeds from interest bearing liabilities		3,860	–
Net cash flows from/(used in) financing activities		11,386	3,265
Net increase/(decrease) in cash and cash equivalents		53,484	(1,532)
Cash and cash equivalents at the beginning of the financial year		48,776	50,308
Cash and cash equivalents at the end of the financial year	20(a)	102,260	48,776

The above Cash Flow Statement should be read in conjunction with the accompanying notes.

Notes to the Financial Statements for the Year Ended 30 June 2009

1. Summary Of Significant Accounting Policies

(a) Statement of compliance

The financial report is a general purpose financial report which has been prepared on an accrual basis in accordance with the *Financial Management Act 1994* and applicable Australian Accounting Standards (AASs), which include the Australian accounting standards issued by the Australian Accounting Standards Board (AASB), and Interpretations.

The Country Fire Authority (CFA) has, where relevant, applied those paragraphs applicable to not-for-profit entities.

(b) Scope and presentation of financial statements

Early adoption of AASB 101 (September 2007)

As a result of a state-wide policy to improve consistency in public sector reporting, CFA has revised the presentation of its complete set of financial statements to align with the AASB1049 presentation format, used in the Financial Report for the State and the general government sector. In addition, CFA has also early adopted the September 2007 version of AASB 101.

In keeping with AASB 101 (September 2007) this complete set of financial statements includes the following changes.

(i) The notion of:

- 'a complete set of financial statements' rather than using 'financial report'
- 'changes in equity' rather than 'movements in equity'
- transactions with owners in their capacity as owners' rather than 'transactions with owners as owners'.

(ii) References to equity holders as 'owners'

Some of the changes applied to the financial statements and notes as a result of alignment to AASB 1049 that are allowable under the AASB 101 (September 2007) include the following.

- Extended operating statement incorporating non-owner changes in equity, which is now referred to as comprehensive operating statement
- Items being presented by liquidity order in the balance sheet
- The inclusion of a limited number of Government Finance Statistics (GFS) classifications such as income or expenses from transactions, and other economic flows
- 'A glossary of terms' included in the notes explaining certain terms, including GFS terms adopted

Comprehensive operating statement

The comprehensive operating statement includes items previously included in the statement of changes in equity. Income and expenses in the comprehensive operating statement are separated into either 'transactions' or 'other economic flows'.

Balance Sheet

Items of assets and liabilities in the balance sheet are:

- ranked in liquidity order
- aggregated into financial and non-financial assets
- classified according to GFS terminology, but retain

measurement and disclosure rules under existing accounting standards applicable to CFA

- current versus non-current assets and liabilities are disclosed in the notes where relevant.

Statement of changes in equity

The statement of changes in equity presents reconciliation of each non-owner and owner equity opening balance at the beginning of the year to the closing balance at the end of the year, showing separately movements due to amounts recognised in the comprehensive result and amounts recognised in equity related to transactions with owners in their capacity as owners.

Cash flow statement:

The cash flow statement classifies flows by operating, investing and financing activities in accordance with AASB 107 Cash Flow Statements. There were no significant changes due to alignment of CFA's financial statements presentation formats to AASB 1049.

(c) Basis of preparation

The financial statements have been prepared on an historical cost basis, except for the revaluation of certain non-financial assets.

Cost is based on the fair values of the consideration given in exchange for assets. In the application of AAS's, management is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstance, the results of which form the basis of making the judgments. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Accounting policies are selected and applied in a manner which ensures that the resulting financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions or other events is reported.

The accounting policies set out below have been applied in preparing the financial statements for the year ended 30 June 2009 and the comparative information presented in these financial statements for the year ended 30 June 2008.

(d) Reporting Entity

The financial statements cover all CFA, which is a statutory authority and operates under the Country Fire Authority Act 1958 (CFA Act 1958). Its principal address is: 8 Lakeside Drive, Tally-Ho Technology Park Burwood East Vic 3151. The financial statements include all the controlled activities of CFA.

A description of the nature of CFA's operations and its principal activities is included in the Report of Operations which does not form part of these financial statements.

Objectives and funding:

CFA's objectives are the prevention and suppression of fire in the country area of Victoria.

CFA is predominantly funded by Statutory Contributions under Section 77 of the CFA Act 1958.

The amount to be contributed is based on the approved annual budget and the sources of the funding are 77.5% from the Insurance Industry and 22.5% from Government.

(e) Events after reporting date

Assets, liabilities, income or expenses arise from past transactions or other past events. Where the transactions result from an agreement between CFA and other parties, the transactions are only recognised when the agreement is irrevocable at or before balance date. Adjustments are made to amounts recognised in the financial statements for events which occur after the reporting date and before the date the statements are authorised for issue, where those events provide information about conditions which existed at the reporting date. Note disclosure is made about events between the balance date and the date the statements are authorised for issue where the events relate to conditions which arose after the reporting date and which may have a material impact on the results of subsequent years.

(f) Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the taxation authority. In this case it is recognised as part of the cost of acquisition of the asset or as part of the expense.

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 taxation authority is included with other receivables or payables in the balance sheet. 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 taxation authority, are presented as operating cash flow.

Commitments and contingent assets or liabilities are presented on a gross basis.

(g) Income from transactions

Income is recognised for each of CFA's major activities as follows.

(i) Contributions

Statutory contributions are determined under Section 77 of the CFA Act 1958 and comprise 77.5% from insurance companies insuring against fire for property situated within the Country Area of Victoria, and 22.5% from the Consolidated Fund. Contributions Income is recognised in the financial year to which the determination under Section 77 applies.

(ii) Funding for 2009 bushfires

During 2008/09 CFA received funding to assist with the 2009 bushfires. This funding has been expended during 2008/09 or has future obligations attached to it in respect of the following expenses.

The major items of expenditure were for contributions to other emergency organisations, catering, contractors, freight, public insurance, legal fees, protective clothing/uniforms, volunteer compensation/insurance, other brigade support, aircraft hire, other hire, publicity, buildings maintenance, vehicle maintenance including fuel/insurance, computer systems, other operating maintenance and employee entitlements

(iii) Interest revenue

Interest revenue is recognised on a time proportionate basis that takes into account the effective yield on the financial asset.

(iv) Sales of goods and services

Sales of goods and services comprises revenue earned (net of returns, discounts and allowances) from the provision of goods and services to external entities. This income is recognised when the goods and services are provided.

(v) Fair value of assets received free of charge or for nominal consideration

Contributions of resources received free of charge or for nominal consideration are recognised at their fair value when the transferee obtains control over them, irrespective of whether restrictions or conditions are imposed over the use of the contributions, unless received from another government department or agency as a consequence of a restructuring of administrative arrangements. In the latter case, such a transfer will be recognised at carrying value.

(vi) Other Income

(a) CFA and Brigades Donations Fund

CFA has responsibility for transactions and balances relating to the CFA and Brigades Donations Fund, the purpose of which is to receive and distribute donations received by or on behalf of CFA brigades.

(h) Expenses from transactions

(i) Employee Benefits

Employee benefits expenses include all costs related to employment including wages and salaries, leave entitlements, redundancy payments and superannuation contributions. These are recognised when incurred, except for contributions in respect of defined benefit plans.

(ii) Superannuation – defined benefit plans

The amount charged to the comprehensive operating statement in respect of defined benefit superannuation plans represents the contributions made by CFA to the superannuation plan in respect to the current services of current CFA staff. Superannuation contributions are made to the plans based on the relevant rules of each plan.

The Department of Treasury and Finance centrally recognises the defined benefit liability or surplus of most Victorian government employees in such funds.

(iii) Depreciation

Depreciation is provided on property, plant and equipment, including freehold buildings but excluding land.

Depreciation is calculated on a straight-line basis so as to write off the net cost or other revalued amount of each asset over its expected useful life to its estimated residual value. Leasehold improvements are depreciated over the period of the lease or estimated useful life, whichever is the shorter, using the straight-line method. The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period. Note 9 provides details on the estimated useful lives that are used in the calculation of depreciation on property, plant and equipment.

(iv) Grants and other transfers

Grants and other transfers to third parties are recognised as an expense in the reporting period in which they are paid or payable. They include transactions such as grants, subsidies and other transfer payments.

(v) Other operating expenses

(a) Supplies and services

Supplies and services generally represent cost of goods sold and the day-to-day running costs, including maintenance costs, incurred in the normal operations of CFA. These items are recognised as an expense in the reporting period in which they are incurred. The carrying amount of any inventories held for distribution are expensed when distributed.

(i) Other economic flows included in net result

Other economic flows measure the change in volume or value of assets or liabilities that do not result from transactions.

(i) Net gain/(loss) on non-financial assets

Net gain/(loss) on non-financial assets and liabilities includes realised and unrealised gains and losses from revaluations, impairments and disposals of all physical assets.

(ii) Disposal of non-financial assets

Any gain or loss on the sale of non-financial assets is recognised at the date that control of the asset is passed to the buyer and is determined after deducting from the proceeds the carrying value of the asset at the time.

(iii) Impairment of non-financial assets

All assets are assessed annually for indications of impairment, except for inventories, financial assets and non-current physical assets held for sale. If there is an indication of impairment, the assets concerned are tested as to whether their carrying value exceeds their recoverable amount. Where an asset's carrying value exceeds its recoverable amount, the difference is written off by a charge to the operating statement except to the extent that the write-down can be debited to an asset revaluation reserve amount applicable to that class of asset.

It is deemed that, in the event of the loss of an asset, the future economic benefits arising from the use of the asset will be replaced unless a specific decision to the contrary has been made. The recoverable amount for most assets is measured at the higher of depreciated replacement cost and fair value less costs to sell. It is deemed that, in the event

of the loss of an asset, the future economic benefits arising from the use of the asset will be replaced unless a specific decision to the contrary has been made.

(iv) Net gain/(loss) on financial instruments

Net gain/(loss) on financial instruments includes realised and unrealised gains and losses from revaluations of financial instruments that are designated at fair value through profit or loss or held-for-trading, impairment and reversal of impairment for financial instruments at amortised cost, and disposals of financial assets.

