

2019

ESF Annual Report



The Emergency Services Foundation (CESF Pty Ltd)

Mission

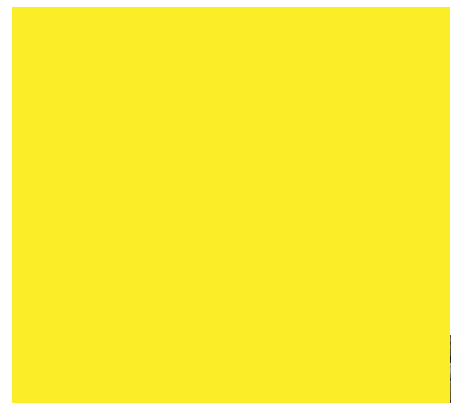
The ESF was created to:

- 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 ongoing 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, several Victorian emergency service workers and their families have received financial benefits from the ESF. In addition, the ESF Scholarship Scheme has awarded more than 145 scholarships over a diverse range of research projects. The ESF Alumni provides a network for these scholarship recipients enabling knowledge sharing and continued commitment to the work of the ESF.



Chair's Report

It is with a touch of sadness and pride that I present to you the last annual report as Chair of the Emergency Services Foundation (ESF) in its original form. After 32 years of serving the emergency services in Victoria the board can look back with pride on what it has achieved in supporting the families of our colleagues lost in the line of duty. Over this period, ESF also provided 145 scholarships, knowledge sharing through our Emergency Management Conferences and leadership programs for volunteers. Many of our ESF scholarship Alumni have gone on to leadership roles in the sector. Over the years the ESF also undertook research in several areas with Worcester Polytechnic (WPI), looking at the welfare of EM workers.

The board undertook several strategic workshops looking to the future and it became apparent that the foundation needed to refocus on its core mission, to do that, it had to improve its financial position. The world has changed, and the foundation can not depend on government handouts and investment returns.

The board decided, based on research undertaken by Beyond Blue and WPI, that there was a clear need for the foundation to continue with its work in welfare, but with a focus on mental health and wellbeing.

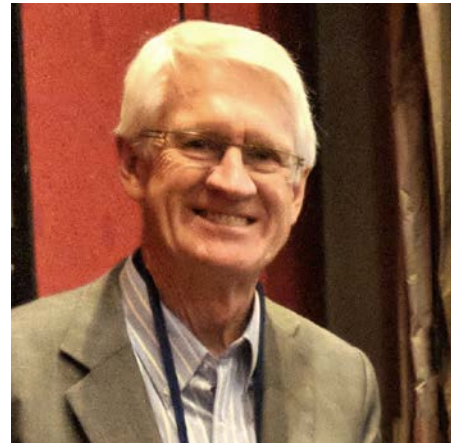
To facilitate this refocus, the foundation needed a better fundraising capability and a new governance structure. In doing this it was important to ensure that the emergency service agencies had a close overview of the new organization's strategic direction.

The new structure will include a similar mission to the old foundation, have an expert board instead of a representative board as well as a stakeholder council made up of agency heads to provide high level advice to the board.

The board also decided to move into its own offices and employ a Chief Executive Officer (CEO) to oversee these changes. You will see through the CEOs report that this has been a successful strategy.

I would like to thank the many people who have served as ESF board members for their dedicated service over the 32 years of its existence. As I leave after 15 years on the board, seven as Chair, I look forward to hearing about the successes of the reborn foundation and wish Patrick Kidd and his new board success in their future endeavours.

Neil Bibby
Chair



CEO Report

As the inaugural CEO of the ESF I was charged with ‘turning the ship around’ to make the organisation both financially viable and strategically relevant in an operating environment that was very different to when the organisation was established.

To do that I embarked on a process of meeting and listening to a range of important stakeholders and with the assistance of students from Worcester Poly Technic (WPI) undertook two important pieces of research. The first of these considered whether ESFs welfare payments were still required and identified where ESF could add value to agencies across the sector. From this the challenge of effectively managing older workers as they transition from the workforce emerged. A second group of WPI students worked to better understand what is required to support this group of people who, research tells us, too often suffer psychological distress once they are no longer working.

In addition to our own studies Beyond Blue released landmark research at the end of 2018 with its *Answering the Call* report into the mental health and wellbeing of Australia’s police and emergency services. In this Beyond Blue Chair, the Hon Julia Gillard said, “The research results reveal a workforce that is deeply impacted, both by the nature of the work that they do, and the pressures of the environments in which they work. These results compel action. They require a dedicated and collective effort to ensure that we strengthen our approach to protecting those who protect us – to make a real difference to people’s lives.”

