



ANNUAL REPORT 2013

EMERGENCY SERVICES
FOUNDATION

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The Emergency Services Foundation (ESF)

Mission and Vision

The ESF was created to:

- Provide immediate financial relief to Victorian emergency service workers and their families in the event of a fatality or injury in the line of duty.
- Support research into issues of importance to the emergency services industry and the community.

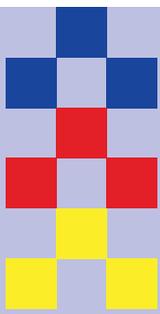
Background

The ESF was founded following the 'Ash Wednesday' bushfires in 1983. At this time a public appeal was launched to provide financial assistance to emergency service workers and their families, recognising the on-going hardship experienced as a result of death or injury 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, a number of Victorian emergency service workers and their families have received financial benefits from the ESF. In addition, the ESF Scholarship Scheme has awarded more than 120 scholarships over a diverse range of research projects. The ESF Alumni provides a network for these scholarship recipients enabling knowledge sharing and a continued commitment to the work of the ESF.

Member Agencies





EMERGENCY
SERVICES
FOUNDATION

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HIGHLIGHTS

Volunteer Leaders Forum 2013,
4th and 5th May 2013

Most successful forum undertaken
by ESF to date

Worcester Polytechnic Institute (WPI)
Student Research Program. Project
presentation by WPI students, 1st May
2013

EMC Conference 2013 – PREPARING
VICTORIA, 9th and 10th July 2013

Conference Dinner hosted by the ESF
Alumni – Tuesday 9th July 2013

Scholarship Information Nights, Tuesday
13th August 2013 and Tuesday 29th
October 2013

Alumni hosted SkyCrane Networking
Event – 5th March 2013

Inaugural Scholarship Induction Night –
23rd April 2013

Raheen Scholarship Awards Luncheon
Tuesday 8th October 2013 for the 2012
awardees. Certificates awarded to the
following eight awardees:

Mark Swiney
MFB

Casey Nunn
Volunteer Ambulance Victoria

Clifford Overton
MFB

Kerryn Wratt
Ambulance Victoria

Richard Owen
CFA

Fiona Sewell
Volunteer CFA

Matthew Anderson
Victoria Police

David Goldfinch
Aust. Volunteer Coast Guard Assoc.



BOARD OF MANAGEMENT

Neil Bibby
Chairman

John Warburton
Treasurer/Secretary

Mick Bourke
Country Fire Authority

Greg Sassella
Ambulance Victoria

Nick Easy
*Metropolitan Fire and
Emergency Services Board*

Tim Cartwright
Victoria Police

Mary Barry
Victoria State Emergency Service

Craig Lapsley
Fire Services Commissioner Victoria

Laurie Lavell AM
Director

Jeanne Pratt AC
Director

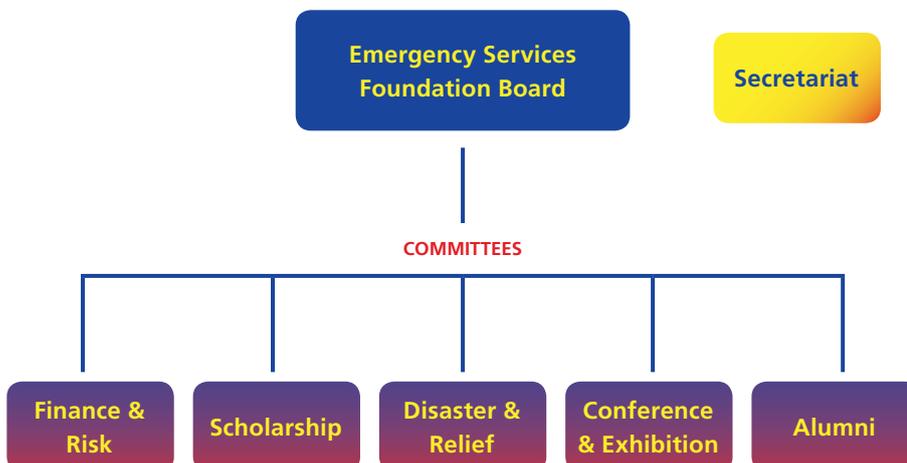
Neil Soullier OAM
Director

Catherine Dunlop
Director

Secretariat

Jenny Davis
Executive Officer

HOW THE ESF IS STRUCTURED





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CHAIRMAN'S REPORT

As the primary purpose of the ESF is to provide financial assistance to families of emergency service personnel who lose their lives or are seriously injured in the line of duty, the Foundation was able to provide financial assistance for three DSE families when Peter Cramer, Katie Peters and Stephen Kadar lost their lives while fighting fires. MFB too suffered a loss this year with the passing of Bart Williams.

