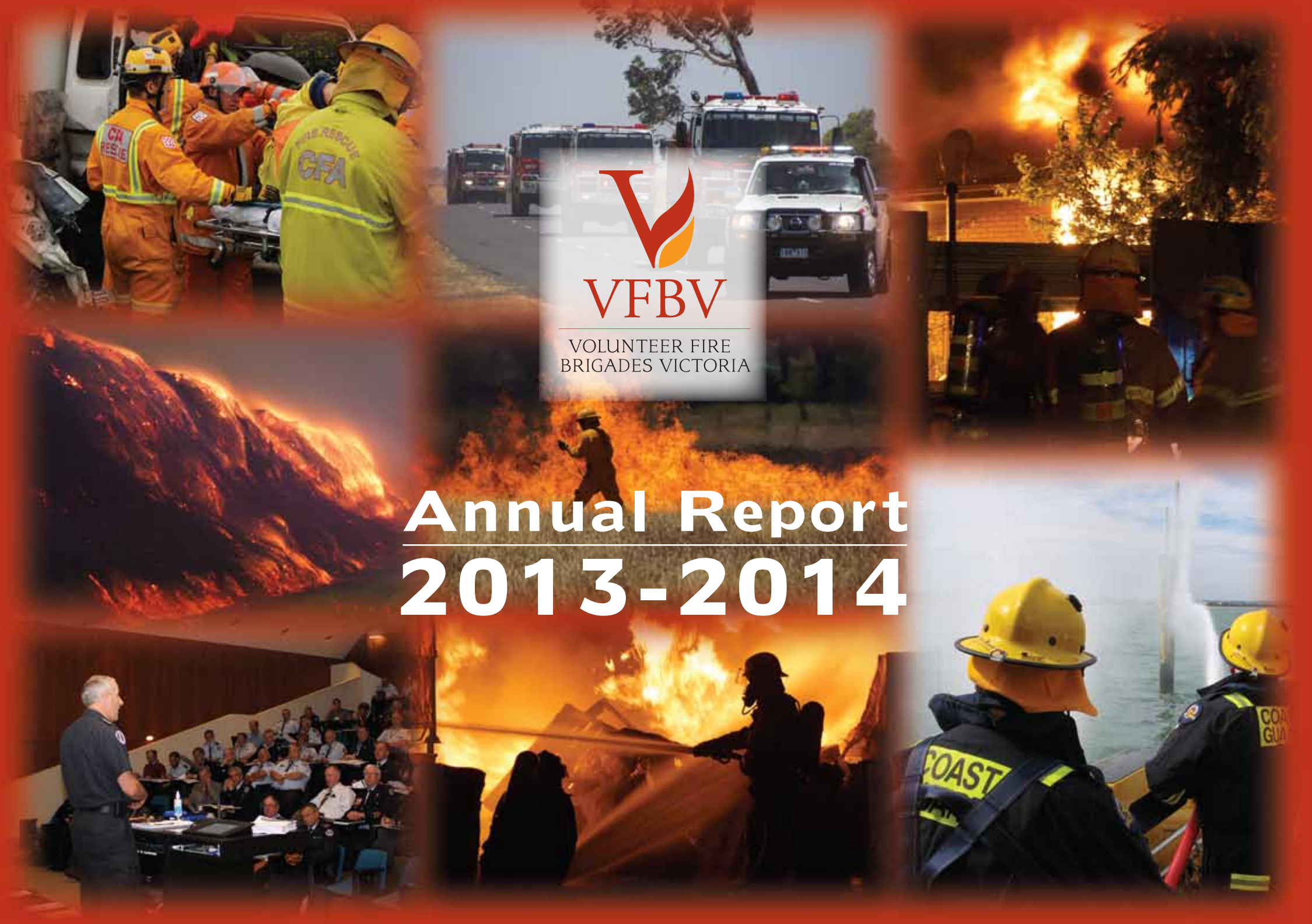




VFBV

VOLUNTEER FIRE
BRIGADES VICTORIA

Annual Report 2013-2014



About VFBV and volunteers...

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

The essential nature of volunteers to Emergency Management in Victoria is reflected in this year's modernising of the CFA Act, which has introduced a skills-based CFA Board that includes four members nominated by VFBV and requires not only the technical and business skills to lead a large organisation, but the presence of strong volunteer expertise, knowledge and an understanding of volunteerism.

The central role of volunteers is also there in the newly established Volunteer Consultative Forum which makes the front line experience of volunteer representatives available to the Government at the Ministerial level.

I applaud the work of VFBV, in its service both to volunteers and the people of Victoria.

Hon Kim Wells MP
Minister for Police and Emergency Services

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

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

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

Craig Lapsley PSM
Emergency Services Commissioner

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

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

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

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

Claire Higgins
Chairperson, CFA

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

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

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

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

Euan Ferguson AFSM
Chief Officer, CFA

Volunteer Fire Brigades Victoria Inc.

Reg No. A0043424H

ABN 110 830 80403

“Advancing the interests of all Victorian fire brigade volunteers...”

Annual Report

For the year ended 30 June 2014

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State President's Report

It has been a big year for volunteers, on the operational front including a busy summer season, and at the organisational level as individual agencies become a more interconnected statewide Emergency Management (EM) sector.

As an association of 60,000 emergency service volunteers, we have been actively working in our rightful place as partners in emergency management, helping to shape the future as well as dealing with specific issues of today.

While the push for fairer and simpler cancer compensation for firefighters is not yet at a successful conclusion, there is clear evidence of the value of volunteers' campaigns in the State Government's announcement of \$29 million dollars for 78 additional CFA fire trucks, most of which are medium tankers being built for volunteer Brigades. That success does not conclude the campaign for ongoing base funding and a rolling five year plan for CFA's fleet replacement needs, but it is clear evidence that the voice of the volunteers is being heard.

The Ministerial Volunteer Consultative Forum (VCF) is another opportunity to be heard and an affirmation of the volunteers' place in the State's emergency management decision making. A committee made up of volunteers from across the EM sector, the VCF has been meeting regularly with the Minister and his staff since the start of 2013-14.

Our involvement in the wider sector is also there in the expanded VFBV Volunteer Leadership Program, which now includes volunteers from five agencies and this year graduated 72 more participants with Certificate IV in Frontline Management.

That theme of developing leadership in volunteers is vital to the future of volunteerism and the communities we protect.

VFBV is actively working to bring future leaders through the ranks, all the way to Board level, including our nominees to the CFA Board. There has been a change in legislation to requiring a skills-based CFA Board and VFBV is actively seeking not just candidates for now, but promising future contributors who can be mentored and given the chance to gain the experience they will need.

Knowing from my own experience the great opportunity of contributing as a member of the VFBV State Council and Board, I encourage volunteers to consider their own possible contribution as a Brigade Delegate, committee member, District Council officer or VFBV State Councillor. Being an active contributor to VFBV is good for volunteers and your community, and provides great opportunities to make a difference.

Working alongside and supporting our many active volunteer officials is our small but very busy executive team.

This year brought the departure of Executive Officer Allan Monti, who has been a great contributor, a driver of our leadership program and the designer of practical aspects of the streamlined committee system that has made us more effective in connecting the ideas, advice and concerns of volunteers with solutions at the local, District, CFA and, where necessary, Government levels. The Board thanks Allan for his contribution over the years.

We also welcome our two additional VFBV Support Officers, Craig Lawless and Rob Fullarton, whose arrival adds to VFBV's capacity to work direct with Brigades at the local level.

After such a busy year, I would particularly like to thank our Chief Executive Officer Andrew Ford for his dedication to VFBV and his vision and the big picture thinking that has helped us to achieve so much. And a special thank you and acknowledgement to all of the VFBV staff, whose work behind the scenes does so much to enable VFBV's achievements.

Thank you also to my fellow Board Members, the State Councillors, volunteers who have worked on committees at every level and the many volunteers who make our Championships and other events such a success, it is a pleasure to work with you all.

Hans van Hamond AFSM
State President



CEO's Report

My key message to CFA volunteers generally, our VFBV member Brigades and Groups, our VFBV Delegates and officials, and our VFBV staff team is, thank you and congratulations.

As seems to be the pattern the past year has been busy, challenging at times, rewarding and I think quite successful. There has been a lot of discussion and progressive action toward evolving the emergency sector into a more joined up network; the creation of Emergency Management Victoria; tight public scrutiny of how the emergency services and sector as a whole are performing; government changes to the composition of the CFA Board (to a skills based Board); a very busy year operationally; and the much anticipated changes to CFA structure.

Through all of this I genuinely believe there has been an improvement in understanding of the absolute importance of volunteers to emergency management in Victoria and signs of real commitment to recognising and engaging the knowledge, experience and wisdom of volunteers in the running of CFA as a volunteer based organisation. None of this takes from the importance of the work done by CFA paid personnel, nor their expertise and dedication. The CFA Act recognises the importance of CFA being a volunteer based organisation and also recognises the vital importance of CFA operating as a fully integrated organisation with all CFA people, volunteer and paid, working together as one team, respecting one another and focused on improving the safety of Victorian communities.

The Government's recognition of the importance of ensuring the CFA Board has strong volunteer knowledge and expertise, and the reinforcement of the role VFBV performs in this regard, is an important achievement. CFA's acknowledgement that there was improvement needed towards taking the Jones Inquiry recommendations more seriously and the change of energy required regarding the Jones Inquiry Implementation Action Plan was satisfying, given our serious concerns earlier in the year.

Government support for VFBV's campaign to improve CFA truck funding, adding \$29 million in 2014-15, albeit not fixing

the long term CFA truck replacement base funding concern, was a major success in an otherwise tight budget period.

The commencement of the CFA Brigade Sustainability Pilot (with an extra 21 resources dedicated to this work) finally deploying some of the 60 Volunteer Support Officer positions was a welcome step, given the ongoing delays in getting this important initiative off the ground.

Some really good discussions across most of our VFBV/CFA Joint Committees, a strong focus at CFA Board level on genuine volunteer consultation and engagement, and formalisation of the Ministerial Volunteer Consultative Forum, are all signs of genuine commitment to engage VFBV and volunteers well.

The expansion of the successful VFBV Leadership Scholarship program to bring through a larger group of graduates this year, drawn from more agencies across the Emergency Management sector, has been both an investment in serving the community for generations to come and a reflection of the whole sector's reliance on the professionalism of volunteers.

The above snapshot, plus the dozens of day to day issues we have been able to resolve, are highlights for me and for all of the VFBV Delegates and officials who worked hard to advocate not just for volunteers but for an effective, efficient and sustainable volunteer-based CFA.

For most volunteers VFBV's most important work, or should I say the work they can see and touch, is what we do at Brigade, Group and District level. Certainly this is also often the most rewarding work for the VFBV team.

The introduction of two additional VFBV Support Officers, Robert Fullarton and Craig Lawless, early in the year, was a major highlight and gives us substantially greater capacity for District Council and State Council issue resolution. We are working hard to improve the strength of VFBV District Councils and volunteer engagement processes and have been continually pursuing ways to improve our relevance to, engagement with and value to individual volunteers.

There will always be opportunities for further improvement but I can proudly say we have record levels of affiliation, more and more volunteers are engaging with our various volunteer forums and communication/input channels and we have a

much higher profile in CFA, within the Emergency Management sector and Government, and with the external public.

Thanks to everyone who has helped to achieve this; keep up the good work and keep striving to be even more connected, more valuable and more active on the issues important to our members.

Of course there are other important achievements to cover and I encourage you to read the snapshot of these in the attached pages.

As with any organisation, not everything has been rosy and there are issues we would have liked to have been able to resolve, and issues still on the table with CFA, Government and others, and I assure members we will continue to pursue these.

It is very disappointing that we have not been able to get support for one of our major campaigns, presumptive legislation, despite support for similar legislation in Western Australia, South Australia, Tasmania, the Northern Territory and the ACT.

But again, we are not giving up and work will continue with the many MPs who do support this, plus those who do not.

Our financial position is sound, our internal systems and structure are better than they were 12 months ago, and I think our respect and positioning with the evolving Emergency Management sector is very strong and places us well for the ever changing future.

Once again thanks to everyone, particular thanks to Allan Monti who has moved on after five years as an invaluable member of the VFBV team, he has been notable for his passion for developing leaders within CFA and other emergency services through the VFBV Leadership Program, and his contribution in developing initiatives to improve VFBV consultative processes and the VFBV/CFA Joint Committees was outstanding. Thanks also to Mary Anne Egan and Mark Jones who worked with us during the year.

Please read and enjoy this year's annual report.

