





ANNUAL REPORT 2009

BOARD OF DIRECTORS

Laurie Lavelle AM

Chairman

Philip Thomas

Secretary

(resigned 10 December 2009)

John Warburton

Treasurer

Mick Bourke

Country Fire Authority

(appointed 02 December 2009)

Greg Sassella

Ambulance Victoria

Ken Latta PSM

Metropolitan Fire Brigade

Mary Barry

Victoria State Emergency Service

Simon Overland APM

Victoria Police

(appointed 10 December 2009)

Peter Lester

Chair - Disaster & Relief

Planning Committee

Jeanne Pratt AC

Director

Neil Soullier OAM

Director

Secretariat

Jenny Davis

Administrative Secretary

THE ESF EXISTS TO:

- provide relief and assistance to any Victorian Emergency service worker and their family who suffers hardship as a result of the worker being engaged in the operations or activities of an emergency service.
- the provision of funding for research and study by properly qualified persons aimed at the improvement of the methods of relief and assistance, or the lessening of hazards experienced by Victorian emergency service workers in the line of duty.

THE EMERGENCY SERVICES FOUNDATION

The Emergency Services Foundation (ESF) is a charitable trust established to provide relief and assistance to any Victorian Emergency services worker and their immediate family, who suffers hardship as a result of the worker being engaged in the operations or activities of an emergency service. The ESF also supports the funding of research and study by properly qualified persons aimed at the improvement of the methods of relief and assistance, or the lessening of hazards experienced by Victorian emergency service workers in the line of duty.

The origins of the ESF can be found in the Ash Wednesday bushfires of 1983, after which a public appeal was launched to provide financial assistance to affected emergency service workers. Recognising the need to provide a

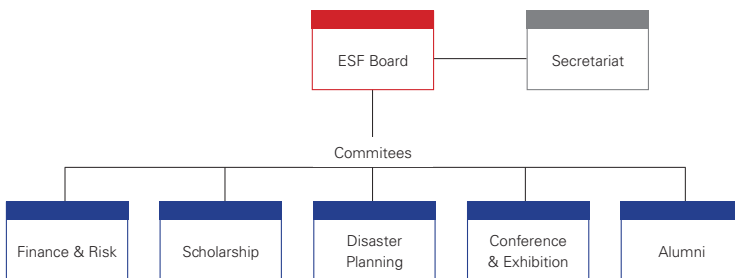
source of ongoing support for those who suffer hardship as a result of the death of a family member or injuries sustained in the line of duty, the appeal's sponsors agreed to use the residual funds to institute the ESF trust.

Since its inception in 1987, several Victorian emergency service workers have received financial benefits from the ESF and families of deceased workers have been provided with financial support. In addition, the ESF's Scholarship Scheme has awarded in excess of 75 scholarships, enabling members of the Victorian emergency services to pursue a diverse range of research activities. The ESF Alumni provides a network of these scholarship recipients, enabling knowledge sharing and a continuing commitment to the work of the ESF.

HOW THE ESF WORKS

The work of the ESF is conducted by the Board of Directors through a group of subject-based Board committees and sub-committees.

HOW THE ESF IS STRUCTURED



FROM THE CHAIRMAN

In what has been an extremely difficult year for the Victorian emergency services, the Emergency Services Foundation (ESF) has focussed on providing fundamental support to its members amid challenging circumstances, as well as promoting understanding of the role and responsibilities of the emergency services across the broader Victorian community.

The aftermath of the catastrophic Black Saturday bushfires saw the ESF extending financial assistance to the families of Joe Shepherd, a CFA volunteer and David Balfour, an ACT Fire Brigade firefighter on deployment in Victoria, both of whom tragically lost their lives. Although the inexpressible sadness of these events serves to remind us of the inherent risks emergency services workers face, it also underscores the significant role the ESF can play in providing financial support and the acknowledgement of peers to the families left behind.

The February bushfires also highlighted the importance of community preparedness and understanding in emergency situations and the ESF has continued to contribute to the field of community engagement. Supporting opportunities to increase the level of communication between the Victorian emergency services and members of new and emerging communities has also been a key focus this year.

