

EMERGENCY  
SERVICES  
FOUNDATION

# 2016

# ANNUAL REPORT

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The Emergency Services Foundation (ESF)

## MISSION AND VISION

### The ESF was created to:

Provide relief and assistance to any Victorian emergency service worker and their families who suffer hardship in the line of duty.

Support research into issues aimed at improving relief and assistance and reducing hazards experienced by Victorian emergency service workers in their line of duty.

## 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 130 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.

## HIGHLIGHTS OF 2016



**327**  
ATTENDED  
2 DAY EMC 2016



# ATTENDED THE  
CONFERENCE DINNER  
**180**

**150**  
ATTENDED THE VOLUNTEERS FORUM

5 SCHOLARSHIPS  
AWARDED



### Member Agencies



## BOARD OF MANAGEMENT

**Neil Bibby**

Chairman

**Gaye Mason**

Treasurer

### DIRECTORS

**Jim Higgins**

Metropolitan Fire and Emergency Service Board

**Grahame Ashton**

Victoria Police

**Lucinda Nolan**

Resigned July 2016

**Francis Diver**

Appointed July 2016  
Country Fire Authority

**Stephen Griffin**

Victoria State Emergency Service

**Craig Lapsley**

Emergency Management Commissioner

**Alan Goodwin**

(Resigned August 2016)

**Stephanie Rotorangi**

Department of Environment, Land, Water & Planning

**Laurie Lavelle AM**

**Neil Soulier OAM**

**Catherine Dunlop**

**John Warburton**

(Resigned December 2016)

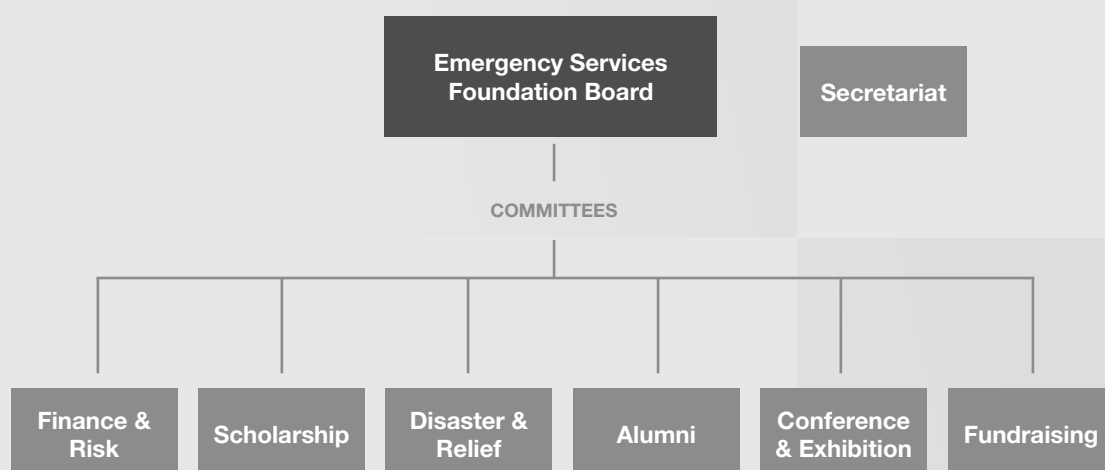
### SECRETARIAT

**Jenny Davis**

### PATRON

**Jeanne Pratt AC**

## HOW THE ESF IS STRUCTURED





# CHAIRMAN'S REPORT

This year saw us bed-down a new committee structure and I express my most sincere thanks to the dedicated and committed people from all our member agencies who work so hard, to achieve outstanding results. Your willingness to give so much of your spare-time to the Foundation's initiatives is remarkable and we would not be able to deliver so many events, facilitate knowledge sharing across the sector and undertake the fundraising so necessary to support our objectives, without your support.