Andrew Ford
Chief Executive Officer

A Snapshot of 2013-14

Brigades everywhere were already primed to expect a busy summer when a the two day industrial incident later dubbed the Dandenong South fire came along, as though to mark the start of a challenging season punctuated by major incidents.

The fire, in a large floor covering warehouse, threatened neighbouring warehouses and kept 36 appliances and up to 150 firefighters busy for two days.

By October, CFA volunteers were among the 700 Victorians sent to New South Wales to help fight major bushfires in the outer Sydney area and the Blue Mountains. By January, strike teams from all over the state had been called to major fires caused by lightning in the Mallee, the Grampians and East Gippsland. The fires would continue for weeks, amid warnings of another six weeks of high temperatures to come.

Sunday, 9 February, brought major fires north of Melbourne, in the Goulburn Valley and South Gippsland to the mix, and the Gisborne and Mickleham fires were set to threaten thousands of homes and require strike teams from all over the state. It was the busiest single fire day since 2009, and the large calls on manpower emphasised the importance of the surge capacity made possible by CFA's volunteer resource, but it was the Hazelwood Mine Fire that started the same day that would have the most lasting effect. A difficult blaze that continued for six weeks, it raised questions about firefighter and community safety, the monitoring of hazards and the handling and recording of firefighters' exposures to toxins and carcinogens. VFBV officials were present on the fireground and would be among those raising questions, and it would be a VFBV request to the Fire Services Commissioner that brought about more intensive monitoring of exposures. VFBV went on to make a detailed submission to the State Government's Hazelwood Mine Fire Inquiry, which was still under way at the end of 2013-14.

VFBV's work in the wake of the Jones Inquiry continued, with representations that sparked a rethink in CFA's implementation of the recommendations. VFBV was expressing considerable concern with the lack of results on the ground, poor progress on implementing the Jones Inquiry's recommendations and inaccurate CFA reporting of progress being made. By the end of the year CFA had committed to actions focused on actual outcomes for volunteers rather than ticking tasks off a list.

VFBV launched a campaign for a Government commitment to a rolling five year plan and ongoing funding of CFA's fleet of front line firefighting vehicles, which currently has nearly 500 trucks over the 20 year age limit that is accepted by most emergency services. The State Government responded with a one-off funding commitment for 2014-15, VFBV and volunteers welcomed the announcement and set about campaigning for it to become part of a rolling five year commitment.

On another front, campaigning for presumptive legislation to give Victorian firefighters fairer and simpler access to cancer compensation gathered pace with talks behind the scenes, a detailed VFBV submission to the Assistant Treasurer, the launch of a statewide petition, and the introduction of a Trust Fund to support public information and awareness of occupational diseases affecting firefighters and a possible test case in court.

Having run an earlier family day at Lilydale to draw attention to the cancer law issue, District 13 volunteers stepped up to a rally at Scoresby involving 450 volunteers. Politicians from all of the major parties were invited and the rally achieved media coverage across Australasia.

VFBV's fire safety campaign, with the slogan Fire Safety Starts With You, ran again through summer, spreading the message of shared responsibility with the community while showcasing the professionalism of CFA volunteers.

The third VFBV Volunteer Welfare and Efficiency Survey was well under way by year's end, with another rise in the number of volunteers taking part and the promise of more useful facts, figures and trends in volunteer opinion to support VFBV's representations to CFA and Government.

Victoria lost a number of respected volunteers through the year, but perhaps the most keenly felt was the passing of former CFA Chief Officer Brian Potter, who was not only a long serving volunteer but also a campaigner in spite of his own ill health, for fairer cancer compensation for all Victorian firefighters.

With an eye to the future, VFBV has been there on behalf of volunteers through new developments such as the arrival of a joint training facility, the Victorian Emergency Management Training Centre, and the instigation of the new overarching emergency body, Emergency Management Victoria, to be led by Fire Services Commissioner Craig Lapsley in a new role as Emergency Management Commissioner.

Changes to the CFA Act during the year brought the move to a skills-based CFA Board. The changes aligned with volunteer thinking; they recognised and reinforced the importance of the Board possessing strong knowledge, expertise and understanding of CFA volunteerism, and recognised VFBV's crucial role, continuing our role of nominating four of the nine CFA Board members.

Going into the new year, VFBV's focus on the emergency services as a sector dealing with all manner of emergencies will continue, as the association works on issues such as cancer compensation, ensuring practical results from CFA's Volunteer Support Program, the results of our third volunteer survey and volunteer representation at every level including the Volunteer Consultative Forum, a committee of volunteers working direct with the Police and Emergency Services Minister.

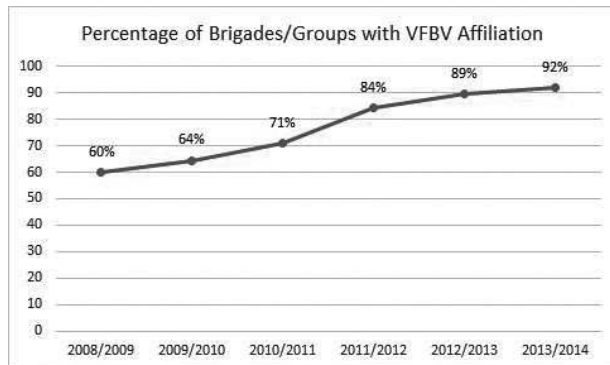
VFBV membership continues to grow

Brigades and Groups showed their strong support for VFBV's involvement in issues large and small this year, with a record 92% choosing to affiliate with the association in 2013-14.

The lowest level of affiliation in any District was 88%, far above the statewide average of just a few years ago, and Districts 13, 23 and 24 achieved 100% Brigade affiliation.

Most District Councils achieved affiliation rates in the 90s for their Districts' Brigades, and Districts 2, 6, 8, 10, 15 and 22 were all at 97% affiliation or above.

The rise is being attributed to hard work and good face to face representation by District Councils, active statewide campaigning on important issues, the growing opportunities for volunteers to have a positive effect on issues that affect them, and the benefits of additional involvement in VFBV forums and decisions, and eligibility for the VFBV Volunteer Welfare Fund that go with affiliation.



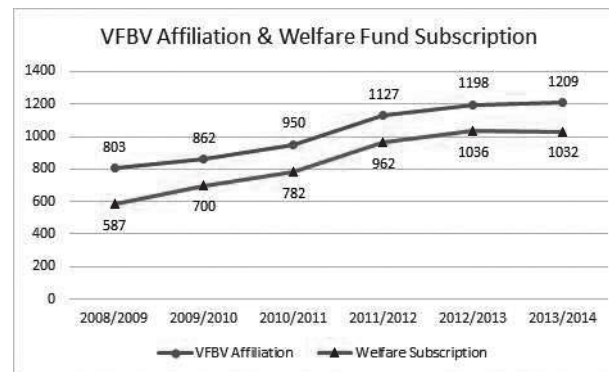
Volunteer Welfare Fund

Brigade membership of the VFBV Volunteer Welfare Fund is stable after four years of strong growth, with 1,032 Brigades subscribing this year, compared with less than 600 five years ago.

In 2013-14 the Welfare Fund distributed \$108,740 to 34 volunteers in financial difficulty.

The Fund has now been operating for more than a century and has helped more than 1,000 volunteers. It offers small grants to CFA volunteers, long serving former volunteers and their families, who are experiencing significant financial hardship. Typical cases include volunteers affected by prolonged illness, bereavement, loss of earnings, or the accommodation and travel costs associated with supporting a relative in hospital.

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



Constitution changes

Following extensive consultation with District Councils, the 2013 VFBV Annual General Meeting unanimously passed eleven resolutions for changes to the organisation's constitution, most in recognition of the removal of the distinction between urban and rural Brigades in the CFA Act.

The changes include:

- An addition to VFBV's Statement of Purpose; 'To maintain and pursue a balanced focus on issues affecting CFA volunteers across all brigades from all risk profiles.'
- Abolishing the titles of Vice President Rural and Vice President Urban, replacing those positions with two State Council ex-officio Board Members elected by State Council each year
- Changing the titles of the VFBV President and Vice President to State President and State Vice President, to end any potential confusion with the titles of District Council officials, and
- Replacing the State Council Urban and Rural subcommittees with special purpose committees

Protecting and supporting volunteers

Fleet Funding

VFBV and volunteers achieved a good outcome with a \$29 million boost to CFA fleet funding for 2014-15, and are continuing the campaign to make it an ongoing part of CFA's base funding, with a rolling five year plan to bring the fleet under the industry-accepted 20 year age limit.

The campaign began with detailed research to back the volunteers' case with facts and figures; VFBV presenting a detailed brief to State MPs, showing nearly 500 of CFA's front line trucks are over 20 years old, with older trucks lacking the modern firefighting capacity and features of up-to-date emergency vehicles. The research showed CFA's base funding requirement to maintain a fleet of fire trucks in reasonable age and condition is a base funding of \$29 million each year.



Brigades and District Councils raised the issue with local MPs and media, and the State Government responded with a one year commitment to the \$29 million that VFBV had requested – sufficient for 78 new trucks, most of them the new Medium Tankers recently designed with considerable volunteer input.

VFBV welcomed the one-year funding commitment as a good start but remains concerned about the ongoing base funding deficiency.

VESEP grants

With VFBV involved in its initial design, the Volunteer Emergency Services Equipment Program allows Brigades and Groups to apply for vehicles, equipment and fire

station improvements that not only suit the Brigades' local needs but also fit in with the Group's wider plans.

The State Government announced an early start to the program for 2013, and VFBV encouraged and supported Brigades with direct advice and an Application Help Pack that includes useful tips, application forms and case studies on successful applications from past funding rounds.

As 2013-14 drew to a close, the State Government approved grants for 179 Brigades and Groups around the state, with more than \$12 million to go to CFA Brigades and rescue, lifesaving and Coast Guard units.

Pagers

Pagers have remained an issue through the year and VFBV has continued to receive volunteers' feedback and concerns directly and via delegates and District Councils as to the suitability of the new device.



VFBV delegates have worked hard on the issue, monitoring and pressing for improvements to the introduction/ instruction process, and the features of the pagers themselves, and helping to achieve improvements to the message format and firmware upgrades, and pressing for the trialling of a visual alert cradle.

Late in the year, several District Councils voiced concerns that there are some limitations that cannot be resolved via firmware updates, and that CFA should immediately start planning on a replacement pager for when the current contract ends in 2016-17.

The VFBV/CFA Joint Equipment Committee is actively pursuing CFA to proactively work towards a set of specifications for the next pager, with better volunteer consultation up front, more robust field testing and user evaluation as an essential part of the process.

VFBV Support Officers

This year saw the expansion of VFBV's team of Support Officers, with Rob Fullarton and Craig Lawless joining our team.

The primary role of our VFBV Support Officers is to work with District Councils, Brigades and volunteers to help ensure issues of concern to volunteers are identified, understood and resolved at the local level. They are there to help District Councils engage with and support Brigades, help to identify and support VFBV Brigade and District Delegates, improve communication between Brigades and District Councils, and support our District Councils in running effective meetings and processes that develop and maintain a good working relationship with their local CFA District and Regional officers.

Our Support Officers work from regional locations to support and strengthen District Council links with our members, and to ensure their workload is driven from local priorities and the needs of members and District Councils. They provide practical arms-and-legs support to help fix issues at the local level and helping the District Council to get things done. Our intention is for these new positions to maximize the time they spend in the field, where they are needed most. We have divided the State into four (closely aligned to CFA's five region model) territories to give each VFBV Support Officer a primary area of support, but our model is flexible enough to ensure each officer can help with some state-wide and specific project work priorities when needed.

Volunteer Utilisation on Specialist Appliances

With constant feedback from volunteers contradicting CFA's assurances that there were no barriers to their utilisation on specialist appliances, the Joint VFBV/CFA Operations Committee called for a review, and the report received in October overwhelmingly confirmed the view that volunteers are experiencing difficulty gaining access to the training necessary to operate specialist appliances and are often overlooked in their response and operation.

The committee has moved to provide the Chief Officer with details of the problem and recommended measures to increase volunteer access to training on these appliances and opportunities for volunteers to use those skills once they have them.

The vehicles include; Technical Rescue (including rope and trench), Telebooms, Bronto Aerial Ladders and Aerial Pumpers. The review will also look at the up-skilling of volunteers at integrated brigades to ensure adequate access to training for heavy hazmats, heavy pumpers and other vehicles.

In the meantime, CFA has completed the state training package for the new Aerial Pumpers, promising a renewed focus on ensuring volunteers are both trained and utilised in operating the new vehicles.