Among these opportunities, the Board was excited to sponsor a major community engagement initiative - the inaugural *Uniformed Services in Your Community Expo* – staged by the Metropolitan Fire and Emergency Services Board (MFB), in tandem with the cities of Darebin and Whittlesea and the Office of the Emergency Services Commissioner. Held on 22 March 2009 in Reservoir, the Expo was a great success; encouraging unprecedented levels of interaction between local communities and emergency service workers and volunteers. Community members, especially those who were newly arrived and from emerging communities, were provided with an insight into the diverse work being undertaken by the emergency services. Importantly, the Expo also highlighted the career and volunteering opportunities on offer. Winning the *2009 Australian Safer Communities Award* for the state of Victoria, a second Expo will be staged in 2010.

2009 HIGHLIGHTS

- Sponsorship of the inaugural 'Uniformed Services in Your Community Expo' staged 22 March 2009 (winner of the 2009 Australian Safer Communities Award for the state of Victoria)
- Staging of the highly successful 2009 Emergency Management Conference – 'The Future – Impacts and Opportunities'
- Provision of information sessions and ongoing support to potential candidates of the ESF Scholarship Scheme
- Streamlining of the ESF Scholarship process and information kit
- Development and distribution of a Scholarship Recipient Pack.

Another community initiative that the ESF has been proud to support has been the new vocational mentoring program being developed by the MFB and MacKillop Family Services. Aimed at providing young people from indigenous and multicultural backgrounds with the opportunity to learn about the role of a firefighter through a one-on-one mentoring experience, the ESF has been pleased to facilitate the partnership between these two organisations.

The 2009 Emergency Management Conference with its focus of *'The Future – Impacts and Opportunities'* proved to be another highlight. While delegate numbers were slightly down on previous years, sponsorship support increased - leading to a strong result overall. The attendance of the Premier John Brumby and Minister Bob Cameron served to consolidate the ESF's profile as an organisation adding value within the emergency services sector. The keynote addresses from Raul Vera (Engineer Manager - Geo at Google Australia) and Chief Debra Amesqua (US Madison Fire Brigade) were very well received by delegates.

Promoting the ESF Scholarship Scheme has continued to be a central theme for the Alumni this year. Alumni members have employed a number of strategies to this end, including conducting two information nights, streamlining the existing application process and providing ongoing support and advice to candidates. The success of these initiatives was evident in the high levels of interest demonstrated and in the observable improvement in the quality of scholarship applications being submitted. I commend the Alumni for their efforts.

Last year I wrote about the Board's efforts to secure the financial support of government in order to underpin the ongoing expansion of the Scholarship Scheme. I am pleased to advise that the application for funding has been recently approved.

2010 will see the ESF continuing to build on the successes of the recent past – particularly in relation to the Scholarship Scheme and Alumni – and also striving to make a strong contribution to the partnerships being established between the emergency services and local communities.

As a small organisation, this outcome driven agenda will present its own challenges and it is imperative that we capitalise on all opportunities to raise the profile of the ESF both among the emergency services and in the wider community. To support this approach, the Board has agreed to develop a communication strategy that will help us to identify potential opportunities and to make effective use of the available technologies.

I gratefully acknowledge the help and support of all of those who have contributed towards the progress of the ESF during the period, particularly the Board, the Alumni, Committee Chairs and members and the ESF's tireless Administrative Secretary, Jenny Davis.

In closing, I would like to express the Board's deep appreciation for the contribution made by Christine Nixon and Neil Bibby, who resigned from the Board in June. Neil was a Board Director for eight years and also served as Chair of the Scholarship Committee. Christine and Neil have recently been awarded honorary life membership of the ESF in recognition of their commitment and dedication to its work. We wish them well in their new careers.



LG Lavelle AM
Chairman

DISASTER AND RELIEF COMMITTEE

2009 saw the ESF continuing to deliver on its fundamental objective of providing financial relief to the families of emergency services workers injured or killed while on duty.

This financial assistance takes the form of an immediate cash payment to the worker or their family. The intent of this payment is to provide workers and families with sufficient funds to buy essentials during what is a period of shock and distress - additional funds being made available where the need has been identified. A letter of sympathy, the financial payment and a floral tribute is delivered by the ESF Chairman, or deputy, on behalf of the Board at the earliest possible date. An obituary notice is also placed on behalf of the ESF in the Melbourne Herald Sun as appropriate.