Our 16th Emergency Management Conference (EMC) with the theme *All Communities All Emergencies*, was again well supported by all the emergency service agencies and my thanks go to the conference committee led by Mark Swiney MFB for their efforts. While attendance of 327 delegates was a little down on previous years, feedback from our post-conference survey indicated a strong speaker and workshop program, which resulted in a high level of satisfaction with the conference overall. Feedback also showed that diversity across the sector is a controversial issue and one which has, and will, continue to stimulate great debate.

Our thanks also go to our wonderful event sponsors and the former Emergency Services Minister the Hon. Jane Garrett MP, who opened the conference.

The conference dinner, so admirably hosted by the ESF Alumni, provides an important networking opportunity for delegates and guests and was once again a highlight of the event. The Alumni were also responsible for raising \$11,500 mainly through the conference dinner.

The Royal Flying Doctor Service (RFDS), AFAC and the FPAA, joined with us in a Christmas campaign to sell the Ashely Bear.

The scholarship program, a key program for the ESF, goes from strength to strength. Under the guidance of Katrina Bahen, Director, People and Organisational Development at VICSES and Chair of the Scholarship Committee, the professionalism and quality of applications continues to improve. I congratulate the five successful applicants for 2016 and look forward to the completion and reporting of their study and research.

I also acknowledge and thank our ESF Alumni team led by Matthew Anderson, Victoria Police, who continue to work very hard to ensure the scholarship program is well supported. The Alumni hosted two information sessions during the year. These events are also important networking opportunities in their own right, making a tangible and valuable contribution across the sector. The scholarship awardees are highlighted elsewhere in this report.

The Foundation's Volunteer Leaders Forum (VLF) continued to build on the success of previous years. The Foundation would like to thank the State Government for its financial support. The event encourages and provides young volunteers with opportunities for personal development and a chance to build their leadership skills through interaction with established leaders in the sector, sharing ideas and discussing innovation initiatives.

I would also like to acknowledge the contribution of the Board. Through their guidance and direction we have a solid foundation built on strong governance principles. We are very fortunate to have the most senior practitioners in the state available to shape our strategic vision.

The world has changed considerably since the Foundation's inception following the Ash Wednesday bushfires in 1983. Our primary purpose at that time was to operate as a trust to provide immediate support for those who suffer hardship as a result of the death of a family member or injuries sustained in the line of duty.

While that remains a core objective for the Foundation, over time we have evolved to provide knowledge sharing and opportunities for networking and education, as well as grown our focus on the overall wellbeing of the many career staff and volunteers who make up the emergency services sector in our state.

This year we welcomed new Board members; Commissioner Grahame Ashton, Victoria Police replacing Tim Cartwright and Frances Diver CEO, CFA replacing Lucinda Nolan the outgoing CFA representative. Gaye Mason joined the Board as Company Secretary and Treasurer replacing John Warburton who for 19 years was totally committed to providing professional financial guidance.

Mrs Jeanne Pratt is the ESF Patron and must be thanked for her long-held support for the sector and the work of the ESF. The annual luncheon at Raheen highlights the work of our scholarship program and, as always, was a delightful day.

**Neil Bibby**  
Chairman





# EMC 2016 CONFERENCE

**All Communities All Emergencies was the theme of our annual Emergency Management Conference (EMC) held on 12 and 13 July and attended by over 300 delegates.**

Many long standing trade exhibitors returned to showcase innovation in product development and we acknowledge the on-going support of these companies.

A powerful speaker program which catered to a broad range of interests contributed to the success of the conference. This included the Hon Jane Garrett MP Emergency Services Minister and key note speakers Chief Paul Hancock, Cheshire Fire & Rescue, Mia Garlick, Facebook and Mark Yettica-Paulson, RECOGNISE Australia, who all gave informative and thought-provoking presentations, well aligned to the conference themes.