(v) Impairment of financial assets

Bad and doubtful debts are assessed on a regular basis. Those bad debts considered as written off by mutual consent are classified as a transaction expense. The allowances for doubtful receivables and bad debts not written off by mutual consent are adjusted as 'other economic flows'.

(vi) Other gains/(losses) from other economic flows

Other gains/(losses) from other economic flows include the gains or losses from reclassification of amounts from reserves and/or accumulated surplus to net result and from the revaluation of long service leave liability due to change in bond interest rates.

(j) Financial Assets

(i) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and cash at bank, deposits at call and highly liquid investments with short periods to maturity, which are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value.

(ii) Receivables

All debtors are recognised at the amounts receivable less an allowance for doubtful debts.

Trade debtors are due for settlement at no more than 30 days from the date of recognition or other negotiated business terms. Contribution debtors are due within 14 days. A legislated rate of interest is charged on outstanding contribution debtors.

The collectability of debtors is assessed at balance date. Debts which are known to be uncollectible are written off.

An allowance has been made for estimated irrecoverable amounts, determined by reference to past default experience.

The movement in the allowance was recognised in the operating result for the current financial year (see note 3).

(iii) Operating Leases

CFA leases property under non-cancellable operating leases expiring over the period of one to in excess of 30 years. Operating lease payments are recognised as an expense on a straight-line basis over the lease term, except where another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

(k) Non-Financial Assets

(i) Inventories

Inventories include goods and other property held either for sale or for distribution at no or nominal cost in the ordinary course of business operations. It excludes depreciable assets.

All inventories and consumable stores were physically counted and valued as at 30 June 2009, or counted during the year on a rotating basis using the perpetual inventory method, at the lower of cost and net realisable value.

Cost is determined principally by the weighted average method.

(ii) Non-current physical assets classified as held for sale

Non-current physical assets classified as held for sale are measured at the lower of carrying amount and fair value less costs to sell.

Non-current physical assets are classified as held for sale if their carrying amount will be recovered through a sale transaction rather than through continuing use. This condition is regarded as met only when the sale is highly probable and is expected to be completed within one year from the date of classification.

(iii) Property, Plant and Equipment

Land and buildings are measured initially at cost, then subsequently at fair value less accumulated depreciation.

Plant, equipment and vehicles are measured at cost less accumulated depreciation and impairment.

(a) Revaluations of non-current physical assets:

Non-current physical assets measured at fair value are to be revalued in accordance with FRD 103D. This revaluation process normally occurs every five years, based upon the asset's Government Purpose Classification. Revaluation increments or decrements arise from differences between carrying value and fair value.

Revaluation increments are credited directly to the asset revaluation reserve, except that, to the extent that an increment reverses a revaluation decrement in respect of that class of asset previously recognised as an expense in the net result, the increment is recognised immediately as revenue in the net result.

Revaluation decrements are recognised immediately as expenses in the net result, except that, to the extent that a credit balance exists in the asset revaluation reserve in respect of the same class of assets, they are debited directly to the asset revaluation reserve.

Revaluation increases and decreases relating to individual assets within a class of assets are offset against one another within that class but are not offset in respect of assets in different classes.

Revaluation reserves are not normally transferred to accumulated surplus on de-recognition of the relevant asset.

(iv) Non-current physical assets constructed by CFA

The cost of capital work in progress is carried at cost of materials, external services, direct labour and appropriate

proportion of fixed and variable overheads recognised to date based on the value of work completed.

(l) Liabilities

(i) Payables

Payables consist predominantly of creditors and other sundry liabilities.

These amounts represent liabilities for goods and services provided to CFA prior to the end of the financial year that are unpaid, and arise when CFA becomes obliged to make future payments in respect of the purchase of these goods and services. The amounts are unsecured and are usually paid within 30 days of recognition.

(ii) Interest bearing liabilities

Interest bearing liabilities are initially measured at fair value, being the cost of the interest bearing liabilities, net of any transaction costs.

Subsequent to initial recognition, interest bearing liabilities are measured at amortised cost with any difference between the initial recognised amount and the redemption value being recognised in profit and loss over the period of the interest bearing liability using the effective interest rate method.

(iii) Provisions

Provisions are recognised when CFA has a present obligation, the future sacrifice of economic benefits is probable, and the amount of the provision can be measured reliably.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at reporting date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cashflows estimated to settle the present obligation, its carrying amount is the present value of those cashflows.

(iv) Employee benefits

(a) Wages and salaries and annual leave

Liabilities for wages and salaries, including non-monetary benefits and annual leave expected to be settled within 12 months of the reporting date are recognised in the provision for employee benefits in respect of employee services up to the reporting date, classified as current liabilities and measured at their nominal values.

Those liabilities that are expected to be settled within 12 months are recognised in the provision for employee benefits as current liabilities, measured at present value of the amounts expected to be paid when the liabilities are settled using the remuneration rate expected to apply at the time of settlement.

(b) Long service leave

Liability for long service leave (LSL) is recognised in the provision for employee benefits as follows.

Current liability – unconditional LSL (representing 10 or more years of continuous service) is disclosed as a current liability even where CFA does not expect to settle the liability within 12 months because it will not have the unconditional

right to defer the settlement of the entitlement should an employee take leave within 12 months.

The components of this current LSL liability are measured at:

- present value – component that CFA does not expect to settle within 12 months
- nominal value – component that CFA expects to settle within 12 months.

Non-current liability – conditional LSL (representing less than 10 years of continuous service) is disclosed as a non-current liability. There is an unconditional right to defer the settlement of the entitlement until the employee has completed the requisite years of service.

This non-current LSL liability is measured at present value. Gain or loss following revaluation of the present value of non-current LSL liability due to changes in bond interest rates is recognised as an other economic flow (refer to Note 1(i)).

(c) Employee benefits on-costs

Employee benefits on-costs (payroll tax, workers compensation, superannuation) are recognised separately from the provision for employee benefits.

(d) Volunteer compensation

The Provision for Volunteer Compensation is the accrued liability after allowing for anticipated recovery from insurance in respect of all outstanding registered Volunteer Compensation claims at 30 June 2009.

Outstanding claims are assessed on an actuarial basis. Future payments are projected using the Payment Per Claim Incurred (PPCI) method and the Payment Per Active Claim (PPAC) for older non-large weekly benefit claims and they allow for the potential additional liability arising from claims Incurred But Not Reported (IBNR), Incurred But Not Enough Reported (IBNER) and reopened claims. The portion of the liability which is expected to be paid later than 12 months after balance date has been classified as Non-Current.

(m) Commitments

Commitments include those operating, capital and other outsourcing commitments arising from non-cancellable contractual or statutory sources and are disclosed at their nominal value.

(n) Contingent assets and contingent liabilities

Contingent assets and contingent liabilities are not recognised in the balance sheet, but are disclosed by way of a note and, if quantifiable, are measured at nominal value.

(o) Equity

Contributions by owners

Contributed capital is additions to net assets which have been designated as contributed asset transfers by owners in accordance with the requirements of paragraph 7c of Urgent Issues Group Interpretation 1038, Contributions by Owners to Wholly-Owned Public Sector Entities.

Other transfers that are in the nature of contributions or distributions have also been designated as contributions by owners.

(p) Rounding of amounts

Amounts in the financial report have been rounded to the nearest thousand dollars, unless otherwise stated.

(q) Functional and presentation currency

The functional currency of CFA is the Australian dollar, which is also the presentation currency.

(r) Volunteer brigade policies

(i) Volunteer brigade cash and cash equivalents:

Volunteer brigade cash and cash equivalents as defined above have continued to be brought to account at 30 June 2009, as part of the ongoing consolidation of brigade activities with CFA's financial activities. In accordance with Australian Accounting Standard AASB118, the movement has been disclosed as Income in the Comprehensive Operating Statement note 2(e) and as an increase in financial assets in the Balance Sheet (notes 14 & 20).

The basis of calculation for brigade cash and cash equivalents was the balance as at 31 March 2009 adjusted for known income and expenditure to 30 June 2009.

(ii) Volunteer brigade land and buildings

CFA acknowledges the significant contributions made by volunteer brigades to the capital value of their fire stations. It has over 1,200 volunteer brigades and many of these have made substantial improvements to their fire stations and property over a number of decades. The value of these improvements is taken into account when the five yearly Valuer General's valuation occurs and the aggregate amount is then included in future financial statements. Where practical the value of major community funded projects is taken up at fair value when the improvement is carried out.

(iii) Volunteer brigade vehicles

CFA fully recognises the major community contribution by bringing to account, at cost less accumulated depreciation, firefighting vehicles acquired by volunteer brigades (brigade vehicles) and plant and equipment valued at over \$5000.

Brigade vehicles are defined as any firefighting or support vehicles, including transport vehicles owned by a registered brigade or group, which come under the control of CFA for operational purposes.

(s) New accounting standards and interpretations

Certain new accounting standards and interpretations have been published that are not mandatory for the 30 June 2009 reporting period. The Department of Treasury and Finance assesses the impact of these new standards and advises departments and other entities of their applicability and early adoption where applicable.

As at 30 June 2009 the following standards and interpretations had been issued but were not mandatory for the financial year ending 30 June 2009. CFA has not, and does not intend to, adopt these standards early.