Section 29 Process Modifications

The VFBV/CFA Joint Operations Committee has been working on a new component for Brigade Section 29s that will allow Brigades to report back on the level of support provided by CFA and what support they actually require to meet their targets and objectives.

Section 29s have historically been a mechanism to report on Brigade preparedness and efficiency, but have lacked the facility for the Brigade to indicate whether they are receiving the support or resources they need.

The revised Section 29 pilot was initially rolled out as a brief pilot by CFA's Chief Officer in January 2014 and the pilot will be extended into 2014-15, following initial feedback and refinements to the feedback tool. The approach will include a paper based and online report back form, giving Brigades the opportunity to nominate areas where they would like additional support.

Summer campaign

VFBV's Fire Safety Starts With You summer campaign was again a success, urging the public to prepare and plan for their own safety, while showcasing the professionalism of

volunteers and building useful partnerships between Brigades, local media and communities.

This year 56 Brigade Captains provided stories to local newspapers, supporting the safety warning with the Brigades' knowledge of local conditions. While still supported by media releases from District Councils, more of this year's campaign came direct from Brigades.



State Government funded and with the support of the Fire Services Commissioner, the campaign also included commercials on regional TV and radio, and supplies of bumper stickers and printed handouts that are designed to be useful to Brigades all year round.

VFBV Input on Vehicle Design

With volunteers as the end users of CFA's front line vehicles and equipment, the VFBV/CFA Joint Equipment and Infrastructure Committee has continued to provide input on behalf of volunteers into front line equipment projects, as well as ensuring there are opportunities for individual volunteer involvement and field testing.

The great success of the statewide tour of the Medium Tanker prototype and the Chief Officer's acceptance of VFBV's list of requested improvements rested on the Joint Committee's work and the design and trialling of a new Medium Pumper Prototype this year ahead of a statewide tour for member feedback in early 2015 will follow the successful model of the Medium Tanker tour.

Other projects receiving Joint Committee attention this year have included: the evaluation of a prototype Sand Tanker, with an updated prototype due later in 2014; the VESEP Trailer Pump Prototype being developed for next year's round of Volunteer Emergency Services

Equipment Program grants; the successful completion of the crew protection retrofitting of the tanker fleet, and the retrofitting of 550 older tankers to prevent problems with pumps cutting out.

Volunteer Utilisation in IMTs

During the 2013-14 summer fire season, VFBV received numerous reports from volunteers qualified and endorsed for senior IMT roles who felt they were being underutilised or overlooked for deployment despite CFA experiencing obvious pressures to keep up with demand for IMT personnel.

At VFBV's request, CFA and the Fire Services Commissioner established a tracking process that confirmed this concern and identified deficiencies with the existing system's ability to proactively seek and track endorsed volunteer availability ahead of time, to plan for projected demand and to monitor utilisation. The Commissioner gave instructions for improved use of District IMT resource lists and management of IMT resources on a rolling 14 day plan for the next 6 weeks. The action came at the right time, less than two weeks before the major fires of 9 February.

VFBV will be following up with the Commissioner and the CFA Chief Officer to ensure the identified barriers to volunteer participation in IMTs are addressed for next season

Wire Rope Barriers

Volunteer concerns about wire rope barriers along roadsides preventing emergency vehicle access have led to a new set of draft CFA guidelines on maximum distances between breaks in the barriers.

Volunteer delegates on the VFBV/CFA Joint Community Safety Committee pressed the issue for some time and were eventually pleased to report that the draft had gone to the Chief Officer for signoff at the end of 2013-14. The guidelines also address minimum vegetation management clearances on both sides of the barriers.

Shaping the Future

Jones Inquiry implementation

By the end of 2013, VFBV was expressing considerable concern with the lack of results on the ground, poor progress on implementing the Jones Inquiry's recommendations and inaccurate CFA reporting of progress being made.

The 2011 Jones Inquiry's 41 recommendations were aimed at improving CFA's arrangements relating to the recruitment, training, deployment, utilisation and support of CFA volunteers, but VFBV found reports on the implementation's progress were not matched to any results experienced at Brigade level.

VFBV representations to CFA and the Minister bore fruit, and CFA commissioned an internal review that led to a Project Management Team being established to get things moving and a review of the reporting of progress so far.

By the end of the year, VFBV had reason to expect improved progress, with a substantially increased focus on Jones Action Plan progress reporting and monitoring by CFA Board, a recognition by CFA Board and management the previous progress had been grossly overstated in reports to the Minister and the commitment to placing a higher priority on delivery promised actions.

Minimum Skills Review

VFBV has long pressed for a review of CFA's Minimum Skills training to make it more accessible for volunteers and better suited to Brigade needs, with more of the training delivered by suitably qualified volunteers. VFBV raised the issue with the Jones Inquiry, which called for a review in its recommendations in 2011, and the results of the review were endorsed by the Chief Officer in July 2013. The existing Minimum Skills training is set to be replaced by an initial Recruit Program delivering a set of core volunteer skills followed by a Bushfire Skills Program.

Brigades are being encouraged to deliver the training themselves, supported by CFA trainers and assessors (both staff and volunteer), allowing new volunteers to

begin training and responding with the Brigade as early as possible, and Brigades to choose subsequent training to suit their skills needs.

The new programs are set to be introduced after the 2014-15 Fire Danger Period and the VFBV/CFA Joint Training Committee will continue to monitor their implementation.

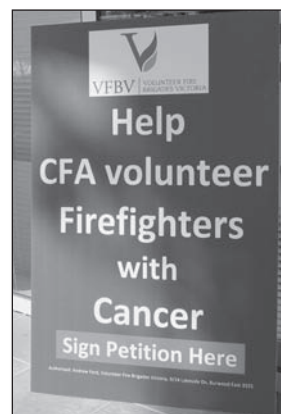
Firefighters' Cancer Compensation

The drive for fairer and simpler cancer compensation for Victorian firefighters gained momentum through the year, with action from VFBV and thousands of individual volunteers.

VFBV launched the Firefighters' Cancer Compensation Petition, wrote to all State MPs seeking their support, met with the Police and Emergency Services Minister and senior government officials, and provided a detailed submission to the Assistant Treasurer.

Local volunteers in District 13 organised a family day and meeting with their local MP, then a meeting with the Emergency Services Minister before a public rally that attracted nationwide media coverage.

Earlier, the Victorian Government introduced a Firefighters' Assessment Panel (FAP). VFBV raised concerns at the time, but gave the panel process nine months to prove itself. VFBV found the panel process only added extra bureaucracy and gave next to no assistance to the sick volunteer. At the end of the year, VFBV had provided the Assistant Treasurer with a formal submission detailing the failings of the FAP process but no reply had been received. Along with the CFA Volunteers' Petition calling for Parliament to pass presumptive legislation, VFBV launched



the Volunteer Fire Fighters' Occupational Illnesses (VFFOI) Awareness and Protection Fund, which began receiving thousands of dollars in donations to fund specialist expertise and analysis of research data, as well as a possible test case in court.

Behind the scenes, VFBV continues to monitor the cases of a number of volunteers with cancer, while providing assistance wherever possible.

The year ended with the campaign by no means over, and volunteers across the state mobilised, collecting petition signatures and continuing to raise the issue with their local MPs.

VAGO Report

Continuing the association's strong performance in advocating to Government senior officials, VFBV welcomed the Victorian Auditor General's report 'Managing Emergency Services Volunteers' as highlighting many of the things volunteers have been seeking.

A representative of the Auditor General's Office addressed State Council on the report, which recognised that the volunteer resource is vital to Victoria's emergency management, and pointed to the importance of maintaining and building Victoria's emergency services volunteer capacity. It also recognised that volunteers have



the capacity, expertise and interest to do what needs to be done, but the management of and support to volunteers could be improved, to get the very best from this huge and vital resource.

The report also noted that CFA and SES volunteers deliver emergency services more cost-effectively than if they were delivered by a paid workforce, and the Auditor General said 'volunteers are essentially unpaid professionals and valuable assets'. The recommendations called for improved volunteer workforce management, recruitment and retention strategies, risk management processes, volunteer support systems and Brigade Operation Skills Profiles.

The recommendations called for CFA and SES to implement a Volunteer Strategy by December 2014, and the development of the strategy will involve significant engagement and consultation with all members and VFBV.

CFA commenced work in May 2014 to develop this important strategy, in collaboration with VFBV.

Volunteer Strategy

Following recommendations from the Jones Inquiry and the Victorian Auditor General's Office (VAGO), CFA began work on the Volunteer Strategy with VFBV providing initial input. The Volunteer Strategy is expected to be presented to CFA and VFBV Boards in July 2014, with an implementation and working model expected to be finalised by the end of 2014.

The Strategy is being developed through a joint approach with SES in order to align it to the Emergency Service reforms underway.

This is a key body of work for CFA and rated a high priority in the Jones Report. It has prominence within the Fire Services Commissioner's Sector wide strategy and is also a key project of the Department of Justice under their Valuing Volunteers Program VSP. The focus is on working in one direction with all agencies involved, including VFBV, VESA and any other volunteer representative organisations.

Hazelwood Mine Fire Inquiry

The Hazelwood Mine Fire started on the same day as the Mickleham and Gisborne fires, and continued for six weeks, raising significant issues for the community and emergency services.



VFBV had people on the ground to assess conditions first hand and made successful requests to the Fire Services Commissioner for an independent monitor to review the safety procedures and to CFA for stepped up communications to keep members informed of the hazards and the solutions being applied.

VFBV provided a detailed submission to the Inquiry, discussing: The absolute importance of Victoria's emergency service network maintaining the CFA's volunteer based surge-and-sustain capacity and capability for large and protracted incidents; The importance of adequate protection for all firefighters; Concerns about under-utilisation of volunteers, particularly in senior incident command and specialist appliance roles; The need to improve fire prevention across the whole landscape.

At year's end, the Inquiry had completed its public hearings and was due to report to the State Government in August 2014.

Volunteer Open Forums

VFBV Volunteer Open Forums have continued to be popular, and the decision to conduct forums in locations around the state has met with success; the forums at Burwood East in July and at Sale in August attracted more than 100 volunteers each and the Stawell forum in October drew a crowd of over 150 volunteers from the six surrounding Districts.

CFA Chief Officer Euan Ferguson was among the senior VFBV and CFA personnel there to talk shop with local volunteers, discussing everything from training, pagers, field wear, Brigade Owned Vehicles, the difficulties of falling rural populations, the inverse problem of volunteers in larger centres feeling underutilised, the effects of the Fire Services Property Levy and the need to ensure volunteers are trained and utilised aboard specialist vehicles.

More VFBV Volunteer Open Forums are planned for locations around the state in the coming year.

VFBV Leadership Scholarships

VFBV expanded both the size and the scope of the VFBV Volunteer Leadership Scholarship program's courses this year, by including volunteers from other Emergency Management sector organisations.

The third course's completion brought the number of



graduates to 50, with another 72 set to graduate from the fourth course early in the new financial year and 75 more in the newly started fifth course.

This year's graduates came from SES units as well as CFA Brigades, and the fourth course included participants from Ambulance Victoria, Lifesaving Victoria, the St John Ambulance and the Australian Volunteer Coast Guard.

Many graduates of earlier courses are serving in leadership roles in Brigades and Units, including as VFBV State Councillors.

The VFBV Leadership Scholarship course provides graduates with a nationally recognised Certificate IV in Frontline Management and has been designed to suit the studying needs of volunteers.

VFBV Volunteer Welfare & Efficiency Survey

The second VFBV Volunteer Survey attracted an 80% increase in participation, with 1,452 participants, including more young volunteers, more female volunteers and more recent volunteers.

VFBV's role under the CFA Act is to "consider and bring to the attention of the Authority (CFA) all matters affecting volunteer welfare and efficiency (other than questions of discipline and promotion)", and the survey is designed to measure volunteer perceptions about key matters that volunteers feel impact on their welfare and efficiency.



The first VFBV Volunteer Survey was well received by CFA's Board and senior management in 2012, and VFBV looked to trends identified in the second survey to support the move from identifying areas needing attention to actively working to achieve improvements in those areas.

At end of the year, the third VFBV Volunteer Welfare & Efficiency Survey was still under way, but had already achieved another significant increase in the number of volunteers taking part.

Refinements to CFA Board

Legislation later in the year brought the significant move to a skills-based CFA Board. It was a move that reaffirmed the importance of VFBV involvement and it very much reflected volunteer thinking.

CFA Board Members are now chosen for specific skills and expertise required to operate as a high performing Board, including extensive knowledge and experience of volunteering and volunteer management.