The themed sessions were well received and covered:

- Counter-terrorism
- Smoke
- Wye River case study
- Lacrosse building fire case study
- Indigenous fire management
- Mental health & PTSD

The diversity stream panel topic '*Women of Influence in EM*' facilitated by Adam Fennessy (DELWP) generated healthy debate. The Claire Zara Oration also contributed to the dialogue around this topic which remains a challenge for the sector.

We sincerely thank and acknowledge the following organisations for their generous support of the 2016 Conference.

- Bureau of Meteorology
- Inspector-General for Emergency Management
- Emergency Management Victoria
- Department of Health & Human Services
- Department of Environment, Land Water & Planning

**Mark Swiney**

MFB

Chair, Conference Committee

## CONFERENCE DINNER

Attended by 180 guests the conference dinner was another very successful element of EMC 2016.

The Alumni Committee worked hard to create a lively and entertaining evening and special thanks must go to Rosie Keane, who continues to dedicate so much time and effort to make the dinner an entertaining event. Our thanks also to the ever professional David Mann, who was MC for the night.

Mr Ron Iddles, outgoing President of the Victoria Police Association, had many memories to share and his dinner speech was very well received.

The dinner adds a special networking dimension to the whole conference experience for delegates that is vitally important to knowledge sharing across the sector.

The ESF Alumni sincerely thank the following organisations for their support of the EMC conference dinner:

- Motorola
- Victoria Police
- CFA
- Telstra
- Pelican





## DISASTER PLANNING COMMITTEE

The ESF was founded some 32 years ago with a primary purpose to assist the families of emergency service workers injured or killed in the line of duty, or active service.

While we now work in a very different environment where there are stringent occupational health and safety rules and welfare safety nets, to be in a position where we can provide immediate financial relief and support to these families remains a vital part of the Foundation's work.

In 2016 I am again delighted to report the ESF was not called upon to make any relief payments and so for the first time in many years, we have had three successive years, where there has been no call on relief payments. This is a very happy

circumstance, however, the people in our member agencies consistently operate in high risk environments and our forward plans and investment strategies call for a prudent approach.

While our world continues to change, arrangements remain in place to leverage off a public appeal mechanism should a future large scale event occur and the need for immediate financial assistance is required. We are pleased that the ESF will have the capacity to respond and facilitate this in such a circumstance.

**Neil Soulier**  
Chair, Disaster Planning Committee

## FUNDRAISING COMMITTEE

The fundraising committee was established as sub-committee of the Disaster and Relief Committee last year. This committee continues to seek opportunities to sell the collectable bear Ashley as well as investigate other occasions to raise funds for the Foundation.

The Royal Flying Doctor Service (RFDS) joined with AFAC, FPPA and the ESF in a Christmas campaign adding to the sale of bears during EMC and other ESF events.

The fund-raising committee will be looking to develop other initiatives to help finance the work of the Foundation in the coming year.





# ALUMNI COMMITTEE

Members of the ESF Alumni are past recipients of ESF scholarships and some are actively involved in the key initiatives of the ESF. At EMC 2016, the Alumni again supported the conference dinner and held an exhibition booth to create awareness of the scholarship program and encourage conference participants to consider an ESF Scholarship.

The Alumni were also involved in the planning for the Volunteers Leadership Forum and helping throughout the day.

However, the main focus for the Alumni is to promote the scholarship program at the two information events held during the year and assist prospective scholarship awardees in preparing their applications. I would especially like to thank all the members of the Alumni who have offered their time as mentors. Their work has seen the quality of the applicants and their areas of study reach a very high standard.

The ESF scholarships are a cornerstone of the work of the ESF and the Alumni committee members are keen to ensure the calibre of applications remain at a very high standard. We have been working hard to ensure processes are in place to achieve continuous improvement and guarantee this valuable research is available to the sector. To this end assistance is also provided to successful candidates on their return from their study tours, completing and reporting their research. An archive has been set up on the ESF website to cache this body of knowledge.

An easy to use 'template' for recording of awardees receipts and acquittals has been developed to assist them manage the administration component.