During 2013, seven scholarships were awarded across four agencies, three of these being awarded to career staff and four to volunteers. This is once again a great outcome, with special thanks to the Scholarship Committee and the ESF Alumni Management Team.

The generosity of the State Government and in particular the Department of Justice for their contribution of funding for emergency service volunteer scholarships is greatly appreciated.

Once again this year three senior students from Worcester Polytechnic Institute (WPI) provided the Foundation with a research paper on 'Identifying barriers to emergency service workers applying for and undertaking scholarships with an emphasis on volunteerism.' Students presented their paper to a wide audience in May 2013.

This year ESF's Volunteer Leaders Forum in May proved to be a great success. The forum was held over the weekend of the 4th and 5th May attracting delegates from a diverse range of agencies. The Foundation would like to thank the State Government for its financial support.

The annual Emergency Management Conference held in July – the topic for this year being 'Prepare Victoria' was attended by 552 delegates.

The conference dinner hosted by the ESF Alumni was well attended.

In closing special thanks go to Mark Swiney and his Conference and Exhibition Committee along with Tony Pool from High Profile Events.

I would also like to thank Mrs Jeanne Pratt for generously hosting the 2012 Scholarship Awards Luncheon in October of this year.

Neil Bibby
Chairman



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DISASTER & RELIEF COMMITTEE

The ESF's fundamental objective to provide financial relief to members and families of emergency service workers who were injured or lost their lives while on duty continues.

With deep regret I report that during 2013 there was the need for the ESF Disaster and Relief Committee to assist four families following the deaths in the line of duty of firefighters from DSE and MFB. Our sincere condolences and thoughts are with these families and we as a Foundation acknowledge their bravery and commitment to their community.

This assistance takes the form of financial relief of an immediate cash payment of \$10,000.00 to meet initial financial demands during this very difficult time of shock and great distress.

Emergency fundraising

To ensure the ESF's capacity to, at short notice, raise additional revenue in the case of a future large scale event, arrangements are in place to leverage off the public appeal mechanism which will enable the Foundation to support those in need.

Neil Soullier

Chairman Disaster & Relief Committee





9th-10th July 2013

EMC 2013 CONFERENCE

The EMC 2013 Conference 'Preparing Victoria', was a record breaker and a huge success for the Foundation.

The highest attendance ever (552 delegates) and a sold-out trade expo made it the biggest EMC to date.

Continued strong support from member agencies and sponsors was a major contributor, along with another powerful speaker program, which successfully catered to a broad range of interests.

Opening keynote from Anna Bligh, former QLD Premier, was outstanding, and our overseas speakers Lt Col Joey Booth (SDMI, Louisiana) and Chief Joanna Hayes-White (San Francisco FD) were also highlights. Chief Hayes-White was 'skyped' to EMC as a Korean airliner crashed at San Francisco Airport on the day the Fire Chief was to embark for Melbourne.

Diversity in emergency services was prominent in 2013, with a high quality program on Day 1 followed by a very successful workshop coordinated by Department of Human Services on Day 2.

It is flattering to note that the EMC Committee continues to create outstanding and innovative speaker programs which other conferences try to copy. Many of our presenters are invited to speak at other EM conferences after first appearing at EMC.

Mark Swiney
Chairman Conference Committee

EMC 2013 was sponsored by:

- Bureau of Meteorology
- Departments of Health & Human Services
- Department of Primary Industries
- Department of Transport
- Department of Sustainability & Environment
- Office of the Emergency Services Commissioner
- Fire Services Commissioner Victoria

The EMC Committee:

- Mark Swiney (Chair), Metropolitan Fire Brigade
- Peter Baker, Country Fire Authority
- David Harris, Department of Primary Industries
- Mick Talbot, Victoria Police
- Neil Akers, Ambulance Victoria
- Ben McFadgen, Victoria State Emergency Service
- Tarini Casinader, Bureau of Meteorology
- Geoff Russell, Department of Human Services
- Heather Lakin, OESC
- John Schauble, Fire Services Commissioner
- John Laursen, Department of Transport
- Rory McKenzie, Department of Sustainability & Environment



ESF Conference and Dinner







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ALUMNI REPORT

It has been a rewarding experience to be a part of the Alumni since it was formed six years ago. The Alumni has moved forward in leaps and bounds, and achieved many goals thanks to the dedication of a great management team.