The change recognised and reinforced the importance of the Board possessing strong knowledge, expertise and understanding of CFA volunteerism, and it recognised VFBV's crucial role, continuing our role of nominating four of the nine CFA Board members, the remaining five being named by the Minister.

Retaining volunteer involvement at CFA Board level is important for all CFA volunteers and a terrific achievement for VFBV, signifying respect for the role that VFBV performs.

In introducing the Bill, Police and Emergency Services Minister Kim Wells told Parliament; "The Bill will transform the existing CFA Board appointment process by requiring that Board Members have one or more of a series of critical skills, knowledge or experience, while continuing to recognise that the CFA is essentially a volunteer-based emergency service."

"It is important that the CFA Board has strong volunteer

expertise, knowledge and an understanding of CFA volunteerism. To guarantee such familiarity, knowledge and understanding of CFA volunteerism, four members of the CFA Board will be nominees of Volunteer Fire Brigades Victoria."

Emergency Management Victoria

The Victorian Parliament passed legislation during the year for the formation of Emergency Management Victoria (EMV) as the new central body responsible for coordinating emergency preparation, response and recovery in Victoria.

VFBV has welcomed the arrival of EMV, which will come into being on the first day of 2014-15, with Victorian Fire Services Commissioner Craig Lapsley taking up the role of the inaugural Emergency Management Commissioner.

VFBV already has a well-established relationship with the Commissioner and will continue to work with him and EMV to help shape the future of emergency management for the benefit of all volunteers and the communities we serve.

Scanners/RRDS

Having been first to raise the issue of the redundancy of analogue listening sets and scanners as regional radio dispatch goes to a digital signal, VFBV worked hard during the year to ensure Brigades have access to a viable replacement.

In 2010, VFBV's Scanner and Listening Set Stocktake had identified thousands of the devices in use by Brigades and volunteers to monitor local radio traffic, and with CFA's Regional Radio Dispatch Project preparing to move Districts to digital radio this year, VFBV pressed for a solution that included the streaming of dispatch channel audio via the internet as well as the availability of digital listening sets and the retention of simultaneous analogue signals until the digital solution was fully in place.

CFA endorsed the online/digital scanner approach and late in the year VFBV was preparing to provide feedback on CFA's preferred model of listening set.

Summer debriefs

After many issues raised by volunteers went unresolved by the 2012-13 Operational Review process, VFBV repeated its concerns this year that volunteers in some Districts had little or no opportunity to participate in post season debriefs, which often consisted of workshops held during business hours.

VFBV Joint Committee delegates were hopeful of an improved outcome when CFA agreed to implement a centralised system open to all members that would log items as they were raised and report on any results, with a local referral process to resolve issues at the lowest appropriate level.

At VFBV's request, the CFA Chief Officer instructed Operations Managers to develop a process that caters for inputs from Brigades and individual members. VFBV continues to impress upon the Chief Officer the importance of gathering feedback from frontline volunteers.

Fire Services Levy

With the 1 July 2013 introduction of the Fire Services Property Levy – a levy on all rateable properties, which replaced a levy on insured properties – VFBV surveyed volunteers' opinions.

The survey and State Council discussions revealed that most volunteers would welcome a discount on the levy for volunteers, most felt there should be eligibility criteria and most wanted assurances that all money collected must go to the fire services.

However, most volunteers were more interested in sufficient funding for CFA than a discount for themselves, and the Board whilst acknowledging a desire for a discount or exemption, directed that VFBV's first efforts go to securing sufficient funding for CFA fleet and infrastructure replacement.

Volunteer Exit Survey

Long an initiative of the VFBV/CFA Joint Volunteerism Committee and an action item from the Jones Inquiry, the CFA Volunteer Exit Survey being introduced early in 2014-15 is designed to find out why volunteers choose to leave CFA, so that strategies can be implemented to encourage, maintain and strengthen volunteer capacity.

The introduction follows a three month pilot project run in the first half of 2013 to test the interview tools and ensure they can also be used at Brigade level. CFA will produce a yearly report from the results of the surveys.

Planned burning survey

VFBV and CFA worked together to survey Brigades during the year, received more than 270 responses and found the results showed Brigades see planned burning as excellent training, but experience frustration with overly prescriptive permit conditions and find it is difficult to have volunteers' participation officially recorded and recognised.

The survey showed many Brigades were interpreting the permit guidelines as strict conditions, which led to the VFBV/CFA Joint Community Safety Committee asking CFA to review the language used on the permit template. Having pressed for change, VFBV hopes changed permit wording, refined instructions and better information on what levels of flexibility are considered compliant will build Brigades' confidence that the permit conditions are achievable.

Fire & Emergency Management Training Strategy

Released to members in July 2013, the F&EM Training Strategy arose out of concerns raised by VFBV in the Jones Inquiry, including inflexible training arrangements, barriers to the recognition of prior learning and the need for better development of volunteer leaders.

VFBV contributed to the strategy development, and some of the results can be seen by Brigades in: facilities and equipment such as mobile training props and upgraded field training grounds, the new BOSP skills profile capability, more volunteer-friendly arrangements for training and Recognition of Prior Learning, moves towards statewide consistency of training and assessment, and aspects of the Review of Minimum Skills.

CFA is running a series of member surveys on the Strategy's implementation, while VFBV will be able to gauge volunteer opinion through the VFBV Volunteer Welfare and Efficiency Survey and our own volunteer networks.

Role of Group

After considerable work over two years by the VFBV/CFA Joint Operations Committee, supported by a CFA Working Party and a Volunteer Reference Group, the document titled Local Command and Control in CFA has been largely well received, and was submitted to the Chief Officer in April 2014.

Consistent feedback from volunteers showed that current CFA culture and habit has led to the demise of local command and control by Groups and VFBV is working to ensure that any CFA cultural behaviours and barriers that may impede the implementation are identified.

VFBV is also pressing for:

- A member communications strategy to explain the review, transition arrangements, implementation plans and the Chief Officer's intent
- Measures to address volunteer concerns around the competency requirements and the need for sufficient access and opportunity for volunteers to acquire the necessary skills

2014 VFBV State Championships

Over 3,000 competitors and more than 200 teams made for spectacular entertainment at the 2014 VFBV State Championships.

The urban senior championships at Bendigo were dominated by Kangaroo Flat in a 71 team competition that featured a strong contingent from Western Australia among the Victorian Brigades.

The rural senior championships provided close competition at every level between the 37 Brigades represented.

There was a battle for supremacy between Tatura and Benalla at the urban junior championships at Swan Hill, and success for last year's third placed Mandurang A at the rural junior championships at Geelong.

VFBV sincerely thanks all the participating Brigades, teams, competitors and thousands of spectators for their support and attendance. The host committees at Bendigo, District 7 and Swan Hill again made a success of the huge task of running the events, and VFBV would also like to thank the municipal councils in the host towns for their support and many individual volunteers who helped out.

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



Koo Wee Rup in action at the Urban Championships at Bendigo



Doreen in action at the Rural Championships at Geelong

Urban Championships

The youthful Kangaroo Flat team had a great day out at the 2014 VFBV Urban Championships at Bendigo. They were declared Champion Brigade for the second time in a row, two of their team members shared the title of Champion Competitor and 20 year old Jackson Dargaville won his fourth successive State Ladder Race title.

Competition in B section was close all weekend, before Kooweerup won their second ever state aggregate, exactly 20 years after their first.

A young Benalla team won the C section aggregate by a big margin.

The Champion Competitors this year were equal first placed Kangaroo Flat team mates, Jamie Hart and Tom Dargaville.

2014 AGGREGATE RESULTS

'A' SECTION

1st	Kangaroo Flat	82 Points
2nd	Drouin/Bunyip	42 Points
3rd	Narre Warren	37 Points

'B' SECTION

1st	Koo Wee Rup	50 Points
2nd	Traralgon	47 Points
3rd	Cobden	40 Points

'C' SECTION

1st	Benalla	63 Points
2nd	Patterson River	41 Points
3rd	St Arnaud	39 Points

Dry Aggregate

1st	Kangaroo Flat	24 Points
2nd	Drouin/Bunyip	21 Points
3rd	Maryvale	8 Points

Wet Aggregate

1st	Kangaroo Flat	58 Points
2nd	Benalla	52 Points
3rd	Traralgon	42 Points

DISCIPLINE CONTEST

Section A:

1st	Mornington	90.00%
2nd	Melton A	89.55%
3rd	Mildura	89.09%

Section B:

1st	Kyneton	87.27%
2nd	Belgrave	86.36%
3rd	South Hedland W.A.	83.64%

Section C:

1st	Knox Group	92.73%
2nd	Patterson River	92.27%
3rd	Hoppers Crossing	88.64%

Torchlight Procession:

1st	Maffra	96%
Equal 2nd	Hoppers Crossing & Mildura	93%

2014 CHAMPION BRIGADE Kangaroo Flat

2014 CHAMPION COMPETITOR:

Equal 1st Jamie Hart and Tom Dargaville (Kangaroo Flat)

WA/VIC Challenge Event Winner: Victoria team



2014 CHAMPION BRIGADE: Kangaroo Flat

Rural Championships

There was close competition in all three Divisions of the 2014 VFBV State Rural Championships at Geelong, with the honours spread among different Brigades in each Division.

Hurstbridge continued a tradition of strong championship performances, taking the Grand Aggregate title after a win in Division A ahead of Greta A, who ran a close second.

Division B honours went to a young Chiltern team whose competitors were all under 21 and former juniors with the Brigade, and Drysdale won Division C in their first ever state rural championships.

2014 AGGREGATE RESULTS

DIVISION A AGGREGATE:

1st	Hurstbridge A	58 Points
2nd	Greta A	52 Points
3rd	Napoleons/Enfield A	36 Points

DIVISION B AGGREGATE:

1st	Chiltern A	48 Points
2nd	Dunrobin/Nangeela B	46 Points
3rd	Corio A	31 Points

DIVISION C AGGREGATE:

1st	Drysdale A	56 Points
2nd	Leopold A	27 Points
3rd	Woodford A	26 Points

HIGHEST POINTS OVERALL: Hurstbridge A – 58 points

DISCIPLINE AWARD: Chiltern Brigade



GRAND AGGREGATE WINNERS: Hurstbridge A

Urban Junior Championships

Having run second at last year's VFBV Urban Junior Championships, Tatura A returned to score a clean sweep in 2014, topping the aggregate scores in the wet and dry events and both age groups, under 14 and under 17.

Last year's champions Benalla A did not give them an easy win however, achieving second place in both age groups and the dry events, and third in the wet events.

Other strong performers among the juniors at Swan Hill this year were host Brigade Swan Hill A and Sale A, and welcome guests in their first appearance were West Australian Brigade Kellerberrin.

2014 AGGREGATE RESULTS

GRAND AGGREGATE	
1st TATURA A	79 points
2nd BENALLA A	50 points
3rd SWAN HILL A	30 points

UNDER 14 YEARS AGGREGATE	
1st TATURA A	39 points
2nd BENALLA A	23 points
3rd SALE A	19 points

UNDER 17 YEARS AGGREGATE	
1st TATURA A	40 points
2nd BENALLA A	27 points
3rd SWAN HILL A	20 points

DRY AGGREGATE	
1st TATURA A	33 points
2nd BENALLA A	32 points
3rd SALE A	23 points

WET AGGREGATE	
1st TATURA A	46 points
2nd SWAN HILL A	23 points
3rd BENALLA A	18 points

2014 CHAMPION TEAM: Tatura A



2014 CHAMPION BRIGADE: Tatura A

Rural Junior Championships

Having run third in the Grand Aggregate last year, Mandurang A built on that performance to take the title at the 2014 VFBV Rural Junior Championships.

Mandurang A won the 11 to 15 Aggregate and were named Champion Team.

Consistently strong performers Dunrobin/Nangeela A again ran second overall after strong performances in the 11 to 13 age group.

The Mandurang success was built on a very strong win in the 11 to 15 years Aggregate.

2014 AGGREGATE RESULTS

GRAND AGGREGATE	
1st Mandurang A	68 Points
2nd Dunrobin/Nangeela A	56 Points
3rd Eldorado A	39 Points

11-13 YEARS AGGREGATE	
1st Dunrobin/Nangeela A	52 Points
2nd Springhurst A	32 Points
= 3rd Eldorado A & Willaura B	17 Points

11-15 YEARS AGGREGATE	
1st Mandurang A	60 Points
2nd Moyhu A	30 Points
3rd Connewarre A	26 Points

2014 CHAMPION BRIGADE: Mandurang A



2014 CHAMPION TEAM: Mandurang A

Photograph Courtesy of the Bendigo Advertiser 10 April 2014.