Last year, five portfolios were set up to enable us to manage the overall workload and responsibilities of the Alumni.

- Events
- Knowledge & Network
- Promotions
- Governance
- Membership

These portfolios or sub-groups have worked exceedingly well to deliver and develop initiatives to advance our goals.

It is very pleasing to have a team of very committed Alumni representing agencies across the sector, focussed on the growth of the Alumni and overall support of the work of the Emergency Services Foundation. My thanks to everyone for your hard work and commitment.

**Matthew (Randy) Anderson**

Victoria Police  
Chair, Alumni Committee





## ESF SCHOLARSHIP COMMITTEE

The ESF Scholarship program is a foundational activity of the ESF and provides unique personal development opportunities for volunteers and staff in our sector. In addition, the research findings of our scholarship awardees contributes to knowledge building across emergency management, through the advanced studies undertaken in Australia and often overseas.

The scholarship scheme is open to all members of the Victorian emergency services sector.

In 2016, five scholarship awardees travelled extensively throughout Australia and overseas to participate in valuable research on quite diverse topics. You can read about their specific areas of study in this annual report.

During the year, two scholarship information nights were held to provide interested members with the opportunity to listen and talk with past awardees about the program. These events allow prospective candidates to gain a good understanding of the key selection criteria and strategies to enhance the quality of their applications, as well as an appreciation of the contribution their studies will make to the overall body of knowledge for the sector.

I sincerely thank the ESF Alumni for their hard work in hosting these events and their continued support to this important program.

A complete list of past scholarship awardees and their reports can be found on the ESF website at <https://esf.com.au/services/scholarships>. This library, built over many years, is a significant body of work and a valuable resource for the whole sector.

On closing I would also like to thank the members of the Scholarship Committee who have over the years guided and strengthened the program leading to very high calibre candidates and lifting the overall professionalism of the scholarship applications and research reports.

**Katrina Bahen**  
VICSES  
Chair, Scholarship Committee

# SCHOLARSHIPS OVERVIEW



## GAVIN PARKER

CFA

### Best practice emergency response for mining and energy facilities

The Emergency Services Foundation (ESF) scholarship gave me the unique opportunity to visit a number of locations to investigate best practices for emergency response into brown coal (lignite) mining and combustible dust fires and incidents in open cut coal mines, power generation and clean coal energy facilities. This was done in late 2016 at various locations in the United States and Canada, where I was able to examine the procedures practices and equipment in place to prevent, suppress and manage fires and other emergencies in the coal, power and oil industry, including the role of the fire services in the management and support to those emergencies. I also examined specialist equipment, including air quality and particulate monitoring equipment, training and training standards, as well as the procedures in place for post mining and emergency reclamation of existing and historic coal mine sites.

I visited the states of Montana, Wyoming, North Dakota, New York, Pennsylvania and Illinois in the US and Saskatoon and Alberta in Canada.

My study enabled me to visit:

- five coal mines
- six power stations
- a coal gasification plant
- five historic mine sites including the town of Centralia, PA that has had an underground coal mine burning since 1962,
- 13 fire departments
- North Dakota National Guard's 81st Civil Support Team, who provide expert technical advice for power generation and oil industry emergencies.

I met with key government and state mining regulatory and reclamation officials. Also representatives from equipment manufactures of water misting and dust suppression equipment. I also spoke to representatives of industry mining lobby groups, a community power generation industry support group and even protesters at the Dakota Access Pipeline (oil pipeline) at Standing Rock Indian Reservation in North Dakota.

It has been a great opportunity to gain new skills and knowledge, benchmark what is being done in Victoria against practices, standards and procedures in the USA and Canada.







## DARREN CONLIN AFSM

### Metropolitan Fire and Emergency Services Board

#### Developing a terrorism response capability for non-law enforcement response agencies

My ESF Scholarship project was to undertake a global study tour to identify, evaluate and assess initiatives and contribute to the development of a terrorism response capability for non-law enforcement response agencies.