The recent new faces and new ideas in the team helps keep the Alumni fresh and moving forward.

I would especially like to congratulate this year's scholarship recipients. The standard of applications has increased dramatically over the last several years. Thanks also to the members of the Alumni that have offered their time as mentors for new applicants.

This year's emergency management conference was again a huge success with the large attendance due to topical and interesting guest speakers and activities. We are glad to have built on the success of previous years.

The Alumni was part of the trade show, which was again booked out. The conference dinner was also a sell out and enjoyed by all. As in previous years we were able to share with delegates and visitors the importance and success's achieved by applying for an ESF scholarship.

Thank you to the Alumni's Events Team for such a successful evening. The dinner would not be such a success without the generous support from our sponsors. Scott Safety has been a major sponsor of the dinner since the Alumni was established, and Victoria Police have also been there from the beginning, so my thanks to them as well.

The Alumni has hosted a number of events this year.

- Two scholarship information nights; which have been of great help and encouragement to prospective recipients.
- Scholarship Recipient Induction Evening: Recipients are welcomed into the Alumni and receive an award, presented and donated by Pelican. They also sign their Scholarship contract.
- Networking Evening: The pilot of Erickson Sky Crane (Sikorsky S-64) known to all Victorian's as Elvis, was guest speaker for the evening and delivered a very enjoyable and informative presentation.

There have been a number of improvements to our 'Application Pack' and 'Travel Cache'. The Alumni management team will continue to provide support to the Emergency Services Foundation and prospective scholarship recipients.

Under the guidance of the new President, Matthew Anderson the Alumni is in good hands.

Adam Smibert

Chairman ESF Alumni





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ESF SCHOLARSHIP COMMITTEE

The ESF Scholarship scheme allows fellowships and grants to be awarded to members of the Victorian emergency services undertaking advanced studies on emergency services issues in Australia or overseas. In 2013 awardees travelled to a variety of different countries to participate in valuable educational research.

The Scholarship Committee administers the scheme on behalf of the Board.

The 2013 scholarship program was launched in August 2012 with two information evenings hosted by the Alumni on the Scholarship Committee's behalf.

These information evenings held on the 13th August and 29th October 2013 aimed to provide prospective scholarship applicants with an understanding of the key selection criteria, strategies to enhance the quality of their application and the opportunity to network with emergency service members who had previously been successful in obtaining an ESF Scholarship.

A complete list of scholarship awardees can be found on the ESF website at www.esf.com.au/files/scholarships/esf-scholarship-awardees.pdf.

The ESF gratefully acknowledges the support of the Victorian Government through the Department of Justice who sponsor the scholarships for volunteers.

My thanks to the Scholarship Committee members who have assisted in the tasks of short listing and interviewing candidates and continue to contribute to the development and outcomes of the ESF Scholarship Program.

Shane Wright

Chairman Scholarship Committee





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EMERGENCY SERVICES FOUNDATION 2013 SCHOLARSHIP AWARDEES

The Emergency Services Foundation is once again pleased to advise that the following scholarship applicants were awarded a 2013 Emergency Services Foundation Scholarship:

- **Kylie Abraham** - VICSES Volunteer - Maximising engagement of volunteer participants in Emergency Services Training.
- **LLF Glenn Bosua** - CFA Volunteer - Utilising Water Support Units.
- **Lieutenant Tony Bundock** - CFA Volunteer - Investigate best practice models of building a resilient emergency and rescue service within a contracting fiscal environment.
- **A/SSO Michael Campbell** - MFB - Investigating best practice in transferring emergency personnel and equipment to ships and strategies to combat marine fires and incidents.
- **Dr Carl Gibson** - CFA Volunteer - Training methods to improve decision making and safety.
- **Sargent Andrew McKee** - VICPOL - Identifying capability and capacity opportunities to improve the delivery and development of eLearning programs to benefit multi agency training and response at a state and national level.
- **OM Stephen Walls** - CFA - Multi Agency Training, Education and professional development for Strategic Level Incident Managers.