This supported my thinking that the ESF was in a unique position of being able to connect the sector to continuously improve [prevent, protect and address] the mental health and wellbeing of people at all levels in all agencies. By working more collaboratively in relation to mental health and wellbeing we would improve our capacity to achieve better outcomes for individuals and agencies. We can most certainly be ‘better together’.

Answering the Call provided a sound strategic platform for the ESF to develop its new purpose and strategic plan, which will be further developed by the new board and stakeholder council in the first half of the 2019/20 year.

ESFs new strategic plan will involve new operating procedures and aims to ensure sustainability while building reputation that positions ESF as a mental health change agent for the sector. Fundraising, partnerships and social media will be a key focus in the coming year. We will also Chair a WorkWell Learning Network to address the work-related factors that cause psychological distress and host a series of State Government funded Valuing Volunteer workshops around the state to build leadership capacity in the area of wellbeing.

Exciting times ahead for ESF and I look forward to continuing as its leader and driving the change required to achieve our ambitious goals.

Siusan MacKenzie
Chief Executive Officer



ESF Scholarships

Scholarship have always been a key activity for the ESF and will remain so albeit with an emphasis on research into wellbeing to build the evidence base in this area. It continues to be a tradition that scholarship awardees present their findings to leaders from across the sector at a luncheon hosted by Mrs Jeanne Pratt at Raheen. In 2018 invitations were extended to potential ESF partners and this proved very successful in generating interest in and understanding of ESFs new direction.

2019 saw ESF Alumni Craig Shepherd take on the role of committee chair. With great assistance from Craig and the scholarship committee increased rigor was brought to the application and assessment process. This year also saw ESF produce a folio of large posters to highlight recent scholarship awardees and they were used at an International Women's Day exhibition and at the EMC conference with great impact.

2018 scholarship awardees

Geoff Ranzenhofer, Senior Station Officer from CFA who looked at best practice practical fire investigation training.

Jacob Riley, Public Information and Warnings Advisor from SES who investigated emerging technologies for emergency warnings.

Linda Jones, Forensic Officer from Victoria Police who sought out the best new approaches to dealing with forensic documentation.

Luke Heagerty, Manager Incident Management Systems from CFA who studied how collaboration with the private sector can benefit incident management.

This group discussed their findings at a meeting with the Emergency Management Commissioner and to a broader audience at the 2019 Emergency Management Conference. Their CEOs provided written acknowledgement and feedback on the reports they presented which are available at esf.com.au.

2019 scholarship awardees

In 2019 applications were for the first time completed online and preference was given to areas of study which addressed wellbeing issues. A record number of applications were received, and four scholarship were awarded including for the first time to Red Cross.

Greg Dean, Senior Sergeant and Acting Manager VicPol Welfare Services. Greg's topic of study is early intervention mental health and wellbeing respite centres and his research will add to his learnings from previous study in the UK to inform a sector wide feasibility study.

Dennis Smith, Senior Station Officer is currently on secondment to CFA from the MFB. Dennis will be travelling to the USA and Canada to research how mindfulness programs have been applied and evaluated in emergency management settings there and in particular how mindfulness could benefit



people working in dynamic incident control and IMT environments where important and timely decision need to be made when people are under stress.

Tiana Hokins, Emergency Services Operations Coordinator at the Australian Red Cross. Taina's topic of study aims to better understand the mental health and wellbeing impacts on people undertaking emergency reunification processes.

Marcus Warner, SES Deputy Controller at Bright. Marcus's topic of study is to explore what can be done to minimise the impact on tourists in wilderness areas of witnessing traumatic events where support services are limited. Marcus is concerned about the ad hoc approach to dealing with such people.

EMC Conference

The Emergency Services Conference in 2019 was held in May at the Pullman Hotel in Queens Road with the theme *placing people at the heart of all we do*. There was some concern that having the AFAC conference in Melbourne would have a detrimental impact on participation, but this was not the case with 435 attendees with local government making up the second largest cohort. 70 percent of attendees reported they want to attend in 2020. The cost point of the EMC continues to make it accessible. The AFAC conference did impact our ability to engage exhibitors and diminished sponsorship income.

The 52 presenters were drawn from a diverse range of organisations and represented excellent gender diversity in contrast to the Chief's Panel, which was an issue discussed on social media and well recognised across the sector.