Emergency management organisations are faced with a changing risk environment that will continue to be shaped by the influence of terrorist groups. These groups continue to promote an extreme ideology, justify the use of violence and advocate for specific targets and tactics.

While our traditional approach has worked well for response to unintended or accidental emergencies it may not be so effective when responding to a planned and coordinated violent event, in which the community or responders are intentionally targeted.

Response to events of this type will place great demands on all emergency response agencies and will require high levels of coordination and collaboration in the often chaotic post incident scene. This will place great demands on all emergency responders.

This increased and changing risk environment has meant today's agency commanders must fully comprehend the additional impacts of a politically motivated or violent event when developing operational objectives and strategies.

The ability to pre-plan is critical. The key challenge is to have a comprehensive understanding of the threat, one that is informed and evidence based. In order to develop a common understanding of the nature of the threat, organisational leaders require access to intelligence products.

Traditionally, access to intelligence products has been regarded as the domain of law enforcement agencies, while fire services have been regarded as a response oriented discipline. However, firefighters are subject matter experts who when exposed to relevant intelligence can assess the likelihood of a threat, embed that understanding into organisational risk assessments, and develop appropriate response strategies.

Currently, when this type of intelligence becomes critical, and potential consequences reach beyond the capabilities of Police, it is shared, but at the last minute. This does little for response agencies other than to place them on alert and in a defensive position waiting for possible events to occur.

The purpose of my study was to visit agencies that have experienced significant terrorist events in recent times. The aim was to understand learnings of terrorism preparedness related issues and to gather evidence of effective practices that can be applied in Victoria. Primary areas of interest were strategic policy development, crisis leadership initiatives and training and awareness programs.

Utilisation of this approach would maintain a focus on the development of a strategic appreciation that enhances capability through improved interoperability and the adoption of best practice in responder training and awareness programs.

My program included visiting a number of emergency response agencies around the world, specifically San Francisco, Boston and New York and London and Birmingham who have had the unenviable task of responding to acts of terrorism.

Understanding the limitations around the sharing of this type of information, there are intelligence products that are of significant value to understanding complexities within the current risk environment. These products can be used to build understanding on terrorism techniques, global trends and target risk awareness which are vital to enhancing situational awareness and improving the safety of all emergency responders.

The Metropolitan Fire Brigade (MFB) with support from the Country Fire Authority (CFA) have developed a strategic partnership with Victoria Police to enable and enhance the understanding for local implications of national intelligence, enabling better protection of local communities and emergency responders.

A new role of Commander Counter Terrorism Coordination has been developed by the MFB. The position resides within the MFB's Emergency Management Directorate, however, the incumbent is physically located and positioned within Victoria Police Counter Terrorism Command. While this role was developed prior to the scholarship, the scholarship research significantly contributed to the strategic direction and development.

The primary focus of the position is to establish a formalised structure for increased information sharing pathways between organisations and to identify and establish points of contact where information can be directed.







## JAMES WONG

### CFA

#### **Air Systems for Emergency Responders – Respiratory protection, innovation and technology within complex structural environments.**

For the past three years I have held an operational leadership role on the Victorian Respiratory Protection Replacement Program (PRPR), a project to replace obsolete compressed air breathing apparatus (CABA) for firefighters and other emergency service workers. My scholarship was to explore the successful implementation of respiratory innovation and technology, within complex structural environments.

The increase in urban density has heightened the risks for emergency responders and the community when faced with emergency environments in high-rise buildings, large horizontal box construction and below ground structures including tunnels, mining sites and chemical plants.

A successful example of innovation and technology which supports enhancements to emergency responder safety is the Firefighter Air Replenishment System (FARS), the result of a collaboration between emergency services and the private sector involved in construction, occupancy and maintenance of complex infrastructure. This system secures air supply to first responders through a standpipe permanently installed in buildings. It is the fastest and safest way to delivery air to firefighters in complex structures.