Standard/ Interpretation	Summary	Applicable for annual reporting periods beginning or ending on	Impact on the financial statements
AASB 2007-3 Amendments to Australian Accounting Standards arising from AASB 8 [AASB 5, AASB 6, AASB 102, AASB 107, AASB 119, AASB127, AASB 134, AASB 136, AASB1023 and AASB 1038].	An accompanying amending standard also introduced consequential amendments into other Standards.	Beginning 1 Jan 2009	Impact expected to be insignificant.
AASB 2007-6 Amendments to Australian Accounting Standards arising from AASB 123 [AASB 1, AASB 101, AASB 107, AASB 111, AASB 116, & AASB 138 and interpretations 1 & 12]	Option to expense borrowing cost related to a qualifying asset had been removed. Entities are now required to capitalise borrowing costs relevant to qualifying assets.	Beginning 1 Jan 2009	All Australian government jurisdictions are currently still actively pursuing an exemption for government from capitalising borrowing costs.
AASB 2008-5 Amendments to AASs arising from the Annual Improvements Project.[AASBs5, 7, 101, 102, 107, 108, 110, 116, 118, 119, 120, 123, 127, 128, 129, 131, 132, 134,136, 138, 139, 140, 141, 1023 & 1038]	A suite of amendments to existing standards following issuance of IASB Standard Improvements to IFRS in May 2008. Some amendments result in accounting changes for presentation, recognition and measurement purposes	Beginning 1 Jan 2009	Impact is being evaluated.
AASB 2008-8 Amendments to Australian Accounting Standards-Eligible Hedged Items [AASB 139]	The amendments to AASB 139 clarify how the principles that determine whether a hedged risk or portion of cash flows is eligible for designation as a hedged item, should be applied in particular situations.	Beginning 1 Jan 2009	Impact is being evaluated.

(t) Prospective accounting changes

Borrowing costs

In May 2007, the AASB agreed on amendments to AASB 123 Borrowing Costs in respect of both for-profit entities and not-for-profit entities for application to annual reporting periods beginning on or after 1 January 2009. These amendments removed the option of recognising borrowing costs immediately as an expense, to the extent that they are directly attributable to the acquisition, construction or production of a qualifying asset.

In 2008, the IPSASB considered whether to withdraw the expensing option and proposed in Exposure Draft 35 Borrowing Costs, retention of the expense option. In February 2009, the AASB decided to extend the option to expense borrowing costs attributable to qualifying assets for another two years while AASB continues to observe developments from IPSASB. This extension is applicable to not-for-profit public sector entities only. Pending resolution of this matter, the State is continuing with its existing policy of expensing

borrowing costs in the period in which they are incurred.

2. Income from transactions

	2009 \$'000	2008 \$'000
(a) Contributions		
State Government	59,029	55,226
Major Incident Funding	112,005	2,284
Insurance Companies	229,247	201,466
Owners and insurance intermediaries etc.	9,984	9,150
Commonwealth Government	539	511
	410,804	268,637
(b) Interest		
Interest from financial assets not at fair value through Comprehensive Operating Statement:		
-Interest on bank deposits	1,765	1,987
-Interest on term deposits	1,045	992
Total interest revenue from financial assets not at fair value through Comprehensive Operating statement	2,810	2,979
Total interest revenue	2,810	2,979
(c) Sales of goods and services		
Sale of goods	7,322	4,878
Rendering of services	7,194	8,401
Total revenue from sale of goods and services	14,516	13,279
(d) Grants and other transfers (other than contributions by owners)		
Commonwealth Government	-	4,375
Total grants	-	4,375
(e) Other Income		
Brigade Assets		
- Recognition of Brigade Cash and Deposits	7,520	570
- Vehicles	3,498	4,508
- Plant and Equipment	46	73
Sub Total Volunteer Brigades	11,064	5,151
Property rental	711	641
Donations	7,701	4,351
Other (Aggregate of Immaterial items)	4,109	5,840
Total Other income	23,585	15,983
Total Income	451,715	305,253

3. Expenses from transactions

	2009 \$'000	2008 \$'000
(a) Employee Benefits		
Salaries	133,835	112,941
Superannuation (see note 19)	11,221	10,604
Other on-costs (payroll tax, fringe benefits tax, workcover premium)	8,858	8,093
Employee Support	7,133	5,116
Total Employee Benefits	161,047	136,754
(b) Depreciation and amortisation		
Depreciation of non-financial assets	24,309	22,785
Total depreciation and amortisation	24,309	22,785
(c) Interest expense		
Interest on government advances	43	–
Total interest expense from financial liabilities not at fair value through P/L	43	–
Total interest expense from financial liabilities at fair value through P/L	–	–
Total interest expense	43	–
(d) Grants and other transfers (other than contributions by owners)		
Grants to Volunteer Brigade Associations	2,510	503
Grants to Victorian Local Government	571	538
Grants to Office of the Emergency Services Commissioner running costs	2,142	2,142
Total grants and other payments	5,223	3,183
(e) Other operating expenses		
Supplies and services		
Uniforms and Equipment	10,922	4,311
Printing and Stationery	2,583	2,361
Contract payments to external services	35,383	33,723
Volunteer Compensation and Insurance	4,225	2,125
Other Volunteer and Brigade Support	3,857	3,557
External Training and Skills Maintenance	1,532	2,035
Aircraft Hire	10,815	4,795
Hire Fees - Plant, Equipment & Vehicles	13,565	1,963
Consultants Fees	350	122
Audit Fees (note 17)	399	378
Publicity/Advertising	5,150	2,488
Buildings Operating and Maintenance	8,275	7,387
Motor Vehicle Operating and Maintenance	12,944	9,494
Computer equipment and systems	4,490	3,581
Communications and Alarms	6,672	7,024
Other Operating and Maintenance	7,918	5,190
Brigade Donations Distributed	7,701	4,351
Total supplies and services	136,781	94,885
Operating lease rental expenses		
– Minimum lease payments	4,444	4,224
Total operating lease rental expenses	4,444	4,224
Subtotal	141,225	99,109
Bad Debts from transactions	19	9
Cost of Goods Sold/distributed	6,078	5,408
Legal Fees	1,304	880
General Expenses	5,740	3,710
Contributions To Other Emergency Organisations	39,480	634
Contractors	12,568	9,026
Catering – Operational	3,240	267
Total other operating expenses	209,654	119,044

4. Other economic flows included in net result

	2009	2008
	\$'000	\$'000
(a) Net gain/(loss) on non-financial assets		
Net gain/(loss) on disposal of physical assets	(644)	(1,353)
Total net gain/(loss) on non-financial assets and liabilities	(644)	(1,353)
(b) Other gains/(losses) from other economic flows		
Net gain/(loss) arising from revaluation of long service leave liability	(709)	69
Doubtful Debts provision Gain/(Loss) on revaluation	(20)	(19)
Total other gains/(losses) from other economic flows	(729)	50

5. Receivables

	2009	2008
	\$'000	\$'000
Current receivables		
Contractual		
Trade Receivables	3,090	7,032
Other Receivables	2,536	462
Provision for doubtful contractual receivables	(46)	(26)
	5,580	7,468
Statutory		
GST Recoverable	2,706	2,069
Total Receivables	8,286	9,537
(a) Movement in the provision for doubtful contractual receivables		
Balance at beginning of the year	(26)	(14)
Receivables written off during the year as uncollectible	-	-
Receivables recovered during the year	-	-
(Increase)/decrease in provision recognised in the Comprehensive Operating Statement	(20)	(12)
Balance at end of the year	(46)	(26)
(b) Ageing analysis of Receivables		
Please refer to Note 12 for the ageing analysis of receivables.		
(c) Nature and extent of risk arising from receivables		
Please refer to Note 12 for the nature and extent of credit risk arising from receivables		

6. Current Inventories

Supplies and consumables:		
At cost	5,853	7,086
Total Inventories	5,853	7,086

7. Current other assets

Prepayments	1,937	1,867
Total other assets	1,937	1,867

8. Non-financial assets classified as held for sale

Freehold land and buildings held for sale	4,442	5,290
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CFA intends to dispose of freehold land and buildings that are surplus to its programs and which are no longer utilised within the next 12 months. The properties were previously used as fire stations, as well as land acquired for building programs now no longer required. No impairment loss was recognised on reclassification of the properties as held for sale.

9. Property, plant and equipment

(a) Carrying amounts	2009	2008
	\$'000	\$'000
Freehold Land		
At cost	11,943	10,562
At independent valuation 2005	16,318	16,531
At independent valuation 2006	14,915	15,015
At independent valuation 2007	39,812	40,413
	<u>82,988</u>	<u>82,521</u>
Buildings		
At cost	52,873	38,643
Less: Accumulated Depreciation	(1,564)	(843)
At independent valuation 2005	85,825	86,522
Less: Accumulated Depreciation	(6,576)	(4,994)
At independent valuation 2006	83,361	83,602
Less: Accumulated Depreciation	(4,793)	(3,214)
At independent valuation 2007	83,250	83,469
Less: Accumulated Depreciation	(3,193)	(1,594)
	<u>289,183</u>	<u>281,591</u>
Leasehold Improvements – at cost		
Less: Accumulated amortisation	(9,295)	(8,313)
	<u>2,440</u>	<u>3,323</u>
Vehicles – at cost		
Less: Accumulated Depreciation	(135,846)	(127,930)
	<u>177,117</u>	<u>165,622</u>
Plant and equipment – at cost		
Less: Accumulated Depreciation	(51,728)	(48,282)
Plant and equipment – at cost	<u>13,168</u>	<u>14,643</u>
Property, plant and equipment in the course of construction – at cost		
	33,621	16,334
Net carrying amount of property, plant and equipment	<u>598,517</u>	<u>564,034</u>
The following useful lives of assets are used in the calculation of depreciation:		
Buildings at Cost	67 years	67 years
Buildings at Valuation	52 years	52 years
Leasehold Improvements	4 - 50 years	4 - 50 years
Plant and equipment	3 - 20 years	3 - 20 years
Aggregate depreciation allocated recognised as an expense during the year.		
Depreciation of non-current assets		
Buildings	5,498	5,301
Leasehold Improvements	983	971
Vehicles	14,222	12,736
Other plant and equipment	3,606	3,777
Total depreciation	<u>24,309</u>	<u>22,785</u>

9(b) Movements in carrying amounts

Reconciliations of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current financial year are set out below.