Regrettably, the ESF was called upon to extend financial relief to two families this year. Joe Shepherd, a CFA volunteer died in the Black Saturday fires in February and David Balfour, an ACT firefighter on deployment to Victoria, died from injuries received during operational activities.

Emergency fundraising

Although, to date, the ESF has been able to draw on its existing financial reserves to fund the relief program this may not be possible in the case of a large-scale event. To ensure the ESF's capacity to raise additional revenue at short notice, arrangements are in place to leverage off the public appeal mechanism of a high profile Victorian charitable organisation. This approach will enable the ESF to continue to support those in need and in doing so help secure the long term future of the organisation.



Peter Lester
Chair, Disaster and
Relief Committee

SCHOLARSHIP COMMITTEE

The purpose of the ESF Scholarship Scheme is to enable fellowships and grants to be made to members of the Victorian emergency services undertaking advanced studies on emergency service issues in Australia or overseas. The Scholarship Committee administers the Scheme on behalf of the Board.

During 2009, the Scholarship Committee had the privilege of reviewing a group of high quality applications. From a strong field, the following four scholarships were ultimately awarded:

- Julie Harris, MFB – Topic: *Knowledge transfer of vulnerable community groups*
- Mick Hermans, Victoria Police – Topic: *To consider the impacts of civil disturbance, obedience and the emergency management of racial/religious event best practice*
- Michael Whitty, MFB – Topic: *Expanded use of thermal imaging technology*
- Peter Kueffer, Vic SES – Topic: *Best practice on responder resistance and resilience.*


Consistent with what has become an ESF tradition, the 2008 scholarship recipients were invited to a luncheon at Raheen to receive certificates in acknowledgement of their achievement and to make presentations to the Board on their scholarship experiences.

The 2010 scholarship program was launched in September with an information evening hosted by the Alumni on the Committee's behalf. The session aimed to provide prospective scholarship candidates with both a greater understanding of the key selection criteria and strategies to enhance the quality of their application, as well as the opportunity to establish ongoing contacts among the Alumni. Neil Bumpstead's (CFA) overview of his own scholarship experience was very well received.

A number of dedicated people have continued to actively contribute to the development and outcomes of the Scholarship Scheme and, in doing so, have supported our ongoing commitment to providing educational opportunities to agency staff. I would like to express my thanks to the Committee members who have assisted in the tasks of short listing and interviewing candidates and also to the Alumni members, whose involvement has added considerable value to the overall scholarship experience. As always, the generous hospitality and support of Mrs Jeanne Pratt is gratefully acknowledged.




Shane Wright
Chair, Scholarship
Committee



“My ESF scholarship was a remarkable experience in so many ways. It empowered me to follow up an idea for an area of improvement in my organisation (MFB) as well as developing findings that are relevant to other emergency services. The scholarship introduced me to firefighters in leading organisations around the world and gave me the opportunity to not only make great friendships, but also exchange ideas and practices that I know will lead to improved service delivery and safety to emergency service personnel and the people of Victoria. I recommend anyone, regardless of rank, who can see a better and safer way to serve our community to develop and research that idea through the ESF.”

*LFF Mick Whitty
Thomastown Fire Station
MFB*



"I returned from the USA on 24th November 2009 after 17 memorable and exciting days with organisations including the New York Police Department, Fire Department New York, New Jersey State Police, Baltimore City Fire Department, US Secret Service, Johns Hopkins University Maryland, University of Medicine and Dentistry New Jersey and the International Critical Incident Stress Foundation. I now have much information to process in my field of research which focussed on 'Resistance and Resilience in Emergency Responders' and many new friendships to maintain. The Emergency Services Foundation has certainly provided an outstanding and unique opportunity!"

*Peter Kueffer
Clinical Director
Victoria State Emergency Services*

ALUMNI COMMITTEE

The ESF Alumni was established in order to capture the knowledge and experience of those people who have been awarded ESF Scholarships and to disseminate that information across the emergency services and beyond.

It has been a year of adjustment and consolidation for the Alumni as we sought to fine tune our Rules and Procedures framework and to focus on achieving the main objectives defined in it.

Supporting potential applicants

The Alumni hosted two information nights this year, both of which were attended by about 16 prospective candidates and several Alumni members. The result has been a significant improvement in the quality of applications received from a number of agencies, with some candidates holding over their proposals in order to improve their relevance and chances of success.