FARS is now installed in more than 500 buildings across 10 states in the USA and is the future for respiratory protection for emergency workers. Rather than having to transport and replace CABA cylinders, air is supplied through fill stations located within the complex structure and even in emergency situations the fill process can be completed in under two minutes. This innovation is now being integrated into the building codes and other regulation in more than 80 jurisdictions across America.

The main focus of my study was a two week tour in the USA, where I visited a number of fire services including: Phoenix Fire Department, Glendale Regional Public Safety Training Centre, Tahoe Douglas Fire Protection District, Oakland Fire Department, Seattle Fire Department. This allowed me to gain a detailed understanding of the application, and benefits of FARS. I was hosted by Rescue Air Systems Inc who provided a FARS technician for direct interaction and I thank them.

To ensure a balanced global perspective for the study, a second trip was undertaken to look at European approaches to air management in complex structural environments.

A focal point of the European study tour was to investigate emergency response in sub-surface environments such as road and rail transport tunnels. While in Europe I was fortunate to visit fire departments in Frankfurt, London and Modane.

The next steps are to continue working on the investigation and implementation of initiatives such as FARS and other modern approaches to air management in the Australian complex structural environment.





## PHIL HAWKEY

### CFA

#### **Traditional Burning Practices: Cape York Indigenous Fire Knowledge Workshop 2016.**

The purpose of my study was to attend the Cape York Indigenous Fire Knowledge Workshop 2016 with the intention of supporting the CFA Koori Inclusion Action Plan (KIAP) outcomes and building on the knowledge and skills of CFA's planned burning practitioners.

I wish to acknowledge the traditional owners of the land one which the workshop was conducted - the Jabalbina, Eastern Kuku Yalanji people.

We respect and are grateful for the wisdom of the Elders past, present and future, their dedication to their communities and for preserving the knowledge and rich cultural heritage of the natural resources for all to appreciate. We thank the people of the Wujal Wujal community for their warm welcome and hospitality and Wujal Wujal Mayor Desmond Tayley for his generosity. I would also like to acknowledge and thank the Emergency Services Foundation for having the vision and will to support this venture for the benefit of the Victorian Traditional Land Owners, Victorian Fire Services and the community.

The 8th Annual Cape York Indigenous Fire Knowledge Workshop hosted by the Jabalbina Aboriginal Corporation in conjunction with Mulong Productions, Jabalbina Rangers and Cape York Natural Resource Management was held in Eastern Kuku Yalanji Bubu to learn about and recognise the role of traditional burning practices.

For the past eight years, traditional owners and non-indigenous from all Australian states and territories have gathered on Cape York to share traditional fire knowledge. This year 130 participants witnessed fire methodologies developed specifically for each landscape put into practice based on a sound understanding of the flora and fauna and ecological characteristics of the land.

Workshop participants were involved in a series of cultural awareness and practical skill based activities. We were also given the responsibility of sharing the lessons learned.

This knowledge sharing empowers traditional owners to reconnect with country, to practice the traditional ways and allows non-indigenous Australians an opportunity to learn and understand the methodology of Indigenous Fire Knowledge and culture.

Small groups workshoped the following themes:

- Traditional burning
- Retrospective monitoring
- Traditional hand crafts and skills
- Traditional plant use and places of cultural significance

A number of key messages about agency contribution, partnership and initiatives to enhance the application of traditional burning practice and knowledge were identified.

Participation in the workshop confirmed that activities based on the knowledge and spirit of traditional burning practice has a significant potential to facilitate cultural exchange between Aboriginal and non-Aboriginal Australians, and well-being outcomes for Aboriginal people. The application of fire, based on traditional practice could also extend the capability of land managers to treat bushfire through applying a wider range of planned burning intensity, cover, and age class (fire mosaic) yielding ecological benefits.