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VFBV Board Appointments

At the VFBV Annual General Meeting held on 15 September 2013, President Hans van Hamond AFSM announced the appointment to the VFBV Board for two years from 1 October 2013, of:

- Hans van Hamond AFSM – re-appointed
- Gary Lyttle AFSM – re-appointed
- Tom Brodie AFSM – re-appointed
- Mick Nunweek – new appointment (Pictured below right), formerly on the Board as Vice President Urban)

VFBV BOARD CHANGES

At the VFBV State Council meeting on 15 September 2013, rural brigade delegates re-elected Bruce Vine AFSM as Vice President Rural for 2013-14. Urban brigade delegates elected Graeme Jilbert (Pictured below left) as Vice President Urban.

At the Annual General Meeting, held the same afternoon, changes to the VFBV Constitution were approved which removed the positions of Vice President Urban and Vice President Rural, and replaced them with two VFBV ex officio positions, to be filled by two State Council representatives. It was then agreed that Bruce Vine and Graeme Jilbert would be the first to serve in these roles.

Other changes approved at the AGM included the introduction of the titles State President and State Vice President, to avoid any confusion with the titles of District Council Presidents.



CFA BOARD ASSOCIATION NOMINEES

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



Captain Ross Coyle

Ross Coyle of the Wodonga West Brigade is a former City Councillor and former Chairman of the Wodonga Livestock Exchange and runs a large farming enterprise. He is Chair of CFA's Honours and Awards Committee. He has been reappointed to the Board for a term expiring on 27 August 2014.



Ex Lieutenant Paul Denham

Paul Denham is a Deputy Group Officer of Knox Group, a District 13 State Councillor and a Life Member of VFBV. Paul is working with the Department of Human Services' Fire Risk Management Unit. He has been reappointed to the Board for a term expiring on 31 August 2014.



Ex Group Officer Don Robertson

Don Robertson, a volunteer and officer of Strathkellar Brigade for over 30 years, heavily involved in the Dundas Group, former local Mayor, is a grazier, farming 1,000 hectares mixed grazing and cropping property near Hamilton. He has been reappointed to the Board for a term expiring on 31 August 2014.



Ex Captain Michael Tudball AFSM

Michael Tudball of the Bacchus Marsh Brigade has held office in the Brigade and Group, he is a former Chairman of Region 14 Regional Planning Committee and has nearly 30 years business experience. He has been reappointed to the Board for a term expiring on 31 August 2014.

State Councillors & District Council Officers

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

VFBV State Council Retirements and Appointments

Retired Members



GO Gary Fitzgerald (District 12) retired 30 June 2014. Gary was a long serving District Council Secretary up until the amalgamation of the urban and rural associations. He is a regular volunteer on IMTs.



Ex Captain Greg Murphy (District 12) retired 30 June 2014. Greg is a level 3 controller and former DGO, and is now Vice President on the VFBV District 12 Council.



Ex Captain Colin Pomroy (District 10) retired 7 August 2013. Colin is a former District 10 President, a member of the VFBV/CFA Joint Communications & Technology Committee, and an active firefighter and volunteer in IMTs.



Ex Captain Bruce Snell (District 5) retired 1 October 2013. Bruce has served 11 years on State Council and is a Life Member. He is an active firefighter and volunteer in IMTs.

New State Councillors



Peter Sharman (District 12) is Captain of Tarnagulla Fire Brigade and a volunteer at Kinglake West. He has been volunteering for 28 years.



James Holyman (District 12) of Highlands Caveat Fire Brigade is a former senior staff manager with MFB and CFA and a long serving volunteer.



Bryan Walpole (District 10) is a former Group Officer and a member of the Woodside Brigade. He is a long serving volunteer and serves on the VFBV/CFA Joint Volunteerism Committee.



Malcolm Bishop (District 5) is on the VFBV/CFA Joint Volunteerism Committee and the VFBV Competition and Rules Committee. He is Chairman of Warrnambool Fire Brigade and has been a CFA volunteer for 37 years.

NEW LIFE MEMBERS

During the year, VFBV granted Life Membership to long serving volunteer representatives; Andy Cusack AFSM, Tim Desmond JP, Mike Evans, Phillip Lind, Bill Maltby and Col Pomroy.

State Council Executive Committee

The State Council Executive Committee meets before each State Council meeting to make recommendations on strategic/process matters and issues raised by District Councils. State Council members representing brigades with a predominantly structure risk profile nominate nine members and State Council members representing brigades with a predominantly bushfire risk profile nominate nine members.

Members of the State Council Executive Committee in 2013/14 were:

R Auchterlonie, T Brodie, K Clough, R Cole, B Conboy, C Dennis, M Dumesny, M Egan, T Desmond, M Jones, B Maltby, G Neyenhuis, M Nunweek, B Pickett, P Slender, R Waterson, P White, T Wyatt.

DISTRICT COUNCIL RETIREMENTS

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

- District 17** President Ian Walter AFSM
- District 18** President John Nihill AFSM
- District 20** President Vaughan Thomas
- District 23** Secretary Barry O'Connor

Consultative Framework

VFBV has added to its improved consultative framework, with a formative role in the State Government's Ministerial Volunteer Consultative Forum (VCF). This new forum is something VFBV advocated strongly when discussions about a more joined up Emergency Management sector began a few years ago. With more organisations in the mix and more layers in the decision making, this high level forum gives volunteers a regular opportunity for direct input, in face to face meetings with the Police and Emergency Services Minister and his senior staff. Complementing VFBV's network of Board, State Council, District Councils, Group and Brigade engagement opportunities, the VCF adds to volunteers' ability to input at Government and Emergency Management Victoria level.

Joint Committees

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

Communications & Technology

- Pager Replacement
- Regional Radio Dispatch System - RRDS
- Scanners/Listening Sets
- Blackspots Coverage Remediation Program
- Observation Reports
- ESTA User Reference Group
- HCMS Volunteer Portal
- Network Connectivity
- ICC/LCF ICT Access & Training
- Broadband Spectrum for ESOs

Community Safety

- Community Education
- Brigade Community Safety Co-ordinators
- Brigade Participation in IFMP
- Vegetation Management
- Fire Safety Literature
- Planned Burning Permits
- Wire Rope Barriers
- Mitigation of Alpine Regions' Fire Risk
- Apparel Options

Equipment and Infrastructure

- VFBV Campaign For Additional CFA Fleet Funding
- Vehicles/prototypes – Medium Pumper, Sand Tanker, Aerial Pumper, Alpine Vehicle, VESEP Trailer Pump
- Equipment
- Infrastructure (fire stations)
- PPC/E
- Crew Protection Retrofit Program
- Red Plating Brigade Owned Vehicles

HR, Welfare and OH&S

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

Operations

- Multi-agency policy and procedures
- Specialist response
- Operational doctrine/policy
- Fire season/campaign fire issues
- Volunteer Utilisation on Specialist Appliances
- Volunteer Utilisation on Incident Management Teams
- Integration
- Jones Implementation
- Role of Group
- Reverse Section 29's
- SOPs

Training

- F&EM Training Strategy
- Driver Training/Licensing
- Incident Management Project (IMTTP)
- CPR/First Aid Training
- District Training Committees
- Phased BA Competency
- Minimum Skills Review
- Mobile Training Infrastructure
- Electrical Awareness Package

- Fixed Training Infrastructure
- Heavy Vehicle Licence Testing
- RPL – Skills Recognition

Volunteerism

- Valuing Volunteer Emergency Workers
- Employer Recognition
- Recruitment & Retention Guide
- Junior Volunteer Development Program
- Championships
- Awards Review
- Auxiliary Members - Recognition of Service
- Volunteerism Strategy
- Volunteer Support Program
- Honours & Awards
- Jones Inquiry/VAGO Report

Joint Committee Volunteer Representatives

COMMUNICATIONS & TECHNOLOGY

Geof Bassett	Col Pomroy	Peter Downes	Keith Clough	Mark Hooper
Alan Millar	Dave Arnott	Neil Dusting	Shane Cramer	

COMMUNITY SAFETY

Bruce Conboy	Mary Anne Egan	John Austin	Fred Grove	Phil Lind
Robert Macdonald	Ian Walter	Alex Caughey	Greg Fithall	

EQUIPMENT & INFRASTRUCTURE

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

HR, WELFARE & OH&S

Vicki Linaker	Robert Auchterlonie	Daryl Wagstaff	Bill Polwarth	Bill Watson
Bill Rodda	Russell Baird	Roger Walker		

OPERATIONS

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

TRAINING

John Davies	Paul Denham	Mike Evans	Greg McIntyre	
Eric Collier	Harold Jochs	Rod Stebbing	James Stephens	

VOLUNTEERISM

Graham Cocks	Brian West	Maurice Dumesny	Malcolm Bishop	
Jodie Weir	Brian Walpole	Geoff Browning	John Nieman	

Association Honorary Life Members

Pre-1954	M.W. Carver	1979	A.I. Laidlaw BEM AFSM (Willaura)		J.C. McMillan (Moe)
	J.K. Stokes		C.T.N. Stone (Diamond Creek)		H.B. Morris (Avoca)
	C. Ford (Miners Rest)	1980	R.J. Jilbert (Swan Hill)	1997	R.D. Gartside (Castlemaine)
	D.M. Cameron		A.E. King AFSM	1998	A.J. Hooper AFSM (Winnindoo)
1955	J.L. Allen	1981	D.J. McEachern OAM (Wodonga)	1999	R.A.C. McDonald (Bowser)
1956	W.B. Richardson BEM (Wangaratta)		E.C. Caddy (Drouin)	2000	D.W. Adams (Carrum)
1959	J.R.C. Plante (Lilydale)	1983	L.W. Peters		R.E. Schultz AFSM (Benalla)
	M. Steward OBE (Warragul)		R. Jones		P.J. White AFSM (Casterton)
	J. Reilly (Tarndale)	1984	D.H. Lade QFSM (Highlands/Caveat)	2001	H. van Hamond AFSM (Wendouree)
	H.M. O'Rorke MBE (Lake Bolac)		D.E. Gow (Leitchville)	2003	P.E. Davis AFSM (Carrum)
1961	H.W. Wade (Natimuk)	1985	K.W. Talbot OAM (Dandenong)		L.C. Doye (Golden Square)
1962	I.A. Swinburne MLC		R. Collier OAM (Portarlington)		J.L. Laing
1966	W.H. Barnes (Chelsea)		G.T. Evans OAM (Echuca)	2004	R.W. Waterson AFSM (Cohuna)
	H. Brown (Golden Square)		M.E. Johnson QFSM (Traralgon)	2005	B.A. Pickett AFSM (Geelong West)
	S.G.W. Burston OBE (Casterton)		J. McLeod AFSM (Boronia)	2006	R. Hill (Paynesville)
	T.F. Hayes (Violet Town)		P.G. Mullins (Maryborough)		G.J. Kennedy (Loch)
	W. Jones AFSM (Moorooduc)		R.K. Patterson AFSM (Portland)	2007	G.N. Lyttle AFSM (Cardigan)
	L.J. Slattery (Kyabram)	1986	H.W. Stewart (Broadford)		S.M. O Callaghan (Warracknabeal)
	A.E.J. Turton (Wodonga)		E.J. Baynes AFSM OAM (Indigo Valley)	2009	T.J. Brodie AFSM (Longwood)
1967	E.E. Allen (Kaniva)	1987	M.W. Dawson OAM (Avoca)		P. Downes (Mandurang)
	S.M. Begley (Colac)		L.J. Baillie (Warrnambool)		R.A. Horner AFSM (Sassafras/Ferny Creek)
	T.H. Grigg CBE (Maldon)	1988	B.C. Condict AFSM (Tarnagulla)		O.T. O'Keefe (Winslow)
	Dr P.S. Lang		D.A. Austin QFSM ED		W.R. Rodda AFSM (Korumburra)
1968	F.C.B. Minchin	1990	L.V. Winsall AFSM (Warracknabeal)		J.I. Thomson (Sunbury)
	J.S. Tabuteau (Moe)		G.H. Baxter AFSM (Freshwater Creek)	2010	B. Conboy (Mt Martha)
1970	D. Campbell (Springvale)		K.H. Larsen AFSM (Belmont)		R. MacDonald (Carlsruhe)
	S.C. Diffey MBE MC OAM (Springhurst)	1993	J.N. McEachern (Wodonga)		W.T. Pressey AFSM (Mortlake)
	H. Lester-Smith MBE (Kerang)		W.E. Davies AFSM (Walmer)	2011	B. Vine AFSM (Tawonga)
	L.J. Maguire (Boronia)		W.H. Royal AFSM (Bairnsdale)	2012	B. Pyke (Whanregarwen)
	W.M. Reid (Mooroopna)		M.J. Taylor AFSM (Mornington)	2013	B. Snell (Hamilton)
1971	H.L. King	1992	L.L. Thomason AFSM (Woodend)		M.R. Jones (Stratford)
1972	E.J. Barrett (Geelong City)	1993	G.A. Ellis (Bendigo)		P. Denham (Boronia)
	R.A. Dore (Carrum)		M.J. Sanderson AFSM (Seymour)	2014	A. Cusack AFSM (Mumbannar)
	W.H. Rowe (Maldon)	1994	Q.T. Turner AFSM (Creswick)		T. Desmond (Dromana)
1973	H.G. Kyle AFSM (Bengworden)		P.R. Bishop (Mildura)		M. Evans (Barongarook)
1975	N.H. Jenkins (Kyneton)		G.C. Dare (Colac)		P. Lind (Mount Taylor)
1976	C.J.H. Drife BEM (Clunes)	1995	R.D. Walker (Kerang)		B. Maltby (Castlemaine)
	W.G. Wilson OAM (Shepparton)		R.G. Jacobs OAM AFSM (Chelsea)		C. Pomroy (Longford)
			B.M. Maher AFSM (Lubeck)		

Brian Potter, QFSM NM



It was with sadness that Volunteer Fire Brigades Victoria learned in February of the passing of former CFA Chief Officer and long serving CFA volunteer Brian Potter.