The issue of authentic leadership was a topic which agency heads wanted addressed and keynote speaker Phil Shepherd did so in a very engaging



manner. Our international speakers Kelly McKinney and Patrick Cairns were sponsored by Red Cross and BankVic and they both brought a wealth of knowledge and experience in relation to preparing for disasters and wellbeing which created great interest at the conference and with other audiences throughout the week.

In line with ESFs purpose, the topic of wellbeing was introduced as a key stream and this was well received with the lived experience of Matt Henry having a profound impact on the audience. Other new initiatives which proved popular included sessions on 'choose your disaster' which gave people the opportunity for an interactive experience and calling for papers from local government in recognition of their important role in recovery. A meeting of the newly formed Australian Women in Emergencies (AWE) also took place at the conference which helped to build an effective working relationship.

The conference dinner took on a different format with no fundraising element. Speaker Dr Hannah McDougall, Paralympian and SES employee, inspired guests with the story of how her disability did not inhibit her ambition to succeed.

Sincere thanks must go to High Profile Events and the organising committee, chaired by Alumni Mark Swiney, for continuously improving the EMC conference which is a hallmark event for ESF. 2020 will mark the 20th such event, which was the initiative of ESF scholarship awardees.

ESF Alumni

ESF now has 145 Alumni which includes representatives from agencies as follows:

- | | | |
|--------------------|---------------------------------|---------------|
| ■ CFA 31 | ■ SES 18 | ■ EMV 3 |
| ■ MFB 33 | ■ DELWP 8 | ■ St. John 1 |
| ■ Ambulance VIC 16 | ■ Red Cross 1 | ■ Vic Roads 1 |
| ■ Vic Police 24 | ■ Victorian Council of Churches | ■ DEDJTR 7 |
| | Emergency Ministry 2 | |

The number of active Alumni is relatively small, but their input is highly valued. Stephen Walls as Chair supported by Faye Bendrups have played an important consultative role on several issues throughout the year.

The role of Alumni diminished in 2019 with the promotion of scholarships going online and their role in organising the conference dinner and associated fundraising changing. To keep Alumni engaged a series of breakfast events for Alumni and friends sponsored by Maddocks took place. These were well supported and enabled all Alumni the opportunity to participate in discussion to inform strategic planning and be kept informed of developments as the new direction of the Foundation evolved. These events also exposed Alumni to a range of initiatives such as the reporting of work by the Worcester Polytechnic students.

We hope to see the role of Alumni invigorated in the coming year with a new purpose for the Alumni established as new ESF governance arrangements unfold.



ESF Finance and Governance Report

For the Financial period 30 June 2018 to end June 2019

The board of the Emergency Services Foundation are leaders and senior personnel of the major emergency service agencies in Victoria, and the board includes other professionally qualified lay persons. The Board holds regular meetings and receives management reports and updates on our governance and management practices, including financial reports which are externally audited annually by Crowe Horwath.

In the financial year 2018-2019, the Emergency Services Foundation has been undertaking a strategic review of its purpose, structure, governance funding and composition of the Board. This strategic review has been undertaken in recognition that, over time, the demand for the Foundation has pivoted from its historical mandate, post the Ash Wednesday bushfires in 1983.

The planned shift for the Foundation to a broader scope has been well developed during the 2018-2019 financial year and is expected to be implemented in the 2019-2020 financial year. The Foundations' focus will be connecting the Victorian sector to continuously improve [prevent, promote and address] the mental health and wellbeing of its people. This will support agencies to achieve more consistent and effective outcomes for their staff and volunteers.

To achieve its renewed focus, the Foundation will require a sustainable funding model moving forward.

In the 2018-2019 financial year the foundation has been funded from a mix of the emergency services sector agency contributions and funding from its investments. The appointment of a fulltime CEO in 2018 has assisted with lifting the public profile and activities of the Foundation throughout the 2018-2019 financial year. A sustainable future funding mix is required, with new funding sources, including the uplift of fundraising activities.

The Ashley Bear fundraising activity continued to be slower than originally anticipated, resulting in the consolidation of this activity and a \$100,086.85 write off in the 2018-2019 financial year.

The underlying net operating result for financial year 2018-2019 is a deficit of \$263,902 (2018 comparator \$33,065) - change of \$296,968

As at 30 June 2019, the Foundations Net assets are \$1,004,252 (2018 comparator \$1,214,607) - change of \$210,354

The Foundation's invested funds are managed externally using an index manager investing across a diversified range of local and global sectors, adopting a 'balanced' risk profile. An investment review of the funds under management will be undertaken in 2019-2020 to ensure sustainable returns remain within the Boards risk appetite.