	Freehold Land at cost & fair value	Buildings at cost & fair value	Leasehold Improve'ts at cost	Vehicles at cost	Plant, Mach. & Equipment at cost	In the course of construction at cost	Total
Carrying amount	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2007	80,918	275,036	4,188	148,305	17,433	14,737	540,617
Additions	–	–	–	–	–	51,978	51,978
Disposals	(20)	(253)	–	(5,007)	–	–	(5,280)
Classified as held for sale	(2,507)	(2,569)	–	–	–	–	(5,076)
Net Revaluation Increments/(Decrements) (Note 14)	–	–	–	–	–	–	–
Transfers to Fixed Assets	4,130	14,678	106	30,552	915	(50,381)	–
Brigade Vehicles Recognised (Note 2(e))	–	–	–	4,508	72	–	4,580
Depreciation/amortisation expense (Note 3(b))	–	(5,301)	(971)	(12,736)	(3,777)	–	(22,785)
Balance at 1 July 2008	82,521	281,591	3,323	165,622	14,643	16,334	564,034
Additions	–	–	–	–	–	65,241	65,241
Disposals	(1,880)	(1,025)	–	(4,390)	(2)	–	(7,297)
Classified as held for sale	966	(118)	–	–	–	–	848
Net Revaluation Increments/(Decrements) (Note 14)	–	–	–	–	–	–	–
Transfers to Fixed Assets	1,381	14,233	100	26,610	2,086	(44,410)	–
Brigade Assets Recognised (Note 2(e))	–	–	–	3,498	46	(3,544)	–
Depreciation/amortisation expense (Note 3(b))	–	(5,498)	(983)	(14,223)	(3,605)	–	(24,309)
Balance at 30 June 2009	82,988	289,183	2,440	177,117	13,168	33,621	598,517

10. Payables

	2009 \$'000	2008 \$'000
Current payables		
Contractual		
Trade payables	11,739	4,779
Other payables and accruals	19,225	11,413
Total payables	30,964	16,192

(a) Maturity analysis of contractual payables

Please refer to Note 12 for the ageing analysis of contractual payables.

(b) Nature and extent of risk arising from payables

Please refer to Note 12 for the nature and extent of risks arising from payables.

11. Provisions

	2009 \$'000	2008 \$'000
Current provisions		
Employee Benefits (i) (See Note 11(a))		
Unconditional and expected to be settled within 12 months(ii)	15,444	13,217
Unconditional and expected to be settled after 12 months(iii)	19,536	16,866
	<u>34,980</u>	<u>30,083</u>
Provisions related to employee benefit on-costs		
Unconditional and expected to be settled within 12 months(ii)	3,345	2,876
Unconditional and expected to be settled after 12 months(iii)	3,587	3,066
	<u>6,932</u>	<u>5,942</u>
Volunteer Compensation (See note 1(l))	2,059	1,343
Total current provisions	<u>43,971</u>	<u>37,368</u>
Non-current provisions		
Employee Benefits (i) (See Note 11(a))	6,052	5,116
Provisions related to employee benefit on-costs	1,086	918
Volunteer Compensation (See note 1(l))	5,270	5,131
Total non-current provisions	<u>12,408</u>	<u>11,165</u>
Total provisions		
Employee Benefits (See Note 11(a))	49,050	42,059
Volunteer Compensation (See note 1(l))	7,329	6,474
	<u>56,379</u>	<u>48,533</u>
(a) Employee Benefits and related on-costs		
Current employee benefits		
Annual leave entitlements	16,273	13,482
Unconditional long service leave entitlements	18,707	16,601
Non-current employee benefits		
Conditional long service leave entitlements	6,052	5,116
Total employee benefits	<u>41,032</u>	<u>35,199</u>
Current on-costs	6,932	5,942
Non-current on-costs	1,086	918
Total on-costs	<u>8,018</u>	<u>6,860</u>
Total employee benefits and related on-costs	<u>49,050</u>	<u>42,059</u>

Note:

(i) Employee benefits consist of amounts for annual leave and long service leave accrued not including on-costs

(ii) The amounts disclosed are nominal amounts

(iii) The amounts disclosed are discounted to present values

(b) Movement in provisions

	Employee Benefits 2009	On-costs 2009	Volunteer Compensation 2009	Total 2009
Opening balance	35,199	6,860	6,474	48,533
Net Additional provisions recognised	5,833	1,158	855	7,846
Closing Balance	41,032	8,018	7,329	56,379
Current	34,980	6,932	2,059	43,971
Non-current	6,052	1,086	5,270	12,408
	41,032	8,018	7,329	56,379

12. Financial Instruments

(a) Financial risk management objectives and policies

CFA's activities expose it to a variety of financial risks; credit risk, liquidity risk and market risk. CFA regularly reviews all risks in relation to financial assets and financial liabilities. Its overall risk management policies focus on mitigating risks associated with operating in a commercial environment and the unpredictability of financial markets and to seek to minimise potential adverse effects on its financial performance.

CFA has policies and procedures for its financial assets and financial liabilities which are reviewed at least annually. Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which income and expenses are recognised, in respect of each class of financial asset and financial liability are disclosed in Note 1 to the financial statements.

The main purpose in holding financial instruments is to prudentially manage CFA's financial risks within the government policy parameters.

The carrying amounts of CFA's financial assets and financial liabilities by category are shown in the table below.

Table 12.1 Categorisation of financial instruments

	2009 \$'000	2008 \$'000
Financial assets		
Cash and cash equivalents	102,260	48,776
Loans and receivables (at amortised cost).	5,580	7,468
Total financial assets (i)	107,840	56,244
Financial liabilities		
At amortised cost	34,824	16,192
Total financial liabilities (ii)	34,824	16,192

Notes:

(i) The amount of receivables disclosed here exclude statutory receivables (e.g. Amounts owing from Victorian Government and GST input tax credit recoverable).

(ii) The total amount of financial liability disclosed here excludes statutory payables (ie. Taxes Payable).

(b) Credit risk

CFA's maximum exposures to credit risk at balance date in relation to each class of recognised financial asset is the carrying amount of those assets as indicated in the Balance Sheet.

CFA minimises concentrations of credit risk in relation to trade accounts receivable by undertaking transactions with a large number of customers. Other than trade debtors, the major amounts owing at any point in time are from Government (no credit risk considered), and the pool of Insurance industry contributors. There is not considered to be any major risk with this latter class as, in the event of one contributor failing, the amount so lost can be collected from the rest of the pool in a subsequent period.

Credit risk in trade receivables is managed in the following ways.

- Payment terms are 30 days from date of invoice.
- Statements are issued on all debts outstanding, five working days after the end of each month.
- Debtors outstanding after 60 days are contacted and a record made of reason for delay in payment. Follow up statements continue to be issued.
- Debts outstanding after 90 days are referred to a debt collection agency, except in the case of CFA volunteer brigades when the process is continued internally.

CFA has in place a Board approved Treasury Management Policy that has been formally noted by the Department of Treasury and Finance and is in compliance with the Borrowing and Investment Powers Act (1987).

Investments are only made subject to the appropriate institution having a Standard & Poor's credit rating for short term investments of A3 or better, and long term investments of BBB or better, at the time of investing the funds.

(i) Financial assets that are either past due or impaired

Currently CFA does not hold any collateral as security nor credit enhancements relating to any of its financial assets. As at reporting date, there is no event to indicate that any of the financial assets are impaired.

There are no financial assets that have had their terms renegotiated so as to prevent them from being past due or impaired, and they are stated at the carrying amounts as indicated. The following table discloses the ageing only of financial assets that are past due but not impaired.

Table 12.2 Ageing analysis of financial assets

	\$'000						
	Carrying Amount	Not past due and not impaired	Less than 1 month	Past due but not impaired			Impaired financial assets
				1-3 months	3 months - 1 year	1-5 years	
2009							
Cash and cash equivalents	102,260	102,260	–	–	–	–	–
Receivables (i)	–	–	–	–	–	–	–
Trade and other receivables	5,580	4,232	699	265	384	–	–
	107,840	106,492	699	265	384	–	–
2008							
Cash and cash equivalents	48,776	48,776	–	–	–	–	–
Receivables (i)	–	–	–	–	–	–	–
Trade and other receivables	7,468	647	2,928	3,429	464	–	–
	56,244	49,423	2,928	3,429	464	–	–

Notes:

(i) Ageing analysis of receivables must exclude the types of statutory receivables (e.g. Amounts owing from Victorian Government and GST input tax credit recoverable). This ageing analysis table is used only to show the ageing of past due but not impaired financial assets.

(c) Liquidity risk

Liquidity risk would arise if CFA was unable to meet its financial obligations as they fall due. CFA operates under the Government fair payments policy of settling financial obligations within 30 days and in the event of a dispute, make payments within 30 days from the date of resolution. It also continuously manages risk through monitoring future cash flow requirements and maturities planning to ensure adequate holding of high quality liquid assets and dealing in highly liquid markets.

CFA's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk. Cash for unexpected events is generally sourced from liquidation of available-for-sale financial investments. Maximum exposure to liquidity risk is the carrying amounts of financial liabilities. The following table discloses the contractual maturity analysis for CFA's financial liabilities:

Table 12.3 Maturity analysis of financial liabilities

		\$'000				
		Carrying Amount	Nominal amount	Maturity dates (i)		
				Less than 1 month	1-3 months	3 months - 1 year
2009						
Payables:						
	Amounts payable to other government agencies	4,932	4,932	4,932	–	–
	Trade and other payables	26,032	26,032	26,032	–	–
Interest bearing liabilities:						
	Advances from Government	3,860	3,860	–	–	3,860
		34,824	34,824	30,964	–	–
2008						
Payables:						
	Amounts payable to other government agencies	3,542	3,542	3,542	–	–
	Trade and other payables	12,650	12,650	12,650	–	–
Interest bearing liabilities:						
	Advances from Government	–	–	–	–	–
		16,192	16,192	16,192	–	–

Notes:

(i) The amounts disclosed are the contractual undiscounted cash flows of each class of financial liabilities

(d) Market risk

CFA's exposures to market risk which would primarily be through day to day interest rates is minimal because of fixed interest rate deposits and only insignificant exposure to foreign currency and other price risks.