FINANCE AND GOVERNANCE REPORT

For the financial year ended 30 June 2013

The Foundation has completed a fulfilling and successful year.

Again, we have been able to fund a number of ESF scholarships for overseas study and administer the granting of volunteer scholarships which were generously funded by the State Government. The Government has funded the volunteers program for the past four years and has indicated support for ongoing funding.

We also funded the successful annual Volunteer Leaders Forum. In addition the Foundation ran another well attended Emergency Management Conference which has a permanent place in the annual calendar of emergency service events. Sadly, during the past year, we made significant contributions to the families of deceased emergency service agencies employees who died in the service of their community.

This year we operated at a deficit of \$32,538 (2012 \$65,738 deficit), however, after removing the results of the Tynan Eyre Memorial Fund, our operating deficit was \$54,964 (2012 \$62,428). The result for 2013 was sadly impacted due to relief payments to families amounting to \$50,000.

Abridged accounts are included in this Annual Report. Complete audited accounts are available from the Executive Officer upon request.

As noted in my recent annual reports, the Foundation continually seeks ways to become more sustainable financially. We have a number of possible opportunities for fund raising and have set a goal of increasing our capital base back to our original corpus in real terms. We are hopeful that some of these opportunities will bear fruit in the current financial year.

The Foundation is run by members of the Board who are supported by a full time, paid executive officer. All board members willingly provide their services on a 'pro bono' basis. We are also strongly supported by a number of committed stakeholders who act as sponsors for our Annual Conference Dinner and provide 'in kind' support in many ways. The ESF Alumni sub-committee work tirelessly in assisting applicants for scholarships and are closely involved in our Annual Conference and Dinner and other events. As a result of this support, the Foundation is able to cover its modest annual operating costs from revenues raised so that our investment income and any donations can be fully used to fund ESF scholarships and relief payments to families.

Turning to investment income, returns have stabilized as a result of markets generally and the repositioning of our investment allocation to a more conservative profile. The repositioning has achieved stability but at a cost of reduced income and hence the need for us to rebuild our corpus in order to continue funding scholarships and relief payments at an appropriate level.

The Board of the Foundation is made up of senior personnel from its supporting agencies and qualified members of the community. It has formal governance policies and risk management practices in place that are regularly reviewed and updated as required. A number of specialist sub-committees also undertake relevant work when required.

I again would like to acknowledge the Chairman, Board members, members of the Alumni and the Executive Officer for their support and dedicated work during the year.

John Warburton
Treasurer/Company Secretary

STATEMENT OF FINANCIAL POSITION

For finance year ended 30/6/2013

	2013	2012
	\$	\$
Current Assets		
Cash assets	12,705	2,626
Deposits	56,000	
Receivables	5,875	
Total current assets	74,580	2,626
Non current assets		
Managed fund investments [^]	1,121,384	1,143,057
Total assets	1,195,964	1,145,683
Current liabilities		
Income received in advance	87,167	24,300
Payables	24,538	4,360
Bank overdraft	-	3,495
Provisions	3,268	
Total current liabilities	114,973	32,155
Net Assets	1,080,991	1,113,528
Equity		
Accumulated funds	1,080,991	1,113,528
Total equity	1,080,991	1,113,528

[^] Managed fund investments include funds managed on behalf of the Tynan-Eyre Memorial Fund.
\$523,750 (2012 \$510,324)

This is an abridged version of the accounts of the Foundation which are audited by Crowe Horwath. A copy of the full audited accounts is available on request to the Foundation.

INCOME STATEMENT

For finance year ended 30 June 2013

	2013	2012
	\$	\$
Revenue		
Investment Income from managed funds [^]	70,946	-
State Government Grants expended this period	18,733	73,700
Proceeds from conference	35,514	43,281
Administration contributions	23,750	17,875
Imputed credit refunds	2,060	5,308
Alumni dinner sponsors	14,000	14,086
Alumni membership fees & other income	859	-
Project management (State Government Grant)	8,900	7,500
Total revenue	174,762	161,750
Expenditure		
Investment Income from managed funds	-	11,343
Scholarships	49,847	52,955
Volunteer scholarships and Forum paid this period	18,733	73,700
Personal assistance payments	50,000	14,100
Executive officer payments	66,000	59,640
Audit fees	1,386	1,320
Insurance	2,162	2,741
Other expenses	19,172	11,689
Total expenditure	207,300	227,488
Surplus (Deficit) for year	(32,538)	(65,738)

[^] Managed fund investment income includes income from funds managed on behalf of the Tynan – Eyre Memorial Fund \$31,517, 2012 \$5604 (loss).