Brian was a gentleman, a respected firefighter and, as Chief Officer, a significant reformer of Victoria's CFA. He was a long serving volunteer with the Upper Ferntree Gully, Ferntree Gully and Langwarrin Fire Brigades.

As volunteers, we are proud to have counted him among our number. In his later years, in defiance of his own illness, Brian Potter was a valuable spokesman for the campaign for better access to cancer compensation for volunteers and career staff who suffer cancer as a result of front line service to the community.

Australian Fire Service Medal (AFSM)



This year three CFA volunteers received the Australian Fire Service Medal (AFSM) – the highest award for members of the Australian fire services - for their long, distinguished service as volunteers. David Gerrard was awarded the AFSM on Australia Day, and Philip Hawkey and Graham Simpson were awarded the AFSM on the Queen's Birthday.

VFBV also congratulates volunteers and CFA staff awarded for other forms of service, including CFA senior manager and long serving CFA volunteer Peter Schmidt (AFSM), and MFB senior manager and CFA volunteer Andrew O'Connell (AFSM), and six volunteers who received the Medal of the Order of Australia (OAM): Ian Bodinnar of Nyah Nyah West CFA, Norm Bodinnar of Nyah Nyah West CFA, Norman Bowen AFSM of Spring Gully, Alan George Eley of Echuca CFA, John McEvoy of Dederang CFA and Leon Williams of Mooroopna CFA.



Philip Hawkey of Euroa has been a volunteer for more than 35 years and is a newly accredited Level 3 Incident Controller.



Graham Simpson of Cockatoo has been a CFA volunteer since 1978 and played an integral role in the development of the Light Forward Operations Vehicles for the CFA.



David Gerrard is a Beaufort CFA volunteer, Captain of 22 years, Deputy Group Officer and former District 16 VFBV President.

VFBV Gold Star Awards

This year 27 long serving volunteers received the VFBV Gold Star in recognition of their service to the Association for 30 or more years.

Since it was introduced in July 1969, 1,307 Brigade members have been successfully nominated by their Brigades to receive this award.

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

Bacchus Marsh

Barnett I C
Humphrey M V
Hunter P A

Ballarat

Harris J
Shannon M
Rae P

Barwon Heads

Kerr R L
White K P

Colac

Bath A J
Rippon G
De Vercelli G

Hallora & District

Sheffield R P

Melton

Marshall E
Morrison R

Merbein

Reynolds M

Moorooduc

Jones N R

Mt Taylor

Lind P

Rye

Bosua J
Ellis P
O'Toole R

Sale

Brack R D

Somerville

Armstrong B D

Springvale

Beukelman F
Cutting K
Daniels I

Stawell

Ballinger G I

Wallington

Neyenhuis G

2013/2014 Affiliated Brigades and Groups

District 2

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

Metcalfe
Mia Mia
Moolort & Joyces Creek
Mosquito Creek
Mount Macedon
Mount Macedon Group
Mt Camel
Mt Cameron
Natte Yallock
Newham
Newstead & District
Pastoria
Raywood
Redesdale
Riddell's Creek
Romsey
Romsey Group
Sedgwick
Spring Hill
Springfield
Strathfieldsaye
Sutton Grange & Myrtle Ck
Talbot
Taradale
Tylden
Walmer
Wareek & Bung Bong
Whipstick Group
Woodend
Woodvale

District 4

Bahgallah
Carapook
Cashmore
Casterton
Casterton Group
Condah
Dartmoor
Dartmoor Group
Digby
District 4 Headquarters
Drik Drik
Drumborg
Dunrobin & Nangeela
Glenorchy Estate
Gorae West
Grassdale
Heathmere
Henty
Heywood
Heywood Group

Hotspur
Lake Mundi
Lindsay
Lyons
Merino
Merino Group
Milltown
Morven
Mumbannar
Myamyn
Narrawong
Nelson
Portland
Portland Coast Guard
Sandford
Strathdownie
Strathdownie Group
Tahara
Tahara West
Tyrendarra
Wallacedale
Wando Bridge
Wando Vale

District 5

Abbey Hills
Allansford
Ardachy
Ardonachie
Bainbridge
Balmoral
Belfast Group
Bessiebelle
Bochara
Branxholme
Broadwater
Buckley Swamp
Bulart
Burn Brae
Byaduk
Caramut
Cavendish
Codrington
Coleraine
Croxtan East
Cudgee
Culla
Dundas Group
Dunkeld
Ellerslie
Framlingham
Garvoc

Gazette
Glenthompson
Grange
Grassmere
Gringe
Hamilton
Hawkesdale
Hawkesdale Group
Hexham
Hilgay Settlers
Hopkins - Curdies Group
Karabeal
Kirkstall
Knebsworth
Kolora
Konongwootong
Koroit
Laang
Linlithgow
Macarthur
Macarthur Group
Melville Forest
Mepunga
Merri Group
Minhamite
Mirranatwa
Mooralla
Mortlake
Mortlake Group
Mount Rouse Group
Muntham
Nareen
Nareen Group
Naringal
Nirranda South
North Balmoral
North Byaduk
North Hamilton
Nullawarre
Penshurst
Pigeon Ponds
Port Fairy
Purnim
Ripponhurst
St Helens
Strathkellar
Strathmore
Tarrayoukyan
Tarrenlea
Tarrington
The Sisters
Toolong

Vasey
Victoria Valley
Wando Heights
Wangoom
Warrayure-Moutajup
Warrnambool
Warrnambool Coast Guard
Warrong
Willatook & District
Winslow & Yarpturk
Woodford
Woodhouse
Woolsthorpe
Wooriwyrite
Wootong Vale
Yulecart

District 6

Apollo Bay
Barongarook West
Barwon Downs
Beeac
Beeac Group
Berrybank
Birregurra
Bookaar
Boorcan
Bostocks Creek
Brucknell-Ayrford
Bungador
Camperdown
Carlisle River
Carpenteit-Sth Purrumbete
Chocolyn
Cobden
Cobden Group
Cobrico
Colac
Cororooke
Cressy
Darlington
Derrinallum
District 6 Headquarters
Duverney
Ecklin & District
Elingamite - Glenfyne
Forrest
Gellibrand
Gerangamete
Irrewarra
Irrewillipe
Jancourt

Kawarren
Larpent
Leslie Manor
Lismore
Lismore Group
Lower Heytesbury
Mingay & District
Nalangil
Noorat & District
Otway
Pomborneit & Dist
Port Campbell
Princetown
Scotts Ck-Cowleys Ck.
Simpson
Stonyford
Swan Marsh
Terang
Terang-Dixie
Tesbury
Timboon
Timboon Group
Vite Vite North
Warrion
Weering-Eurack
Weerite
Wye River
Yeo & District
Yeodene

District 7

Aireys Inlet
Anglesea
Bannockburn
Barrabool
Barwon Heads
Bellarine Group
Belmont
Connewarre
Corio
Deans Marsh
Dereel
District 7 Headquarters
Drysdale
Freshwater Creek
Geelong City
Geelong Coast Guard
Geelong West
Gnarwarre
Grovedale
Highton
Inverleigh

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

Menzies Creek
 Monbulk
 Montrose
 Mooroolbark
 Mt Evelyn
 Narre Warren East
 Olinda
 Reefton
 Rowville
 Sassafras & Ferny Creek
 Scoresby
 Selby
 Seville
 Silvan
 South Warrandyte
 The Basin
 Upper Ferntree Gully
 Upwey
 Wandin
 Warburton
 Warrandyte
 Wesburn-Millgrove
 Wonga Park
 Yarra Glen
 Yarra Junction
 Yarra Valley Group
 Yellingbo

District 14

Arthurs Creek
 Bacchus Marsh
 Balliang & District
 Bulla
 Caroline Springs
 Christmas Hills
 Coimadai
 Craigieburn
 Diamond Creek
 Diggers Rest
 District 14 HQ
 District 14 HQ East
 Doreen
 Eltham
 Epping
 Eyensbury
 Greenvale
 Hoppers Crossing
 Hume Group
 Hurstbridge
 Kal Kallo
 Kangaroo Ground
 Melton
 Mernda
 Mount Cottrell Group

Myrniong
 Nillumbik Group
 North Warrandyte
 Pantom Hill
 Parwan
 Plenty
 Point Cook
 Research
 Rowsley
 South Morang
 St Andrews
 Sunbury
 Truganina
 Wattle Glen
 Werribee
 Werribee Coast Guard
 Whittlesea
 Whittlesea/D.Valley Group
 Wildwood
 Wollert & District
 Wyndham Vale
 Yarrambat

District 15

Ascot & District
 Bacchus Marsh Group
 Ballan
 Ballan Group
 Ballarat
 Ballarat City
 Ballarat Group
 Blackwood
 Bungaree
 Buninyong
 Buninyong Group
 Burrumbeet
 Campbelltown
 Cape Clear
 Cardigan & Windermere
 Clunes
 Creswick
 Daylesford
 District 15 Headquarters
 Elaine
 Fiskville
 Glen Park
 Glendaruel & Mt Beckworth
 Glenlyon
 Gordon
 Greendale
 Grenville Group
 Haddon
 Hardies Hill
 Hepburn

Invermay
 Kingston
 Kooroocheang Werona
 Learmonth-Addington
 Leonards Hill & District
 Linton
 Mannibadar
 Millbrook
 Rowsley
 Miners Rest
 Mollonghip
 Morrisons & District
 Mt Buninyong
 Mt Egerton
 Mt Wallace
 Mt Warrenheip
 Musk
 Napoleons-Enfield
 Newlyn Dean
 Porcupine Ridge
 Rokewood Junction & Dist
 Sebastopol
 Smeaton
 Smythesdale
 Trentham
 Ullina
 Wallace
 Wallinduc & District
 Waubra
 Wendouree

District 16

Amphitheatre
 Ararat
 Ararat Group
 Avoca
 Barkly & Frenchman's
 Beaufort
 Beaufort Group
 Beazley's Bridge
 Bornes Hill
 Brewster
 Buangor & Middle Creek
 Burnbank
 Callawadda
 Carapooee
 Carranballac
 Chatsworth
 Coonooer Bridge
 Cross Roads
 Crowlands
 Dadswells Bridge
 District 16 Headquarters
 Dundonnell
 Elmhurst

Glenorchy & Riachella
 Great Western
 Halls Gap
 Joel Joel
 Kooreh
 Lake Bolac
 Lake Goldsmith-Stockyard
 Landsborough
 Langi Kal Kal
 Langi Logan
 Lexton
 Marnoo
 Maroona
 Mininera
 Moyston
 Narrapumelap South
 Nerrin Nerrin
 Pomonal
 Pura Pura
 Pyrenees Group
 Raglan
 Skipton
 Slaty Creek
 Snake Valley & District
 St Arnaud
 St Arnaud Group
 Stawell
 Stawell Group
 Stoneleigh
 Streatham
 Stuart Mill
 Tatyoon
 Traynor's Lagoon
 Wallaloo East
 Warrak
 Westmere
 Westmere Group
 Wickliffe
 Willaura
 Woorndoo
 Yalla Y Poora