(i) Foreign currency risk

Foreign exchange risk arises when future transactions and recognised assets and liabilities are denominated in a currency that is not CFA's functional currency (Australian dollar).

CFA is exposed to insignificant foreign currency risk through its payables relating to purchases of supplies and consumables from overseas. This is because of a limited amount of purchases denominated in foreign currencies and a short timeframe between commitment and settlement with the availability of facilities such as EFT.

CFA has for this financial year with the Treasurer's approval entered into a currency hedging contract with Treasury Corporation Victoria to hedge against currency rate movements in the acquisition of 3 emergency response vehicles (aerial ladder platforms) from Europe in order to mitigate CFA's currency risk exposure in this acquisition given the volatility of global financial markets.

(ii) Interest rate risk

Exposure to interest rate risk might arise primarily through CFA's floating rate bank deposits at call. However CFA's exposure to this risk is insignificant due to its policy to minimise risk by mainly undertaking fixed rate financial instruments with relatively even maturity profiles.

The Authority's interest bearing liabilities are managed by the Treasury Corporation of Victoria, which monitors any movement in interest rates on a daily basis.

The carrying amounts of Financial assets and financial liabilities that are exposed to interest rates are set out in Table 12.4.

Table 12.4 Interest rate exposure of financial instruments.

	Weighted average effective interest rate %	Carrying Amount	\$'000		
			Interest rate exposure		
			Fixed interest rate	Variable interest rate	Non-interest bearing
2009					
Cash and cash equivalents	5.17	102,260	44,000	58,217	43
Receivables (i)		–	–	–	–
Trade and other receivables	N/A	5,580	–	–	5,580
		107,840	44,000	58,217	5,623
Payables:					
Amounts payable to other government agencies	–	4,932	–	–	4,932
Trade and other payables	–	26,032	–	–	26,032
Interest bearing liabilities:					
Advances from Government	4.49	3,860	3,860	–	–
		34,824	3,860	–	30,964
2008					
Cash and cash equivalents	7.09	48,776	2,000	46,723	53
Receivables (i)		–	–	–	–
Trade and other receivables	N/A	7,468	–	–	7,468
		56,244	2,000	46,723	7,521
Payables:					
Amounts payable to other government agencies	–	3,542	–	–	3,542
Trade and other payables	–	12,650	–	–	12,650
Interest bearing liabilities:					
Advances from Government	–	–	–	–	–
		16,192	–	–	16,192

(e) Fair value

The fair values and net fair values of financial assets and financial liabilities are determined as follows:

- the fair values of financial assets and financial liabilities with standard terms and conditions and traded in active liquid markets are determined with reference to quoted market prices; and
- the fair value of other financial assets and financial liabilities are determined in accordance with generally accepted pricing models based on discounted cash flow analysis.

CFA considers that the carrying amount of financial assets and financial liabilities recorded in the financial report to be a fair approximation of their fair values, because of the short-term nature of the financial instruments and the expectation that they will be paid in full.

13. Interest Bearing Liabilities

	2009	2008
	\$'000	\$'000
Non-current interest bearing liabilities		
Advances from Government	3,860	–
Total interest bearing liabilities	3,860	–

(a) Maturity analysis of interest bearing liabilities

Please refer to Table 12.3 in Note 12 for the maturity analysis of interest bearing liabilities.

(b) Nature and extent of risk arising from interest bearing liabilities

Please refer to Note 12 for the nature and extent of risks arising from interest bearing liabilities.

(c) Defaults and breaches

During the current and prior year, there were no defaults and breaches of any loans.

14. Reserves

	2009	2008
	\$'000	\$'000
Physical asset revaluation reserve		
Asset Revaluation Reserve – Land	59,783	59,783
Asset Revaluation Reserve – Buildings	161,233	161,233
	221,016	221,016
Movements		
Asset revaluation reserve		
Balance at beginning of financial year.	221,016	221,016
Revaluation increment (decrement) of freehold land	–	–
Revaluation increment (decrement) of buildings	–	–
Movement for the year	–	–
Balance at end of financial year.	221,016	221,016

Nature and purpose of reserve

Asset revaluation reserve

The asset revaluation reserve is used to record increments and decrements on the revaluation of land and buildings, as described in accounting policy note 1(k).

15. Responsible Persons

In accordance with the Ministerial Directions issued by the Minister for Finance under the Financial Management Act 1994, the following disclosures are made regarding responsible persons for the reporting period.

Names

The names of the people who were "Responsible Persons" at any time during the financial year are:

Responsible Minister

Minister for Police and Emergency Services:
The Honourable B Cameron MP

Authority Members (CFA Board Members)

K A Murphy (Chairman)
C L Higgins (Deputy Chairman)
K A Erwin
D G Gibbs
L M Gunter
P B Harmsworth
P Jamvold (to 30 June 2009)
K W King
P G Marke (to 14 April 2009)
M G Tudball
F P Zeigler (to 17 April 2009)
R N Spencer (from 23 July 2008)
T Z Meikle (from 15 April 2009)

Accountable Officer

N G Bibby (Chief Executive Officer)
N Bibby ceased employment with CFA effective 2 July 2009. G Spring was the acting CEO, prior to M Bourke commencing as the CEO in September 2009.

Remuneration (other than the Responsible Minister)

The numbers of Responsible Persons are shown below in their relevant income bands:

Income Band	2009	2008
	No.	No.
\$0 - \$9,999	1	1
\$10,000 - \$19,999	10	9
\$20,000 - \$29,999	1	–
\$30,000 - \$39,999	–	1
\$40,000 - \$49,999	1	–
\$270,000 - \$279,999	1	–
\$300,000 - \$309,999	–	1
Total Numbers	14	12
Total Amount \$'000	529	425

It should be noted that C L Higgins is Chairman of Victoria State Emergency Services and a Board member of Ambulance Victoria, K W King is a Board member of Parks Victoria and Metropolitan Fire and Emergency Services Board, and P G Marke and D G Gibbs are Board members of the Bendigo Community Bank.

CFA had transactions with these entities which were arms-length from CFA Board members and at normal commercial terms. There were no other transactions between CFA and the CFA Board members or CFA Board member related

entities. Amounts relating to the Responsible Minister are reported separately in the financial statements of the Department of Premier and Cabinet.

16. Remuneration of Executives

The number of executive officers, other than Ministers and Accountable Officers, and their total remuneration commencing at \$100,000 during the reporting period are shown in the first two columns in the table below in their relevant income bands. The base remuneration is shown in the third and fourth columns. Base remuneration is exclusive of bonus payments, long-service leave payments, redundancy payments and retirement benefits.

Several factors have affected total remuneration payable to executives over the year. A number of employment contracts were completed during the year and renegotiated and a number of executives received bonus payments during the year. These bonus payments depend on the terms of individual employment contracts. Some contracts provide for an annual bonus payment whereas other contracts only include the payment of bonuses on the successful completion of the full term of the contract. A number of these contract completion bonuses became payable during the year. All executive officers received backpay during 2008-09 which related to the 2007-08 financial year. This has impacted upon the comparative figures in 2008-09.

Income Band	Total Remuneration		Base Remuneration	
	2009 No.	2008 No.	2009 No.	2008 No.
\$100,000 - \$109,999	–	–	–	–
\$110,000 - \$119,999	–	–	1	–
\$120,000 - \$129,999	1	–	1	–
\$130,000 - \$139,999	2	1	–	6
\$140,000 - \$149,999	1	4	2	5
\$150,000 - \$159,999	2	6	4	6
\$160,000 - \$169,999	5	2	8	5
\$170,000 - \$179,999	5	9	6	3
\$180,000 - \$189,999	5	2	5	1
\$190,000 - \$199,999	3	1	1	1
\$200,000 - \$209,999	4	2	1	–
\$210,000 - \$219,999	2	–	1	–
\$220,000 - \$229,999	–	–	1	–
\$230,000 - \$239,999	1	–	–	–
\$240,000 - \$249,999	1	–	–	–
Total Numbers	32	27	31	27
Total Amount \$'000	4,143	4,811	3,886	3,777

There was a total of 33 Executives for the 2008/09 year. However, not all executives are disclosed in the above table. The table has a lower threshold of \$100,000, two executives with a base and one with a total remuneration, were below this threshold.

17. Remuneration of auditors

	2009 \$'000	2008 \$'000
Audit fees paid or payable to the Victorian Auditor-General's Office for audit of CFA's financial statements pursuant to the Audit Act 1994.		
Paid as at 30 June 2009	66	70
Payable as at 30 June 2009	21	10
	87	80
Audit fees – Internal Audit:		
Paid or payable as at 30 June 2009	312	298
	399	378

18. Commitments for expenditure and Contingent Liabilities

(a) Commitments for expenditure

The following commitments have not been recognised as liabilities in the financial statements.

	2009	2008
	\$'000	\$'000
(i) Capital expenditure commitments		
Plant and equipment:		
Payable:		
Not longer than 1 year	34,947	37,442
Longer than one year and not longer than 5 years.	401	1,990
Longer than 5 years	–	–
Total capital expenditure commitments	35,348	39,432
(ii) Lease commitments		
Non-cancellable operating leases payable:		
Not longer than 1 year	3,890	4,364
Longer than one year and not longer than 5 years	5,038	4,859
Longer than 5 years	2,438	3,094
Total lease commitments	11,366	12,317

(iii) Other expenditure commitments

Statewide Integrated Public Safety and Communications Strategy (SIPSaCS)

(a) Call Taking & Dispatch Services.

There is an ongoing Service Agreement with the Emergency Services Telecommunications Authority (ESTA) for the provision of call taking and dispatch services for Outer Metropolitan and Regional Victoria, through facilities at East Burwood and Mt. Helen, Ballarat. The service fees for the year to 30 June 2009 were \$11.817M (\$11.495m 2008).

(b) Emergency Alerting System

CFA has an ongoing Service Level Agreement with the State, (through ESTA) for 3rd party services for the provision of an Emergency Alerting System. The contract services began in November 2005 with CFA incurring \$26.723M for the year ending 30 June 2009 (\$23.991M 2008).