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SCHOLARSHIP TESTIMONIALS

“Investigation of Technology Enhanced Learning (TEL) programs to improve capability of training across Victoria.”

Technology Enhanced Learning (TEL) is being embraced by a range of services, both here and internationally.

Emergency Services from overseas have been utilising TEL in a range of formats for a number of years, while the corporate and educational sectors are in some cases miles ahead in capability and efficiency. I returned from visiting the FBI in Quantico, Canadian Police Knowledge Network (CPKN) in Canada, the National Centre for Applied Learning Technologies (NCALT) in England and a conference in New York. I came back with more information than can possibly be contained in the one paper. The opportunities this information presents in supporting the development of a united training platform for Victoria are significant.

Three months after returning, I was invited to return to Canada to speak with their government and emergency services sector on the results of the study and the vision and possibilities for Victoria. They continue their support and we are currently linked in creating opportunities for development through information sharing.

Professionally and personally, the opportunities presented through the ESF scholarship were outstanding. Following a passion and meeting like minded people from around the globe was particularly rewarding. To see elements of the proposal considered and implemented will improve the effectiveness and capability of information sharing, training and safety across all of our organisations.

Sargent Andrew McKee – Victoria Police

“Maximising engagement of volunteer participants in Emergency Services Training.”

Australia has over 500,000 emergency services volunteers who provide response and recovery services associated with accidents and disasters.

To prepare for their role, volunteers can spend at least 80 hours a year in training and preparation to respond to emergency scenarios. As Emergency Services Organisations will always operate in a tight fiscal environment, there will be limited funds for developing ‘whiz bang’ learning and development applications to facilitate engagement in a training environment.

I received an Emergency Services Foundation scholarship which has enabled research to be completed on how emergency services organisations can “maximise the engagement of volunteer participants in emergency services training”. The research was completed in the United Kingdom and involved learning from the Metropolitan Police Service, Hampshire Fire and Rescue and the Royal National Lifeboat Institute.

The key recommendations formulated are:

- Introduction of an employer supported emergency services training framework
- Upskilling of facilitators in the delivery of emergency services training material
- Training pathways established

Kylie Abraham – VICSES



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SCHOLARSHIP TESTIMONIALS

“Water Support Units, their role and effectiveness for Victorian fire services and other emergency service organisations”.

The objective of my scholarship was to investigate how Victorian fire services could utilise different types of water delivery systems to improve the ability to deliver larger amounts of water over longer distances, more efficiently. My scholarship took me across the USA, the UK and the Netherlands and looked at a number of outputs.

- Investigate the role of Water Support Units in other fire services.
- Investigate different types of Water Support Units.
- Investigate water supply information systems used by fire services.
- Investigate what systems and training fire services use to determine flow, hose lay configurations and pump spacing's.
- Investigate what current technology is available to minimise manual handling and assist with re-loading large diameter hose onto the Water Support Unit
- Investigate how Water Support Units could assist other emergency service organisations in times of emergencies such as flood, landslip or earthquake.

One of the highlights of my trip was attending a fire in the Netherlands where I witnessed the fire brigade move 3000 litres of water per minute over a distance of 1200 metres, using only one water support unit to get the water to the fire ground. For Victorian fire services to achieve the same would take approximately twelve fire appliances!

The ESF scholarship has allowed me to gain a better understanding of my chosen topic, provided clarity on the benefits of this technology, has shown me that this technology can be used in an “all hazards – all agencies” approach and has given me the motivation to pursue my topic further within the Victorian emergency service sector.

Glenn Bosua – CFA

“Investigate best practice models of building a resilient emergency and rescue service within a contracting fiscal environment”

The study tour involved visiting four separate United Kingdom Fire and Rescue services and observing methodologies that the individual organisations had adopted to deliver a more cost effective frontline service.

The tour also coincided with a national emergency services trade show, as well as an opportunity to visit a volunteer lifeboat station to observe the volunteer culture within the organisation.

The timing of the tour also coincided with a national strike by the Fire Brigades Union which provided an unexpected insight in to resilience measures undertaken by management to guarantee a 24/7 response.