District 17

Antwerp
 Apsley
 Areegra
 Bangerang
 Benayeo
 Boolite
 Brim
 Brimpaen
 Bringalbert South
 Broughton
 Cannum

Charam
 Clear Lake
 Coromby
 Crymelon
 Dergholm
 Detpa & Lake Hindmarsh
 Diapur
 Dimboola
 Dinyarrak
 District 17 Headquarters
 Dooen
 Douglas
 Dunmunkle Group
 Edenhope
 Gerang
 Goroke
 Goroke Group
 Grampians Group
 Grass Flat
 Green Lake
 Harrow
 Horsham
 Jeparit
 Jilpanger Group
 Jung
 Kadnook
 Kaniva
 Karnak
 Kellalac
 Lah
 Laharum
 Langkoop
 Lawloit
 Leeor
 Lubeck
 Miga Lake
 Minimay
 Minyip
 Mitre
 Murtoa
 Natimuk
 Netherby
 Neuarpuurr
 Nhill
 Noradjuha
 North Wimmera
 Ozenkadnook
 Patyah
 Peronne
 Pigick
 Pimpinio
 Poolaijelo
 Propodollah
 Rainbow

Rainbow Group
 Rupanyup
 Sheep Hills
 South Lillimur
 Tarranyurk
 Telangatuk
 Ullswater
 Vectis
 Warracknabeal
 Werrap
 Wilkur South
 Willenabrina
 Winiam & District
 Woorak
 Yanac
 Yearinga - Yarrock

District 18

Annuello
 Berriwillock
 Beverford & District
 Birchip
 Boundary Bend
 Buckrabanyule
 Buloke West Group
 Charlton
 Charlton Group
 Chinkapook
 Curyo
 Donald
 Dumosa
 Glenloth East
 Goschen
 Hopetoun
 Hopetoun West
 Irymple
 Jeffcott
 Kooloonong
 Laen East
 Lake Boga
 Lascelles
 Manangatang
 Merbein
 Mid Murray Group
 Mildura
 Mittyack
 Murrayville
 Nangiloc
 Natya
 Nullawil
 Nyah Nyah West
 Ouyen
 Ouyen And District Group
 Patchewollock

Piangil
 Red Cliffs
 Reedy Dam
 Robinvale
 Rosebery
 Sea Lake
 Speed
 Sunraysia Group
 Swan Hill
 Teddywaddy
 Tempy
 Ultima
 Underbool
 Waitchie
 Walpeup
 Warmur
 Watchem
 Watchupga
 Wemen
 Woomelang
 Woorinen South
 Wooroonook
 Wycheproof
 Yaapeet
 Yeungroon

District 20

Appin South
 Bamawm Extension
 Beauchamp
 Boort
 Bridgewater
 Campbells Forest
 Cohuna
 Colbinabbin
 Corop
 Corop West
 Deakin Group
 Dingee-Tandarra
 Echuca
 Echuca Village
 Fentons Creek
 Girgarre
 Gunbower
 Inglewood
 Kerang
 Koondrook
 Korong Vale
 Kotta
 Kyabram
 Lake Charm
 Leitchville
 Lockington
 Loddon Vale

Macorna
 Meering West
 Murphy's Creek
 Murrabit
 Newbridge
 Northern Campaspe Group
 Pine Grove
 Powlett-Salisbury
 Pyramid Hill
 Quambatook
 Rheola
 Rochester
 Rushworth
 Stanhope
 Tarnagulla
 Tennyson
 Terrick Group
 Timmering
 Tongala
 Torrumbarry
 Waranga Group
 Wedderburn
 Wedderburn Group
 Woodstock West
 Woosang
 Wychitella
 Wyuna
 Yambuna
 Yando

District 22

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

Karramomus
 Katamatite
 Katandra
 Katunga
 Kelvin View
 Kialla & District
 Koonda
 Kotupna
 Locksley
 Longwood
 Marraweeny
 Merrigum
 Miepoll
 Molka
 Mooroopna
 Muckatah
 Murchison
 Nagambie
 Naring
 Nathalia
 Numurkah
 Numurkah Group
 NW Mooroopna
 Peechelba
 Picola
 Rigg's Creek
 Ruffy
 Shean's Creek
 Shepparton
 Shepparton East
 St James & District
 Strathbogie
 Strathmerton
 Tallygaroopna
 Tatura
 Terip Terip
 Toolamba
 Tungamah
 Undera
 Upton Hill
 Violet Town
 Violet Town Group
 Waaia
 Warring
 Wilby
 Wirrate
 Wunghnu
 Yabba North
 Yalca & Yielima
 Yarrawonga
 Yarrawonga Group
 Yarroweyah

District 23

Baddaginnie
 Barjarg
 Benalla
 Benalla Group
 Bobinawarrah
 Bonnie Doon
 Boorhaman
 Booroolite & District
 Boweya
 Bowman-Murmungee
 Bowser
 Carboor
 Cheshunt
 Chesney Vale
 Devenish
 Edi
 Eldorado
 Everton
 Glenrowan
 Glenroy & Merrig
 Goomalibee & Upotipotpon
 Goorambat
 Goughs Bay - Howes Creek
 Greta
 Jamieson
 Killawarra
 Laceby West
 Lima South
 Lurg
 Maindample
 Mansfield
 Mansfield Group
 Merton
 Milawa
 Molyullah
 Moyhu
 Moyhu Group
 Mt Buller
 Myrree
 Oxley
 Oxley Flats
 Samaria
 South Wangaratta
 Springhurst
 Stewarton
 Swanpool
 Taminick & North Winton
 Tarrawingee & District
 Tatong
 Thoona
 Tolmie & District
 Wangaratta
 Wangaratta Group

Wangaratta North
 Warrenbayne
 Whitegate
 Whitfield & District
 Whorouly
 Winton
 Woods Point

District 24

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

Ovens-Eurobin
 Porepunkah
 Rosewhite
 Rutherglen
 Sandy Creek & Charleroi
 Stanley
 Talgarno
 Tallangatta
 Tallangatta Group
 Tallangatta Valley
 Tawonga
 Tintaldra
 Wahgunyah
 Walwa
 Wodonga
 Wodonga Group
 Wodonga West
 Wooragee
 Yackandandah

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Directors' Report

For the Year Ended 30 June 2014

The Board members submit the financial report of the Association for the financial year ended 30 June 2014.

1. General information

Board members

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

Names	Position	Appointed/Resigned
Hans van Hamond AFSM	State President	
Nev Jones AFSM	State Vice President	
Tom Brodie AFSM		
Andy Cusack AFSM		
Graeme Jilbert		Appointed 1/10/2013
Gary Lyttle AFSM		
Bill Maltby		
Mick Nunweek		
Bruce Pickett AFSM		
Bruce Vine AFSM		

Principal activities

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

1. To function as a non-profit association whose Members comprise Volunteer Fire Brigades registered by the Country Fire Authority under the Country Fire Authority Act (1958) and its Regulations.
2. To liaise and consult on the operation of the "Volunteer Charter" in the interests of CFA volunteers about all matters which might reasonably be expected to affect them. The Volunteer Charter is an agreed tripartite commitment between the State of Victoria, the CFA, and CFA Volunteers, committing the State of Victoria and the CFA to consultation with volunteers about all matters which might reasonably be expected to affect volunteers. VBFV represents its Members and CFA Volunteers in that consultation process.
3. To assist in maintaining high morale, ongoing health and welfare of CFA volunteer members and their families
4. Support CFA volunteers experiencing personal financial hardship/crisis by providing small welfare grants that may assist in alleviating stresses impacting on the individual's ability to maintain their involvement as a volunteer.
5. Preserve and strengthen CFA's community and volunteer based foundations by enabling members of CFA brigades to consider and bring to the notice of CFA all matters affecting their welfare and efficiency (other than questions of discipline and promotion).
6. To promote to CFA volunteers the comprehensive support services available to them including but not limited to: legal assistance, OH&S, equity and diversity, counselling and welfare, training, employment support and compensation for accidents, injuries and illness.
7. To develop awareness, respect and support for CFA volunteers and their fundamental and pivotal role in the CFA as a community based, volunteer based fire and emergency service for the people of Victoria.
8. To take any other action as determined by the Association Board consistent with these purposes.
9. To maintain and pursue a balanced focus on issues affecting CFA volunteers across all brigades from all risk profiles.

Significant changes

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

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Directors' Report

For the Year Ended 30 June 2014

Operating result

The surplus of the Association for the financial year amounted to \$ 343,143(2013: \$ 178,687).

Signed in accordance with a resolution of the Members of the board members:

Board member: 

Hans van Hamond AFSM – State President

Board member: 

Andrew Cusack AFSM - Treasurer

Dated: 29 August 2014

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Auditor's Independence Declaration under Section 60.40 of the Australian Charities and Not-for-Profit Commission Act 2012

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2014, there have been:

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



Seward Dawson Chartered Accountants



Tim Flowers

Blackburn VIC

Date: 29 August 2014

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Statement of Profit and Loss For the Year Ended 30 June 2014

	2014	2013
	\$	\$
Income		
Affiliation Fee	179,092	185,988
Grants and Other Reimbursements	1,343,724	1,047,334
Championships	24,644	56,777
Interest Received	200,615	228,745
Special Projects Funding	346,313	313,056
Other/Auxiliary	2,717	15,655
Merchandise Sales	27,899	20,742
	<u>2,125,004</u>	<u>1,868,297</u>
Expenditure		
Employment costs	704,361	670,931
Other Office & Administration Expenditure	34,318	39,116
Advertising	16,130	14,057
Rent & Outgoings	65,952	63,873
Depreciation	43,094	20,121
Printing, Postage and Stationery	76,595	56,694
Communications	28,989	24,804
Accounting and Audit Fees	6,839	9,032
Other expenses	6,109	2,649
Championships	25,549	40,867
Travelling Reimbursement, Accommodation and meals	331,880	380,013
Project Salaries and Other Projects fees	232,522	243,723
Merchandise	30,720	19,626
Welfare Grants	108,740	104,101
Summer Safety Campaign	70,063	-
	<u>1,781,861</u>	<u>1,689,610</u>
Surplus from operations	<u>343,143</u>	<u>178,687</u>

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Statement of Financial Position As At 30 June 2014

	2014	2013
Note	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	2 828,456	736,127
Trade and other receivables	3 302,089	202,220
Other financial assets	4 4,660,079	4,488,481
TOTAL CURRENT ASSETS	<u>5,790,624</u>	<u>5,426,828</u>
NON-CURRENT ASSETS		
Plant and equipment	5 162,726	91,717
TOTAL NON-CURRENT ASSETS	<u>162,726</u>	<u>91,717</u>
TOTAL ASSETS	<u>5,953,350</u>	<u>5,518,545</u>
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	6 137,419	111,902
Employee benefits	7 138,838	152,069
Deferred income	8 812,848	733,472
TOTAL CURRENT LIABILITIES	<u>1,089,105</u>	<u>997,443</u>
TOTAL LIABILITIES	<u>1,089,105</u>	<u>997,443</u>
NET ASSETS	<u>4,864,245</u>	<u>4,521,102</u>
MEMBERS' FUNDS		
Retained earnings	4,864,245	4,521,102
TOTAL MEMBERS' EQUITY	<u>4,864,245</u>	<u>4,521,102</u>

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Statement of Changes in Equity For the Year Ended 30 June 2014

	VFBV Inc.	Welfare Fund	Total
	\$	\$	\$
Balance at 1 July 2013	1,915,338	2,605,764	4,521,102
Surplus from operations	245,022	98,121	343,143
Balance at 30 June 2014	<u>2,160,360</u>	<u>2,703,885</u>	<u>4,864,245</u>
2013			
	VFBV Inc.	Welfare Fund	Total
	\$	\$	\$
Balance at 1 July 2012	1,851,381	2,491,034	4,342,415
Surplus from operations	63,957	114,730	178,687
Balance at 30 June 2013	<u>1,915,338</u>	<u>2,605,764</u>	<u>4,521,102</u>

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Statement of Cash Flows

For the Year Ended 30 June 2014

Note	2014 \$	2013 \$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers	2,122,557	2,130,708
Payments to suppliers and employees	(1,884,031)	(1,760,566)
Interest received	139,505	205,242
Net cash provided by (used in) operating activities	11 378,031	575,384
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchase of property, plant and equipment	(114,104)	(85,581)
Payment for investments	(171,598)	(304,817)
Net cash used by investing activities	(285,702)	(390,398)
Net increase (decrease) in cash and cash equivalents held	92,329	184,986
Cash and cash equivalents at beginning of year	736,127	551,141
Cash and cash equivalents at end of financial year	2 828,456	736,127

The accompanying notes form part of these financial statements.