Understanding of the cultural aspects of traditional burning by fire and land management agencies will be key to this success and the opportunity to participate in this workshop has enhanced that understanding.





## CRAIG SHEPHERD

### Victoria Police

#### Use of Remote Piloted Aircraft Systems in Emergency Management

Over the last decade, the rise in use and proliferation of drones has accelerated and they are now regularly used in many technology, service and emergency management related activities. My study looked at how drones, which are also known as Remote Piloted Aircraft and Systems (RPAS), a term recognised and used by Australia's Civil Aviation Safety Authority (CASA), can contribute to better safety outcomes.

RPAS provide entirely new levels of technical support to the user through the provision of a flying camera or payload. RPAS technology represents a significant enhancement to numerous police and emergency services tasks and missions. Drones are capable of flying into places that piloted aircraft cannot go and can perform operations that, given their dull, dirty and dangerous nature, would normally pose significant risk to life and property. In short, RPAS in the right settings can significantly enhance response capabilities across a wide range of general and specialist tasks.

Both England and Scotland have been progressing rapidly with their RPAS capability. In the USA, the environment around RPAS is more complicated with many layers of federal and state regulation.

I visited the UK to better understand their experience in the RPAS environment and bring that learning back to inform the adoption of this technology in law enforcement and emergency services in Australia.

My study trip involved visiting many agencies and organisations in the UK including:

- National Police Air Service
- Lippitts Hill NPAS Base - London
- National Police Chief Council
- Aviation Policing Learning & Development Unit
- Benefits Register
- Devon, Cornwall and Dorset Police
- Investigations & Forensic Management Team, North East Counter Terrorism Team

- Police Scotland, Air Support Unit
- Northamptonshire Police and Fire Rescue
- Commercial UAV Show UK 2016
- Royal National Lifeboat Institute (RNLI) UK
- QinetiQ UK (UAS research and development)
- National Working Group – Home Office London
- Leonardo's Aviation

During the study tour, 13 stakeholder meetings were held over the three weeks and more than 25 benefits and 60 key learnings were identified and registered. These lessons are now being used to guide and inform police and emergency services in the development of RPAS units within their agencies.

Victoria Police has directly used the learnings submitted to Victoria Police Command in April 2017, to inform and guide the concept of operations.

Essentially, the benefits of RPAS can be grouped into one or more of the following themes:

- Substitutes, supports and, or enhances existing capabilities
- Offers entirely new police and emergency services response capabilities
- Maximises efficiencies in some focus areas
- Delivers cost effective technology alternatives
- Accords with current global policing trends
- Existing regulatory frameworks make implementing a new aviation capability achievable
- Reduces workplace harm and increases safety by assisting and enhancing the dull, dirty and dangerous work



# FINANCE AND GOVERNANCE

## For the Financial year ended 30 June 2016

This year the foundation achieved a sound financial return ending with a surplus above the previous year due to the accounting treatment of timing differences.

We continue to appreciate the Victorian Government's financial support from their Valuing Volunteers Program grant funding which funds the very popular annual Volunteer Leadership Conference in April. This event is a major activity for the ESF.

In July we ran our highly successful Emergency Management Conference. This event received significant financial and attendance support from the emergency services agencies. The ESF Alumni members again contributed significant effort in organising the financially successful conference dinner. The conference and dinner event together financially support the Foundation's scholarship program.

We achieved a modest financial result this year with a surplus of \$32,596 (2015 \$2,479). After accounting for the Tynan-Eyre Memorial Fund surplus of \$10,496 (2015 \$16,522), our operating surplus/(deficit) for the year was \$22,100 (2015 (\$14,043)).

The sale of the Ashley Bears has been slower than planned, resulting in delays to the capital replenishment program. Consequently, income from the managed funds investment is less than anticipated.