(c) Short Message Service – SMS Gateway

There is an ongoing contract with the Emergency Services Telecommunications Authority (ESTA) for the provision of SMS Gateway Services. Base level service fees for 2008/09 were \$0.251M.

(d) Metropolitan Mobile Radio Services

CFA has entered into a contract with the Metropolitan Fire and Emergency Services Board as a third party to their contract with the service provider. Base level Service Fees for 2008-09 were \$0.324M. All of the expenditure amounts shown in the above commitments note are nominal amounts inclusive of GST.

(b) Contingencies

In the context of CFA's business and recognising CFA's existing insurance arrangements, there are some matters which may be subject to judicial process. None of those items are considered likely to have a material effect on the financial statements at 30 June 2009.

19. Superannuation

Employees of CFA are entitled to receive superannuation benefits and CFA contributes to both defined benefit and accumulation contribution plans managed by the Emergency Services Super Superannuation Scheme (ESSS). The defined benefit plan provides benefits based on years of service and final average salary. CFA does not recognise any defined benefit liability in respect of the plans because CFA has no legal or constructive obligation to pay future benefits relating to its employees; its only obligation is to pay superannuation contributions as they fall due. The Department of Treasury and Finance recognises and discloses the State's defined benefit liabilities in its financial report.

However, superannuation contributions for the reporting period are included as part of employee benefits in the Comprehensive Operating Statement of CFA. There were no superannuation contributions outstanding at 30 June 2009. The name and details of each of the major employee superannuation funds and contributions made by CFA are as follows.

	2009	2008
	\$'000	\$'000
Fund		
Defined Benefits Schemes		
Emergency Services Superannuation Scheme (ESSS)	7,429	7,229
Other	42	38
Accumulation Schemes		
Emergency Services Superannuation Plan (ESS Plan)	3,657	3,278
Others	93	59
Total (See note 3(a))	11,221	10,604

Employer contribution rates were:

Defined Benefits Scheme

The employer contribution rate for the financial year was 12.0% (2008: 12.5%) of salary for operational staff as well as for non-operational staff employed prior to 1 January 1994.

Accumulation Scheme

9% of salary for non-operational staff employed after 31 December 1993.

20. Cash flow information

(a) Reconciliation of cash and cash equivalents

For the purposes of the Cash Flow Statement, cash and cash equivalents comprise cash on hand and cash at bank, deposits at call and highly liquid investments with short periods to maturity that are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value. Cash at the end of the financial year as shown in the Cash Flow Statement is reconciled to the related items in the balance sheet as follows.

	2009	2008
	\$'000	\$'000
Cash at bank and on hand	58,260	46,776
Short Term Deposits	44,000	2,000
	102,260	48,776

(b) Reconciliation of net result for the period to net cash flows from operating activities

Net Result for the period	50,066	22,184
Non-cash movements:		
Depreciation and Amortisation of non-current assets.	24,309	22,785
Brigade Assets Recognised	(3,543)	(4,581)
Allowance for Doubtful Debts	20	12
(Gain) / Loss on sale of non-current assets	644	1,353
Movements in assets and liabilities:		
(Increase) decrease in assets		
Receivables and Prepayments	1,227	(1,612)
Current Inventories	1,233	508
Increase (Decrease) in liabilities:		
Current payables	14,793	296
Employee Entitlements	6,991	2,138
Volunteer Compensation	855	(299)
Total Adjustments	46,529	20,600
Net cash inflow from operating activities	96,595	42,784

21. Trust Account Balances

The following is a listing of Trust Account Balances relating to Trust Accounts Controlled or Administered by CFA.

	2009	2008
	\$'000	\$'000
Cash and Investments as at 30 June 2009.		
Controlled Trusts		
Public Trust Account	2,075	1
Total Controlled Trusts	2,075	1
Administered Trusts		
CFA and Brigades Donations Fund	2,034	927
Total Administered Trusts	2,034	927

There were no Trust Accounts opened and closed by CFA during 2008-2009.

22. Subsequent events

CFA has no material or significant events occurring after the reporting date.

23. Glossary of Terms

Comprehensive result

The net result of all items of income and expense, recognised for the period. It is the aggregate of operating result and other changes in equity.

Commitments

Commitments include those operating, capital and other outsourcing commitments arising from non-cancellable contractual or statutory sources.

Employee benefits expenses

Employee benefits expenses include all costs related to employment including wages and salaries, leave entitlements, redundancy payments and superannuation contributions.

Financial asset

A financial asset is any asset that is:

(a) cash; (b) an equity instrument of another entity; (c) a contractual right to either receive cash or another financial asset from another entity; or to exchange financial assets or financial liabilities with another entity under conditions that are potentially favourable to the entity; or (d) a contract that will or may be settled in the entity's own equity instruments and is a non-derivative for which the entity is or may be obliged to receive a variable number of the entity's own equity instruments or a derivative that will or may be settled other than by the exchange of a fixed amount of cash or another financial asset for a fixed number of the entity's own equity instruments.

Grants and other transfers

Transactions in which one unit provides goods, services, assets (or extinguishes a liability) or labour to another unit without receiving approximately equal value in return. Grants can either be operating or capital in nature. While grants to governments may result in the provision of some goods or services to the transferor, they do not give the transferor a claim to receive directly benefits of approximately equal value. Receipt and sacrifice of approximately equal value may occur, but only by coincidence. For example, governments are not obliged to provide commensurate benefits, in the form of goods or services, to particular taxpayers in return for their taxes. For this reason, grants are referred to by the AASB as involuntary transfers and are termed non-reciprocal transfers.

Grants can be paid as general purpose grants which refer to grants that are not subject to conditions regarding their use. Alternatively, they may be paid as specific purpose grants which are paid for a particular purpose and/or have conditions attached regarding their use.

Financial statements

Depending on the context of the sentence where the term 'financial statements' is used, it may include only the main Financial statements (i.e. comprehensive operating statement, balance sheet, cash flow statements, and statement of changes in equity); or it may also be used to replace the old term 'financial report' under the revised AASB 101 (Sept 2007), which means it may include the main financial statements and the notes.

Interest revenue

Interest revenue includes interest received on bank term deposits, interest from investments, and other interest received.

Net acquisition of non-financial assets (from transactions)

Purchases (and other acquisitions) of non-financial assets less sales (or disposals) of non-financial assets less depreciation plus changes in inventories and other movements in non-financial assets. Includes only those increases or decreases in non-financial assets resulting from transactions and therefore excludes write-offs, impairment write-downs and revaluations.

Net result

Net result is a measure of financial performance of the operations for the period. It is the net result of items of revenue, gains and expenses (including losses) recognised for the period, excluding those that are classified as 'other non-owner changes in equity'.

Net result from transactions/net operating balance.

Net result from transactions or net operating balance is a key fiscal aggregate and is revenue from transactions minus expenses from transactions. It is a summary measure of the ongoing sustainability of operations. It excludes gains and losses resulting from changes in price levels and other changes in the volume of assets. It is the component of the change in net worth that is due to transactions and can be attributed directly to government policies.

Non-financial assets

Non-financial assets are all assets that are not 'financial assets'.

Other economic flows

Other economic flows are changes in the volume or value of an asset or liability that do not result from transactions. It includes gains and losses from disposals, revaluations and impairments of non-current physical and intangible assets; actuarial gains and losses arising from defined benefit superannuation plans; fair value changes of financial instruments and agricultural assets; and depletion of natural assets (non-produced) from their use or removal. In simple terms, other economic flows are changes arising from market re-measurements.

Payables

Includes short and long term trade debt and accounts payable, grants and interest payable.

Receivables

Includes short and long term trade credit and accounts receivable, grants, taxes and interest receivable.

Sales of goods and services

Refers to revenue from the direct provision of goods and services and includes fees and charges for services rendered, sales of goods and services, fees from regulatory services, work done as an agent for private enterprises. It also includes rental income under operating leases and on produced assets such as buildings and entertainment, but excludes rent income from the use of non-produced assets such as land. User charges includes sale of goods and services revenue.

Supplies and services

Supplies and services generally represent cost of goods sold and the day-to-day running costs, including maintenance costs, incurred in the normal operations of CFA.

Transactions

Transactions are those economic flows that are considered to arise as a result of policy decisions, usually an interaction between two entities by mutual agreement. They also include flows within an entity such as depreciation where the owner is simultaneously acting as the owner of the depreciating asset and as the consumer of the service provided by the asset. Taxation is regarded as mutually agreed interactions between the government and taxpayers. Transactions can be in kind (e.g. assets provided/given free of charge or for nominal consideration) or where the final consideration is cash. In simple terms, transactions arise from the policy decisions of the government.

Auditor-General's Report

VAGO

Victorian Auditor-General's Office

INDEPENDENT AUDITOR'S REPORT

To the Board Members, Country Fire Authority

The Financial Report

The accompanying financial report for the year ended 30 June 2009 of the Country Fire Authority which comprises the comprehensive operating statement, balance sheet, statement of changes in equity, cash flow statement and a summary of significant accounting policies and other explanatory notes to and forming part of the financial report, and the Accountable Officer's and Chief Finance and Accounting Officer's declaration has been audited.

The Board Members' Responsibility for the Financial Report

The Board Members of the Country Fire Authority are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the financial reporting requirements of the *Financial Management Act 1994*. This responsibility includes:

- establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error
- selecting and applying appropriate accounting policies
- making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

As required by the *Audit Act 1994*, my responsibility is to express an opinion on the financial report based on the audit, which has been conducted in accordance with Australian Auditing Standards. These Standards require compliance with relevant ethical requirements relating to audit engagements and that the audit be planned and performed to obtain reasonable assurance whether the financial report is free from material misstatement.

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

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

VAGO

Victorian Auditor-General's Office

Independent Auditor's Report (continued)

Matters Relating to the Electronic Presentation of the Audited Financial Report

This auditor's report relates to the financial report published in both the annual report and on the website of the Country Fire Authority for the year ended 30 June 2009. The Board of the Country Fire Authority are responsible for the integrity of the website. I have not been engaged to report on the integrity of the website. The auditor's report refers only to the statements named above. An opinion is not provided on any other information which may have been hyperlinked to or from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications, they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on the Country Fire Authority website.