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Notes to the Financial Statements

For the Year Ended 30 June 2014

1 Summary of Significant Accounting Policies

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

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

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

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

(a) Income tax

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

(b) Plant and equipment

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

The depreciable amount of all plant and equipment is depreciated over the useful lives of the assets to the Association commencing from the time the asset is held ready for use. The diminishing value is used to calculate depreciation expense.

(c) Impairment of Assets

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

(d) Employee benefits

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

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

(e) Cash and cash equivalents

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

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Notes to the Financial Statements For the Year Ended 30 June 2014

1 Summary of Significant Accounting Policies continued

(f) Revenue and other income

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

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

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

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

(g) Leases

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

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

(h) Goods and services tax (GST)

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

(i) Financial assets

Held-to-maturity investments

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

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Notes to the Financial Statements For the Year Ended 30 June 2014

2 Cash and cash equivalents

	2014	2013
	\$	\$
General Cheque Account	682,842	425,185
Travel reimbursement account	25,508	141,835
Debit card	5,036	4,791
Cash at call	26,942	26,342
Welfare Fund	88,128	137,974
Total cash and cash equivalents	828,456	736,127

3 Trade and other receivables

CURRENT

Trade and other receivables	207,156	102,779
Welfare Fund receivables	94,933	99,441
Total current trade and other receivables	302,089	202,220

4 Other financial assets

Held-to-maturity investments comprise:

Term Deposits- Volunteer Fire Brigades Victoria	2,025,634	2,008,810
Term Deposits- Welfare Fund	2,634,445	2,479,671
Total financial assets	4,660,079	4,488,481

5 Plant and equipment

Motor vehicles

At cost	122,549	53,058
Accumulated depreciation	(23,162)	(8,025)
Total motor vehicles	99,387	45,033

Office equipment

At cost	161,765	117,154
Accumulated depreciation	(98,426)	(70,470)
Total office equipment	63,339	46,684
Total plant and equipment	162,726	91,717

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Notes to the Financial Statements For the Year Ended 30 June 2014

6 Trade and other payables

	2014	2013
	\$	\$
CURRENT		
Trade creditors	31,361	23,720
Other payables	106,058	84,482
FBT payable	-	3,701
	<u>137,419</u>	<u>111,903</u>

7 Employee Benefits

Long service leave	52,278	74,352
Annual leave	86,560	77,718
Total employee benefits	<u>138,838</u>	<u>152,070</u>

8 Income in Advance

Government Grants	605,809	531,190
Deferred Affiliation Fees - VFBV	93,419	90,961
Deferred Affiliation Fees - Welfare Fund	113,620	111,321
	<u>812,848</u>	<u>733,472</u>

9 Capital and Leasing Commitments

Operating lease commitments

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

- not later than one year	59,706	57,908
- between one year and five years	41,200	100,361
	<u>100,906</u>	<u>158,269</u>

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

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Notes to the Financial Statements For the Year Ended 30 June 2014

10 Related Parties Transactions

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

VFBV Board Member	Brigade	Membership Paid
Andy Cusack	Mumbannar	Yes
Bill Maltby	Castlemaine	Yes
Bruce Pickett	Geelong West	Yes
Bruce Vine	Tawonga	Yes
Gary Lyttle	Cardigan	Yes
Hans van Hamond	Wendouree	Yes
Mick Nunweek	Stawell	Yes
Nev Jones	Moorooduc	Yes
Tom Brodie	Longwood	Yes
Graeme Jilbert	Swan Hill	Yes

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

11 Cash Flow Information

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

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

	2014	2013
	\$	\$
Surplus for the year	343,143	178,687
Cash flows excluded from surplus attributable to operating activities		
Non-cash flows in surplus:		
Depreciation	43,094	20,121
Changes in assets		
- (increase)/decrease in trade and other receivables	(99,869)	(63,987)
- increase/(decrease) in income in advance	79,376	407,531
- increase/(decrease) in trade and other payables	25,518	9,340
- increase/(decrease) in provisions	(13,231)	23,692
Cashflow from operations	<u>378,031</u>	<u>575,384</u>

12 Association Details

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

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Notes to the Financial Statements For the Year Ended 30 June 2014

13 Volunteer Fire Brigades Victoria Inc. Welfare Fund

(a) Statement of Profit and loss for the year ended 30 June 2014

	2014	2013
	\$	\$
INCOME		
Affiliation fees	96,529	91,199
Interest Received	107,627	123,323
Other income	2,705	4,749
	<u>206,861</u>	<u>219,271</u>
EXPENSES		
Grants	(108,740)	(104,101)
Other	-	(440)
	<u>(108,740)</u>	<u>(104,541)</u>
Surplus from operations	<u>98,121</u>	<u>114,730</u>

(b) Statement of Financial Position as at 30 June 2014

	2014	2013
	\$	\$
CURRENT ASSETS		
Cash and cash equivalents	88,128	137,974
Trade and other receivables	94,933	99,441
Financial assets	2,634,445	2,479,671
TOTAL ASSETS	<u>2,817,506</u>	<u>2,717,086</u>
CURRENT LIABILITIES		
Deferred Income	113,620	111,321
TOTAL LIABILITIES	<u>113,620</u>	<u>111,321</u>
NET ASSETS	<u>2,703,886</u>	<u>2,605,765</u>
MEMBERS' FUNDS		
Retained surplus	2,703,886	2,605,765
Total Equity	<u>2,703,886</u>	<u>2,605,765</u>

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

True and Fair Certification by Members of the Board

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

In the opinion of the board the financial report as set out on pages 4 to 13:

1. Give a true and fair view of the financial position and performance of Volunteer Fire Brigades Victoria Inc during and at the end of the financial year of the association ending on 30 June 2014.
2. At the date of this statement, there are reasonable grounds to believe that Volunteer Fire Brigades Victoria Inc will be able to pay its debts as and when they fall due.
3. Satisfies the requirements of the Australian Charities and Not-for-Profit Commissions Regulation 2013.

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

Board member
Hans van Hamond AFSM - State President

Board member
Andrew Cusack AFSM - Treasurer

Dated 29 August 2014

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

Certificate by Members of the Board

We, being members of the board members of the Volunteer Fire Brigades Victoria Inc, certify that:

1. We attended the annual general meeting of the association held on 14.9.14
2. The financial statements for the year ended 30 June 2014 were submitted to the members of the association at its annual general meeting.

Board member
Hans van Hamond AFSM - State President

Board member
Andrew Cusack AFSM - Treasurer

Dated 14.9.14

The accompanying notes form part of these financial statements.

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

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

We have audited the accompanying financial report being a special purpose financial report, of Volunteer Fire Brigades Victoria Inc, which comprises the statement of financial position as at 30 June 2014, the statement of profit and loss, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the responsible entities' declaration.

Director's Responsibility for the Financial Report

The directors of Volunteer Fire Brigades Victoria Inc are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the Association Incorporations Reform Act 2012 (VIC) and the Australian Charities and Not-for-profits Commission Act 2012, and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the officers determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

Volunteer Fire Brigades Victoria Inc

ABN 11 083 080 403

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

Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Volunteer Fire Brigades Victoria Inc as at 30 June 2014 and its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, the Associations Incorporation Reform Act 2012, and the Australian Charities and Not-for-profits Commission Act 2012.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist Volunteer Fire Brigades Victoria Inc to meet the requirements of the Associations Incorporation Reform Act 2012 and the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose.

Saward Dawson Chartered Accountants

Tim Flowers

Blackburn VIC

Date: 29 August 2014

VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

Statement of Profit or Loss For the Year Ended 30 June 2014

	2014 \$	2013 \$
Revenue		
Donations	-	5,000
Interest income	1,032	1,610
	<u>1,032</u>	<u>6,610</u>
Expenses		
Distributions	-	(15,400)
Profit	1,032	(8,790)
	<u>42,308</u>	<u>51,098</u>
Retained earnings at the beginning of the financial year	42,308	51,098
Retained earnings at the end of the financial year	<u>43,340</u>	<u>42,308</u>

VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

Balance Sheet As At 30 June 2014

	2014 \$	2013 \$
ASSETS		
CURRENT ASSETS		
Bank balances	43,340	42,308
Cash on hand	100	100
TOTAL CURRENT ASSETS	<u>43,440</u>	<u>42,408</u>
TOTAL ASSETS	<u>43,440</u>	<u>42,408</u>
NET ASSETS	<u>43,440</u>	<u>42,408</u>
EQUITY		
Settled Sum	100	100
Retained Earnings	43,340	42,308
	<u>43,440</u>	<u>42,408</u>
TOTAL EQUITY	<u>43,440</u>	<u>42,408</u>

VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

Notes to the Financial Statements For the Year Ended 30 June 2014

1 Summary of Significant Accounting Policies

(a) Basis of Preparation

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

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

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

(b) Income Tax

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

(c) Cash and cash equivalents

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

(d) Revenue and other income

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

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

VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

Trustees' Declaration

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

The directors of the trustee company declare that:

- The financial statements and notes, as set out on pages 1 to 3, present fairly the Trust's financial position as at 30 June 2014 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements;
- In the Trustees' opinion, there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

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

Trustee 

Trustee 

Dated 29 August 2014

VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

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

We have audited the accompanying financial report, being a special purpose financial report of VFBV Black Saturday Volunteer Recovery Fund, which comprises the balance sheet as at 30 June 2014, the statement of profit or loss for the year then ended and notes comprising a summary of significant accounting policies.

Trustee's Responsibility for the Financial Report

The trustees are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the needs of the stakeholders. The trustees' responsibility also includes implementing such internal control as the trustees determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

VFBV Black Saturday Volunteer Recovery Fund

ABN: 51 736 154 417

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

Opinion

In our opinion the financial report presents fairly, in all material respects, the financial position of VFBV Black Saturday Volunteer Recovery Fund as at 30 June 2014, and its financial performance for the year then ended in accordance with Australian Accounting Standards.

Basis of Accounting

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



Seward Dawson Chartered Accountants



Tim Flowers

29 August 2014

Partner

Blackburn, VIC

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

ABN: 30 120 187 964

**Statement of Profit or Loss
For the Year Ended 30 June 2014**

	2014
	\$
Revenue	
Donations	9,930
Other Income	
Miscellaneous Income	<u>100</u>
Profit	<u>10,030</u>
Retained profits at the beginning of the financial year	<u>-</u>
Retained profits at the end of the financial year	<u><u>10,030</u></u>

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

ABN: 30 120 187 964

**Balance Sheet
As At 30 June 2014**

	2014
	\$
ASSETS	
CURRENT ASSETS	
Bank balances	9,730
Cash on hand	<u>400</u>
TOTAL CURRENT ASSETS	<u>10,130</u>
TOTAL ASSETS	<u>10,130</u>
NET ASSETS	<u><u>10,130</u></u>
EQUITY	
Settled sum	100
Retained Earnings	<u>10,030</u>
TOTAL EQUITY	<u><u>10,130</u></u>

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

ABN: 30 120 187 964

**Notes to the Financial Statements
For the Year Ended 30 June 2014**

1 Summary of Significant Accounting Policies

(a) Basis of Preparation

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

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

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

(b) Income Tax

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

(c) Cash and cash equivalents

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

(d) Revenue and other income

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

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

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

ABN: 30 120 187 964

Trustees' Declaration

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

The directors of the trustee company declare that:

1. The financial statements and notes, as set out on pages 1 to 3, present fairly the Trust's financial position as at 30 June 2014 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements;
2. In the Trustees' opinion, there are reasonable grounds to believe that the Trust will be able to pay its debts as and when they become due and payable.

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

Trustee 

Trustee 

Dated 29 August 2014

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

ABN: 30 120 187 964

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

We have audited the accompanying financial report being a special purpose financial report, of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund, which comprises the balance sheet as at 30 June 2014, the statement of profit or loss for the year then ended and notes comprising a summary of significant accounting policies.

Trustee's Responsibility for the Financial Report

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

Auditor's Responsibility

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

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

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

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

ABN: 30 120 187 964

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

Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of The Trustee for the Volunteer Fire Fighters Occupational Illnesses (VFFOI) Awareness and Protection Fund as at 30 June 2014, and its financial performance for the year then ended in accordance with Australian Accounting Standards.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report is prepared to assist The Trustee for the Volunteer Fire Fighters Occupational Illness (VFFOI) Awareness and Protection Fund to comply with the trust deed's financial reporting provisions. As a result, the financial report may not be suitable for another purpose.


Seward Dawson Chartered Accountants



Tim Flowers

Partner

Blackburn, VIC

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