To make the process of applying for a scholarship simpler, a 'Scholarship Time Line' and an amended 'Scholarship Application Pack' have also been prepared.

In addition, a 'Scholarship Recipient Pack' was produced for distribution to successful candidates. The pack contains a travel diary, check list and 'financials' section featuring expenses forms and clear guidelines on what records the ESF Treasurer requires.

Disseminating knowledge gained by scholarship recipients for the benefit of the Victorian emergency services

Over 27 papers have now been placed on the ESF website. This initiative has proven valuable as it enables prospective candidates to read previous studies and learn from them, as well as providing them with an opportunity to seek advice on how to develop successful submissions from past scholarship awardees. The papers will also be offered to other emergency service knowledge banks, such as the AFAC website.

Raising the profile of the ESF and scholarship recipients

The Alumni has cooperated closely with the organisers of the ESF's annual Emergency Management Conference. For the second year in succession, the Alumni had a booth, staffed by Alumni members, which displayed examples of previous scholarships and gave out information to prospective scholarship candidates. The booth,

which was enhanced by the presence of the *Firebike* – the subject of a recent scholarship study tour - was very well attended.

Presentations by scholarship recipients are now an integral part of the Conference program as is the Conference dinner – hosted by the Alumni. This year over 95 conference delegates from several emergency services joined many members of the ESF Board, Alumni members and guest speakers in what was a highly successful event. The profile of the Alumni was promoted by new banners which are now available for all future Alumni events

Currently, we are working on establishing an annual achievement award for members who have made outstanding contributions to the aims and objectives of the Alumni. One award will be made annually and will be presented at the Emergency Management Conference.

Finances

Benefiting from a number of generous sponsorships for the Conference dinner, the Alumni now has a solid base which will be used to support information evenings and other knowledge sharing events next year. We would like to thank Victoria Police, Scott Health & Safety, ESTA and Blue Star Printing for their support

Finally, I should mention that the tragic events of February had a significant impact on the workloads of most Alumni Management members. Although this hampered our ability to organise more events for the year, my thanks go to those who were able to attend several meetings during the year despite their often overwhelming commitments.



Keith Adamson
President,
Alumni Committee

CONFERENCE COMMITTEE

*"The Conference had a great feel, with a great venue, excellent speakers and interesting exhibitors"
"It is Australia's only true emergency management conference."*

Quotes from delegates attending the 2009 Emergency Management Conference – 'The Future – Impacts and Opportunities'

The ESF Emergency Management Conference is the only annual conference which addresses a breadth of emergency management issues, including ambulance, in an environment which is open to participation by government, industry and community, as well as emergency services. Not only is it an important forum for those involved at all levels of emergency management, it helps promote the profile of the ESF.

The 2009 Emergency Management Conference with the theme *-The Future – Impacts and Opportunities* was once again a great success. While the delegate and exhibitor numbers were slightly lower than last year, the event still performed strongly, and provided a great result for the ESF. The sub-committee agreed that the 'feel' of the Conference was excellent, and momentum for the 2010 Conference continues to build with new energy injected by the change in venue.

The opening session proved to be a major attraction and gained significant media coverage with a 'welcome to country' performed by the traditional owners followed by a welcoming address from Minister Bob Cameron and opening by the Premier John Brumby.

Keynote addresses were delivered by Raul Vera (Geo Manager, Google Australia) and Chief Debra Amesqua (US Madison Fire Brigade). Chief Amesqua's participation was seen as a conference highlight and she provided valued input into the diversity workshop on day three.

The large amount of positive feedback given both by delegates at the Conference, and in an online survey afterwards, indicates that the Conference program was equal to or better than that of any previous year. The *Diversity in Emergency Services* stream continued to be well supported and a very good program of speakers added immense value to the overall Conference program.

The Alumni dinner held after the Conference cocktail function was also a success with a total of 95 people attending. The guest speaker, Leonie Young, CEO of Beyond Blue, delivered a very informative and powerful presentation and Master of Ceremonies, David Mann, included some hilarious and entertaining anecdotes in his presentation.

The Conference sub-committee worked well in 2009, with a number of new members bringing fresh ideas and approaches. Without strong and cohesive input from the committee members and the ESF Alumni this year's event would not have been such a great success. My thanks go to you all.