The tour provided a wealth of knowledge and observations that could be implemented into the operation of the Country Fire Authority.

Of particular note was the identification of an online volunteer availability system, which has since been implemented into the Narre Warren Fire Brigade, with a view to taking it CFA wide.

The tour also identified call reduction strategies being undertaken by all brigades with the ultimate goal being to reduce the work-load on retained firefighters.

The national emergency services trade show afford an overview of a number of new technologies in fire fighting as well as community preparedness initiatives.

Lieutenant Tony Bundock – CFA



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SCHOLARSHIP TESTIMONIALS

“Investigating best practice in transferring emergency personnel and equipment to ships and strategies to combat marine fires and incidents”.

The ESF Scholarship has value added to the MFB and the Victoria’s marine response strategy through my engagement and exposure to world’s best practice in marine response strategies and being able to share that knowledge.

Travelling to some of the world’s busiest shipping ports and channels has allowed me to engage in meetings and unique training opportunities.

Countries visited include:

- UK – Intelligence gathering by helicopter, River Thames harbour control, fireboat response on River Thames, communication and despatch centre.
- France – Training with the Maritime Incident Response Group European Union (MIRG EU) for a week in France really exposed me to over 20 years of fire service response to ships at sea in International waters
- Netherlands – Port operations and emergency response in the third largest port in the world.
- Sweden – Air to ship transfer at sea from a Sikorsky S76 onto Swedish Sea Rescue Society and Swedish Coast Guard vessels
- Italy – Costa Concordia wreck
- Asia – Warehousing emergency response equipment

My hosts in every country exceeded all expectations through the professional manner in which they presented themselves and their organisation. In trying to enhance my ESF study tour I have been able to implement many ideas into the MFB and Victorian marine emergency response strategy through my current role as marine training coordinator for MFB.

The international networks have proven invaluable and continue to strengthen. This is supported by my invitation from the Maritime Incident Response Group (MIRG) EU project, to be guest speaker at the EU marine launch in Vlissingen, Netherlands 2014. These networks have also assisted with obtaining equipment to trial for sea transfers from overseas.

A highlight was being a guest of the salvage company TITAN, in Italy to board the ‘Costa Concordia’ ship wreck during its salvage operation. Truly a once in a lifetime experience.

Michael Campbell – MFB



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“Novel Approaches for Improving Operational Performance, Resilience and Safety for Emergency Services Personnel”.

The scholarship’s objective was to explore ways of improving operational performance and safety of front line personnel when faced with conditions of extreme uncertainty and stress. The study involved examining applied neuropsychology research being conducted by several US Universities, including mind development training being provided to US Marines prior to operational deployment. The application of some aspects of this research by US Federal firefighters was examined in a variety of training programs followed by observation of its practical deployment with operational US federal firefighters.

The study allowed the establishment of a new research relationship (research principals Carl Gibson – CFA and Ivan Pupulidy of the US Forest Service (USFS)) that has subsequently resulted in a new approach to improving analysis and decision making in non-routine circumstances, which has been termed ‘Margin of Manoeuvre’. This concept, which incorporates recent concepts from neuroscience, provides an intuitive and adaptive means of assessing a changing environment, providing a means of communicating this sense of what change is happening to others, allows for recognition of changing thinking patterns and the means to adjust them, and to take timely action related to the change being experienced.

This has been codified into a number of awareness and training programs which have received widespread acknowledgement, and have since been delivered to USFS, CFA, SES, Victoria Police and the Intergovernmental TaskForce on Road Safety, along with some initial discussions with the MFB. Wider application within these agencies is expected to commence over the next few months.

The margin concept has been applied at several fires in the USA. In Victoria, it has been used as the basis for a new approach to serious accident investigation. It has also been trialled on fatality learning reviews in the US in the last year. Work is now underway with the CFA to look at the feasibility of applying these concepts to serious incidents in Victoria.

The principles of margin have also been included into a new application for the Victorian Government as part of their approach to all hazards critical infrastructure protection. An on-line assessment tool has been developed and training of government agencies and critical infrastructure providers is to commence in October 2014.

The work has also been recently presented at the UN sponsored International Disaster Reduction Conference held in Davos Switzerland and is being prepared as a case study for UN IDRC publication in the New Year. Work is also underway, in collaboration with USFS, V1 on the development of a number of papers for publication.

Dr Carl A. Gibson, Lieutenant Benloch Fire Brigade – CFA