Independence

The Auditor-General's independence is established by the *Constitution Act 1975*. The Auditor-General is not subject to direction by any person about the way in which his powers and responsibilities are to be exercised. In conducting the audit, the Auditor-General, his staff and delegates complied with all applicable independence requirements of the Australian accounting profession.

Auditor's Opinion

In my opinion, the financial report presents fairly, in all material respects, the financial position of the Country Fire Authority as at 30 June 2009 and its financial performance and cash flows for the year then ended in accordance with applicable Australian Accounting Standards (including the Australian Accounting Interpretations), and the financial reporting requirements of the *Financial Management Act 1994*.

MELBOURNE
12 August 2009



D D R Pearson
Auditor-General

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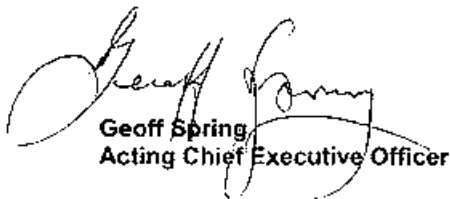
Auditing in the Public Interest

Risk Management Attestation

RISK MANAGEMENT ATTESTATION

I, (Acting Chief Executive Officer) certify that the Country Fire Authority (CFA) has risk management processes in place broadly consistent with the Australian Risk Management Standard (or equivalent). A process for embedding the integration of the risk management process is being progressively phased into the Organisation's business.

A functioning internal control system is currently in place and being enhanced to enable the executive to more accurately understand and satisfactorily control risk exposures. The Board verifies this assurance and the risk profile of the CFA will be critically reviewed within the next 12 months taking into consideration the constantly changing environment that CFA operates in.



Geoff Spring
Acting Chief Executive Officer

Additional Information

CFA at a Glance – 30 June 2009

Brigades

Brigades, including:	1,211
- Road rescue brigades	24
- Forestry industry brigades	24
- Coast Guard brigades	12
- Regional headquarters brigades	11

People

Volunteers	58,943
Career firefighters	495
Support and administration staff	986
Total CFA people	60,424

Services in 2008–09

Total number of incidents	39,987
Total number of brigade turnouts	75,794
Total community education sessions delivered	3,450
Total community education participants	107,888
Visits to CFA website over summer (December 2008 to March 2009)	11,077,458

Buildings

Fire stations - urban	204
Fire stations - rural	951
Headquarters and offices	24
Training grounds	7
Mechanical workshops	13
Communications workshop and store	2
Protective Equipment workshop	1
Residences	23

Vehicles

Tankers	1,270
Pumpers	246
Pumper tankers	40
Aerial appliances	7
All-terrain appliances	3
Quick attack appliances	21
Mobile communications vehicles	7
Hazardous materials units	9
Protective Equipment support vehicles	4
Rescue appliances	26
Specialist (mechanical support) vehicles	29
Cars or transport vehicles	465
Other vehicles (including trailers)	424
Brigade-owned vehicles	1,469

Communications

Base radios	1,189
Mobile radios (vehicle-mounted)	5,839
Portable radios (hand-held)	3,033
Pagers – on the State Emergency Alerting System (EAS) network	35,000
Satellite terminals	58
Pre-conference interceptors	10,776

Powers, Duties and Responsibilities

The following Sections of the CFA Act provide the principal sources of direction as to the powers, duties and responsibilities of CFA and its personnel.

Section	Summary of Power, Duty or Responsibility
14	Control of the prevention and suppression of fires
20	General duty of the Authority
20AA	General powers of the Authority
20A	Attendances unconnected with fire
27	Chief Officer to have control of all brigades
28	Powers and duties of Chief Officer
29	General powers and duties of Chief Officer
30 and 33(2)	Powers of officers at fires
35	Authority to inform the Health Department on certain matters
36	Authority may require municipalities to provide hydrants
44	Duties of officers as to inspection, etc.
44A	Power of Chief Officer to close roads
48	Power of Chief Officer to direct extinguishment
97	Authority as a protection agency
97A	Authority may provide rescue and extrication services
97B	Authority may provide road accident and rescue service
97C	Authority may provide protection service
98	Power to investigate fires

In addition, the Act sets out a number of powers that can be exercised by CFA that relate to fire prevention which apply to the community. These include:

Section	Summary of subject matter
4	Declaration of the fire danger period
37	General prohibition against lighting fires in the open
40	Declaration of total fire bans
41	Issuing of Fire prevention notices
41F	Issuing notices by the Chief Officer

It should be noted that some of the duties and responsibilities placed upon CFA and its personnel derive from other statutes, such as:

- Building Act 1993
- Dangerous Goods Act 1985
- Occupational Health and Safety Act 2004

Relevant Legislation and Policies

Financial Management Act 1994

Information applicable to the report of the financial year is retained by CFA, in accordance with the Directions of the Minister for Finance under the *Financial Management Act 1994*. The relevant information is available to the Minister for Police and Emergency Services, the Parliament of Victoria, and the public on application to the accountable officer (Chief Executive Officer).

Whistleblowers Protection Act 2001

In relation to the matters specified in section 104 of the *Whistleblowers Protection Act 2001* (Whistleblowers Act), during the reporting year:

- CFA has procedures in accordance with Part 6 of the Whistleblowers Act.
- CFA received no disclosures under the Whistleblowers Act.
- CFA referred no disclosures to the Ombudsman for determination as to whether it is a public interest disclosure.
- The Ombudsman referred one disclosed matter to CFA.
- CFA did not refer any disclosed matter to the Ombudsman to investigate.
- The Ombudsman did not take over any investigation from CFA of a disclosed matter.
- CFA did not decline to investigate any disclosed matter.
- There were no disclosed matters that were substantiated on investigation and which required further action to be taken.
- The Ombudsman did not make any recommendations relating to CFA in relation to the Whistleblowers Act during the reporting period.

Freedom of Information

The following information is provided in accordance with section 7 of the *Freedom of Information Act 1982* (the FOI Act).

Requests for access to documents in the possession of CFA are dealt with by CFA's Freedom of Information (FOI) Officer.

CFA experienced a 141 per cent increase in FOI applications compared with the same year to date figures of last year, which was 37 per cent up on the year before that.

Making a Request

A request generally falls into one of two categories:

- Requests for access to documents of the agency, which must contain sufficient information to identify the documents sought
- Requests for amendment of personal records, which must identify the record involved sufficiently and specify the amendment sought

A request for access to a document must be made in writing and should be addressed to:

Freedom of Information Officer
Country Fire Authority
PO Box 701
MT WAVERLEY VIC 3149

The two main categories of information normally requested under the FOI Act include individuals asking for their personal documents and documents relating to the activities of the agency.

CFA has various record-keeping systems which may assist applicants to identify the types of documents to which access is sought. CFA holds files relating to employees

and volunteers, operational and policy matters, general administrative responsibilities and correspondence. The FOI Officer can provide assistance in determining the categories of files relevant to a request.

Some documents are destroyed in accordance with the *Public Records Act 1972*. It should also be noted that the FOI Act does not entitle an applicant to have access to a document created before July 1978 unless the document relates to the applicant's personal affairs.

Fees and Charges

A request must be accompanied by an application fee of \$22.70. The application fee may be waived in cases where payment is likely to cause financial hardship to the applicant. An application for waiver of the fee should state grounds such as that the applicant has a low income or is the holder of a Commonwealth Health Care Card. Once documents have been located and processed access charges may also apply. These include charges for searching time and photocopying, which are the amounts prescribed by the legislation. Some access charges may be waived in certain cases.

Further Information

Further information regarding the FOI Act may be obtained from the FOI Act and regulations under the FOI Act and www.foi.vic.gov.au. The FOI Act and regulations under it may be purchased from:

Information Victoria
356 Collins Street
MELBOURNE VIC 3000
Tel: 1300 366 356
Website: www.information.vic.gov.au

Freedom of Information Contact:

CFA FOI Officer
Tel: (03) 9262 8512

Building Act 1993

In November 1994 the Minister for Finance issued guidelines pursuant to Section 220 of the *Building Act 1993* to promote conformity in building standards for buildings owned by public authorities. CFA aims to comply with building standards and regulations at all times.

National Competition Policy

CFA complies, to the extent applicable, with the National Competition Policy.

Victorian Industry Participation Policy (VIPPP)

In accordance with the requirement of the *Victorian Industry Participation Program Act 2003*, government agencies are required to include a statement summarising the implementation of the VIPPP in annual reports. Financial Reporting Direction 25 specifies that VIPPP is to be reported for contracts valued at more than \$3 million in metropolitan areas and \$1 million in regional areas.

No contracts were commenced or completed during the 2008–09 year to which the VIPPP was applied.

Consultancies

During 2008–09 there was a total of five consultancies. Three consultancies were individually valued at greater than \$20,000 (exclusive of GST) and totalled \$330,900. The remaining four consultancies were individually valued at less than \$20,000 (exclusive of GST) and the total expenditure on these engagements was \$16,100 (exclusive of GST).

Contributions

Contributions by Insurance Companies

The following companies which insure against fire, property situated within the country area of Victoria, made contributions in accordance with sections 77-77B of the CFA Act in 2008–09.