The theme for the 2010 Conference is 'Resilient Communities'. The Conference will be staged on the 20th and 21st July at the Sebel Albert Park.



Mark Swiney
Chair, Conference
Committee

FINANCE & RISK COMMITTEE

In managing the finance and administration of the ESF, the Finance and Risk Management Committee aims to:

- Ensure the cost effective management of ESF activities
- Employ sound financial and investment principles to ensure prudent financial management
- Provide efficient, effective administration to support the objectives of the ESF, and
- Monitor progress at regular intervals each year.

The ESF had a successful year subject to the ongoing 'fall out' that has resulted from the global financial crisis.

Apart from unrealised investment losses of \$80,497, (2008 \$100,167), the ESF funded scholarships during the year to the value of over \$18,000, (2008 \$27,075) and made personal assistance payments of \$7,500 (2008 \$2,500).

Post 30 June, investment markets have continued to improve, leading to the probability that investment returns will return to positive territory for the current 09/10 financial year.

As in previous years, the earnings from the annual Emergency Management Conference, together with contributions from our supporting lead agencies, more than covered all operating and administrative costs. This situation allows us to continue to state that every dollar raised by the ESF is available to pay for personal assistance to families or scholarships awarded to emergency service personnel.

Abridged accounts have been included in this year's annual report. A full set of audited accounts are available upon request or can be found on the ESF web site at www.esf.com.au



John Warburton
Treasurer

COMPLIANCE & GOVERNANCE REPORT

Compliance with statutory obligations and corporate governance continued to be the key drivers underpinning the Board's approach to its obligations and responsibilities this year

In addition to a review of risks, the Board has for some time concentrated its administrative functions through a dedicated support process overseen by the Chairman. This has enabled Board decisions to be implemented in a timely and efficient manner.

Although there have been changes to the Board during the year, we are fortunate to have a diverse group of directors, some of whom have extensive experience in finance and investment, corporate management and structures and compliance and governance, with other directors representing the relevant emergency service agencies.

The Board operates within a framework of risk review which is in line with adopted charters and policies. These are also subject to review at periodical intervals.

Where there is a need, the Board has established committees and sub-committees to support its work. These groups work under the Board's direction and are required to regularly report on their activities.



Philip Thomas
Secretary

INCOME STATEMENT

FOR THE YEAR ENDED 30 JUNE 2009

	2009	2008
Revenue	\$	\$
Investment income from managed funds	-	-
Proceeds from Conference	33,682	36,154
Administration contribution	17,875	14,300
Bank interest	16	34
GST & imputed credit refunds	6,158	5114
Donations	5,000	10,060
Alumni membership fees	250	-
Total revenue	62,981	65,662
	\$	\$
Expenditure		
Loss on managed fund investments [^]	139,160	173,071
Scholarships*	29,032	34,275
Personal assistance payments	7,500	2,500
Executive Assistant payments	34,380	23,440
Audit fees	1,100	1,000
Other expenses	11,172	10,180
Total expenditure	222,344	244,466
Profit (Loss) for year	159,363	178, 804

[^]Managed fund investment losses include funds managed on behalf of the Tynan-Eyre Memorial Fund. \$58,663 (2009) \$72,904 (2008)

* Tynan-Eyre Memorial Fund scholarships \$10,800 (2009) \$7200 (2008)

This is an abridged version of the accounts of the Foundation which are audited by WHK Day Neilson. A copy of the full audited accounts is available on request to the Foundation or by going to the Foundation's web site at www.esf.com.au.

BALANCE SHEET

AS AT 30 JUNE 2009

	2009	2008
	\$	\$
Current assets		
Cash assets	9,333	2,427
GST receivable	-	284
Total current assets	9,333	2,711
Non current assets		
Managed fund investments [^]	1,030,859	1,196,519
Total assets	1,040,192	1,199,230
Current liabilities		
Payables	2,400	2,075
Total current liabilities		2,075
Net assets	1,037,792	1,197,155
Equity		
Accumulated funds	1,037,792	1,197,155
Total equity	1,037,792	1,197,155

Managed fund investments include funds managed on behalf of the Tynan-Eyre Memorial Fund. [^](2008) \$503,907 (2009)\$436,744

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