We work to ensure that we are financially sustainable for the future, and endeavor to manage our activities and related costs within our annual income, recognising that we need to replenish our capital through the sale of our Ashley Bears stock and continue to achieve reasonable returns on our investments. Our invested funds are managed externally using an index manager investing across a diversified range of local and global sectors adopting a 'balanced' risk profile. We commission an annual review of our investment practices and profile using an experienced asset consultant.

The Foundation is extremely grateful for the ongoing and valuable support the ESF Alumni contributes to the success of the organisation. The Alumni is comprised of dedicated past scholarship awardees who meet regularly to plan for, and run, various Foundation events throughout the year. They also provide mentoring support for prospective scholarship applicants.

The governing board of the Foundation is made up primarily of the leaders or senior personnel of the major emergency service agencies in Victoria plus suitably qualified lay persons. All members of the board are experienced in the many facets of good corporate governance and there is a significant emphasis placed on this aspect of our business. The board receives regular reports and updates on our governance and management practices. Our financial reports are externally audited annually by Crowe Horwath.

### Gaye Mason

FCPA FAICD AGIA

Director, Treasurer and Company Secretary



# STATEMENT OF FINANCIAL POSITION

*As at 30 June 2016*

	2016	2015
	\$	\$
<b>Current Assets</b>		
Cash assets	9,112	7,020
Receivables	15,532	54,127
Other financial assets*	-	130,000
Inventory	111,722	150,620
<b>Total current assets</b>	<b>136,366</b>	<b>40,647</b>
<b>Total current assets</b>	<b>341,767</b>	<b>341,767</b>
<b>Non current assets</b>		
Managed fund investments*^	1,084,069	1,032,259
<b>Total assets</b>	<b>1,220,435</b>	<b>1,374,026</b>
<b>Current liabilities</b>		
Income received in advance~	-	8,045
Payables/Accrued Expenses~	39,293	220,332
Provisions	8,708	5,811
<b>Total current liabilities</b>	<b>48,001</b>	<b>234,188</b>
<b>Net Assets</b>	<b>1,172,434</b>	<b>1,139,838</b>
<b>Equity</b>		
Accumulated funds	1,172,434	1,139,838
<b>Total equity</b>	<b>1,172,434</b>	<b>1,139,838</b>

\*Other financial assets are Managed Fund investments which are expected to be drawn down on within the next financial year.

^Managed fund investments include funds managed on behalf of the Tynan-Eyre Memorial Fund. \$567,708 (2015 \$585,875).

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 2016*

	2016 \$	2015 \$
<b>Sales</b>		
Profit on sale of Ashley Bears	16,088	8,891
<b>Revenue</b>		
Investment Income from managed funds^	55,386	93,943
State Government Grants	81,000	81,000
Proceeds from Emergency management conference & Alumni dinner	44,658	42,238
Administration contributions*	60,074	-
Project management (State Government Grant)	9,000	9,000
Other income	405	-
<b>Total revenue</b>	<b>250,523</b>	<b>226,181</b>
<b>Expenditure</b>		
Scholarships**	55,640	62,082
Volunteer Leadership Conference	76,619	70,000
Personal assistance payments	-	5,000
Executive officer payments	79,136	69,119
Audit fees	3,640	2,725
Other expenses	18,980	23,666
<b>Total expenditure</b>	<b>234,015</b>	<b>232,592</b>
<b>Surplus / (Deficit) for year**</b>	<b>32,596</b>	<b>2,479</b>

^Investment income from managed funds includes income attributable to the Tynan-Eyre Memorial Fund \$30,136 (2015 \$42,897).

\*2015 Administration contributions were invoiced and paid in 2016. \*\*Tynan-Eyre Memorial Fund scholarships \$19,640 (2015 \$26,375).

\*\*\*Surplus/(Deficit) attributable to the Foundation after excluding Tynan-Eyre results \$22,100 (2015 (\$14,043) ).

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.

# RAHEEN LUNCHEON 2016





[WWW.ESF.COM.AU](http://WWW.ESF.COM.AU)