Section 77	
ACE Insurance Limited	HDI-Gerling Australia Insurance Co. P/L (Gerling)
ACE Irm Broking Group Pty Ltd	High Street Underwriting Agency Pty Ltd
AHL Insurance Brokers P/L	HSB Engineeringinsurance Ltd
AIOI Insurance Co. Ltd	Insurance Australia Limited
AIS Insurance Brokers Pty Ltd	Insurance Manufacturers Of Australia P/L
Allianz Australia Insurance Limited	Interpacific Underwriting Agencies Pty Limited
American Home Assurance Co	Jardine Lloyd Thompson Pty Ltd
Aon Risk Services Australia Ltd	JMD Ross Insurance Brokers Pty Limited
Argis (Formerly Farmers Mutual Ins Ltd)	JUA Underwriting Agency Pty Ltd
Asia Mideast Insurance And Reinsurance P/L	Liberty International Underwriters
ASR Underwriting Agencies Pty Ltd	Lumley General Insurance Ltd
Assetinsure Pty Ltd	Mansions Of Australia Pty Limited
Ausnet Underwriting Agency Pty Ltd	Manufactured Homes Insurance Agency P/L
Austbrokers Sydney Pty Ltd	Marsh Pty Ltd
Australian International Insurance Limited	Millennium Underwriting Agencies Pty Ltd
Australian Alliance Insurance Limited	Miramar Underwriting Agency Pty Ltd
Australian Associated Motor Insurers Ltd	Mitsui Sumitomo Insurance Company Ltd
Australis Group (Underwriting) Pty Ltd	MLH Insurance Brokers Pty Ltd
Auto And General Insurance Company Ltd	Mutual Community General Insurance P/L
Axis Underwriting Services Pty Ltd	Nipponkoa Insurance Company Ltd
BHP Billiton Marine & General Insurances P/L	NZI Insurance Australia Ltd
Calliden Insurance Ltd (Formerly Aust Unity)	Oamps Consulting (Chambers Gallop Mcmahon)
Calliden Limited	Oamps Insurance Brokers Limited
Catholic Church Insurances Ltd	QBE Insurance (Australia) Limited
Catlin Australia Pty Ltd	QBE Insurance (International) Limited
CGU - Vacc Insurance Limited	QBE Mercantile Mutual Ltd
CGU Insurance Limited	Sompo Japan Insurance Incorporated
Chronos Insurance Brokers Pty Ltd	Sportscover Australia P/L
Chubb Insurance Co Of Australia Ltd	SRS Underwriting Agency Pty Ltd
Commonwealth Insurance Ltd	Suncorp Metway Insurance Ltd
Cumis Insurance Society Inc	Territory Insurance Office
Curasalus Insurance Pty Ltd	The Hollard Insurance Company Pty Ltd
Defence Service Homes Insurance Scheme	Tokio Marine & Nichido Fire Insurance Co Ltd
Dolphin Underwriting	Universal Underwriting Agencies P/L
Eig-Ansvar Limited	Vero Insurance Limited
Elders Insurance Ltd	Victorian Managed Insurance Authority
Encompass Insurance Agency Pty Ltd	Wesfarmers Federation Insurance Ltd
F.M. Insurance Company Ltd	Westpac General Insurance Limited
Freeman McMurrick Pty Ltd	Westport Insurance Corporation
Gio General Ltd	Willis Australia Ltd
Guardian Underwriting Services Pty Ltd	XI Insurance Company Ltd
Guild Insurance Ltd	Yourinsurancegroup
H.W. Wood Australia Pty Ltd	Zurich Australian Insurance Ltd
Hallmark General Insurance Company Ltd	

Contributions other than Insurance Companies

Section 80A of the CFA Act addresses property in the country area of Victoria insured against fire with a person carrying on a business of insurance against fire, not being an insurance company required to make a return under section 77 of the CFA Act.

The following companies made contributions in accordance with section 80A of the CFA Act during 2008–09.

Section 80	
Altiora	Green Triangle Plantation Forest Company Of Aust
Aon Risk Services Australia Ltd	Guardian Underwriting Services P/L
ARI Brokers Ltd	Horsell International P/L
Australian Underwriters P/L	Jardine Lloyd Thompson P/L
Benfield (Australia) P/L	Johnson Pacific P/L
BHPB Petroleum P/L	Marsh P/L
BMW Financial Services	Miller & Associates Insurance Broking P/L
Caltex	OAMPS
Cargill Australia Ltd	Redpath Ideal Greenhouses
Continental Insurance (International Agencies)	Rosemaur Properties P/L
Continental Insurance Australia P/L	Rural & General Insurance Broking P/L
Corion P/L	Shell Australia Ltd
Crombie Lockwood	Specialised Broking Associates P/L
Dominion	Strathearn Insurance Brokers
East Victoria Plantation Forest Company Of Aust	Vero Nz
Fraser Macandrew Ryan Ltd Christchurch	Willis
Genesis Insurance Brokers	Woodside Energy

Fire Brigade Registrations and De-registrations

Fire brigade changes during the period 1 July 2008 to 30 June 2009 are detailed below, according to the CFA Act delegation in Section 23(1)(d), Regulation 37, 39, 60 to 64.

Registration of Fire Brigades 2008–09

Fire Brigade	Region	Effective date
Carrum Coast Guard Brigade	08	1 August 2008
Sandringham Coast Guard Brigade	08	1 August 2008
Region 2 Headquarters Rural Fire Brigade	02	10 September 2008
Lake Eppalock Coast Guard Brigade	02	30 September 2008
Marlo Coast Guard Brigade	11	30 September 2008
Lake Hume Coast Guard Brigade	24	15 October 2008

Amalgamation of Fire Brigades 2008–09

Fire Brigades	Changed to	Operating under Rules and Regulations of:	Effective date
South Drouin and Lardner Rural Fire Brigades – Region 9	Hallora and District Fire Brigade	Rural Fire Brigade	1 July 2008
Chiltern Rural and Chiltern Urban Fire Brigades – Region 24	Chiltern Fire Brigade	Rural Fire Brigade	4 December 2008
Montrose Rural and Montrose Urban Fire Brigades – Region 24	Montrose Fire Brigade	Urban Fire Brigade	1 December 2008

De-Registration of Fire Brigades 2008–09

Deregistered Fire Brigade	Region	Effective date
The Basin Rural Fire Brigade (amalgamated with The Basin Urban Fire Brigade)	13	15 January 2009

Publications 2008–09

Research Papers:

- “Experienced Firefighters Perceptions of Key Tasks for Safe and Productive Tanker-Based Bushfire Suppression”, International Bushfire Research and 15th Annual AFAC Conference in Adelaide, South Australia, September 2008.
- “Predicting Job Performance In Volunteer, Structural and Land Management in Western Australian Fire Fighting Populations: Future Implication for Nationwide Fire for Duty Testing”, International Bushfire Research and 15th Annual AFAC Conference in Adelaide, South Australia, September 2008.
- “A Functional Method for Pre-Screening Individuals Prior to Pack Hike Testing”, International Bushfire Research and 15th Annual AFAC Conference in Adelaide, South Australia, September 2008.
- “Important Fitness Components for Successful Pack Hike Performance”, International Bushfire Research and 15th Annual AFAC Conference in Adelaide, South Australia, September 2008.
- “Hydration, Fatigue, and Risk of Illness in Volunteer Firefighters During Emergency Bushfire Deployments”, International Bushfire Research and 15th Annual AFAC Conference in Adelaide, South Australia, September 2008.
- “Dehydration in Australian Bushfire Fighters Across Consecutive Shifts”, International Bushfire Research and 15th Annual AFAC Conference in Adelaide, South Australia, September 2008.
- “Project 4.2 Health, Safety and Well-being of Fire and Emergency Service Workers at the Rural-Urban Interface and in Structural Fire Fighting” in FIRE-ENVIRONMENT AND SOCIETY COOPERATIVE RESEARCH CENTRE, Department of Innovation, Industry, Science and Research, March 2009.

Disclosure index

The Annual Report of the CFA is prepared in accordance with all relevant Victorian legislation. This index has been prepared to facilitate identification of the organisation's compliance with statutory disclosure requirements.

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FRD 15A	Executive officer disclosures – Not applicable to CFA	N/A
FRD 24A	Reporting of office-based environmental impacts – Not applicable to CFA	N/A

Glossary

ABN	Australian Business Number
AFAC	Australasian Fire and Emergency Service Authorities Council
AFSM	Australian Fire Service Medal
CAD	Computer Aided Dispatch
CALD	Culturally and Linguistically Diverse
CBR	Chemical Biological Radiological
CEO	Chief Executive Officer
CFA	Country Fire Authority
CFA Act	Country Fire Authority Act 1958
CRC	Cooperative Research Centre
CSESP	Community Safety Emergency Support Program
DEECD	Department of Education and Early Childhood Development
DHS	Department of Human Services
DPCD	Department of Planning and Community Development
DSE	Department of Sustainability and Environment
EAS	Emergency Alerting System
ESTA	Emergency Services Telecommunications Authority
FAICD	Fellow of Australian Institute of Company Directors
FEM	Fire Equipment Maintenance
FIB	Fire Industry Brigades
FIRS	Fire and Incident Reporting System
FOI	Freedom of Information
FOI Act	Freedom of Information Act 1982
FRV	Fire Ready Victoria
GIS	Geographic Information Services
GPS	Global Positioning System
GST	Goods and Services Tax
ICC	Incident Control Centre
ICT	Information and Communication Technologies
IMT	Incident Management Team
IVR	Interactive Voice Response
MAICD	Member of Australian Institute of Company Directors
MAV	Municipal Association of Victoria
MEU	Mobile Education Unit
MFB	Metropolitan Fire and Emergency Services Board
MoU	Memorandum of Understanding
OESC	Office of Emergency Services Commissioner
OHS	Occupational Health and Safety
PPC	Personal Protective Clothing
PSM	Public Service Medal
RFB	Rural Fire Brigade
SDS	Service Delivery Standards
SLA	Service Level Agreement
SLC	State Logistic Centre
SMS	Short Message Service
TFB	Total Fire Ban
UFB	Urban Fire Brigade
VBIL	Victorian Bushfire Information Line
VFBV	Volunteer Fire Brigades Victoria
VICSES	Victoria State Emergency Service
VIPP	Victorian Industry Participation Policy
VRFBFA	Victorian Rural Fire Brigades' Association
VFRR	Victorian Fire Risk Register
VUFBA	Victorian Urban Fire Brigades' Association
WMO	Wildfire Management Overlay
WWF	World Wildlife Fund





Annual Report 2009

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