There are both exciting opportunities and continued funding challenges for the Foundation in the year ahead.

Andrew Carman, CPA

Non Executive Director, Treasurer and Company Secretary



Balance sheet

	TOTAL		
	AS OF JUN 30, 2019	AS OF JUN 30, 2018 (PY)	CHANGE
Assets			
Current Assets			
Accounts receivable			
12000 Trade Debtors	40,000.00	0.00	40,000.00
Total Accounts receivable	A\$40,000.00	A\$0.00	A\$40,000.00
11100 Cash at Bank - NAB Operating	94,419.40	34,028.45	60,390.95
11102 Personnel Support Fund A/c	20.00	20.00	0.00
11103 NAB Business Payment Card 1757	165.90	160.58	5.32
11104 Petty Cash Float	380.00		380.00
11110 Prepayments	1,278.33	1,278.33	0.00
11115 Income Receivable TEMF	0.00	1,488.18	(1,488.18)
12001 Provision for Doubtful Debts	(11,200.00)		(11,200.00)
12002 Income Receivable	0.00	1,237.82	(1,237.82)
Inventory Asset	0.00	100,005.75	(100,005.75)
Total Current Assets	A\$125,063.63	A\$138,219.11	A\$ (13,155.48)
Long-term assets			
11132 Vanguard Investments ESF	237,076.00	446,194.23	(209,118.23)
11133 Vanguard Investments TEMF	642,113.29	630,193.80	11,919.49
Total long-term assets	879,189.29	1,076,388.03	(197,198.74)
Total Assets	A\$1,004,252.92	A\$1,214,607.14	A\$ (210,354.22)
Liabilities and shareholder's equity			
Current liabilities:			
Accounts payable			
22000 Trade Creditors	(220.00)	(5.05)	(214.95)
Total Accounts payable	A\$ (220.00)	A\$ (5.05)	A\$ (214.95)
22007 Income in Advance	40,000.00	0.00	40,000.00
22010 Accrued expenses	8,400.00	5,027.00	3,373.00
22011 Holiday Pay Provision	9,366.63	11,097.10	(1,730.47)
GST Liabilities Payable	118.06	641.17	(523.11)
PAYG Withholdings Payable	13,746.00	10,382.00	3,364.00
Payroll Clearing	2.00	0.00	2.00
Total current liabilities	A\$71,412.69	A\$27,142.22	A\$44,270.47
Non-current liabilities:			
Provision for Long Service Leave	9,278.06		9,278.06
Total non-current liabilities	A\$9,278.06	A\$0.00	A\$9,278.06
Shareholders' equity:			
Net Income	(263,902.75)	33,065.45	(296,968.20)
38000 Accumulated Funds	555,782.85	572,050.40	(16,267.55)
38002 Accumulated Funds TEMF	631,682.07	582,349.07	49,333.00
Total shareholders' equity	A\$923,562.17	A\$1,187,464.92	A\$ (263,902.75)
Total liabilities and equity	A\$1,004,252.92	A\$1,214,607.14	A\$ (210,354.22)

Profit and loss

	TOTAL		
	JUL 2018 - JUN 2019	JUL 2017 - JUN 2018 (PY)	CHANGE
Income			
40000 Operating account			
42111 Agency Admin Contributions	80,000.00	31,588.24	48,411.76
42118 ESF Conference	29,745.45	37,454.55	(7,709.10)
42119 Alumni Dinner revenue	1,985.00	2,696.20	(711.20)
42131 Donations	100.00	230.00	(130.00)
42132 Sponsorship	3,500.00	1,000.00	2,500.00
42133 ESF Membership Subscription		2.46	(2.46)
42135 Valuing Volunteers Program		186,975.00	(186,975.00)
42140 Project Fee - Grants		20,775.00	(20,775.00)
42145 WorkSafe Work Well	11,000.00		11,000.00
Total 40000 Operating account	126,330.45	280,721.45	(154,391.00)
42130 Sales - Bears	11,249.98	9,350.22	1,899.76
Sales of Product Income	280.00		280.00
Total Income	A\$137,860.43	A\$290,071.67	A\$ (152,211.24)
Cost of Sales			
50100 Cost of Sales - Bears	100,086.85	11,129.91	88,956.94
Total Cost of Sales	A\$100,086.85	A\$11,129.91	A\$88,956.94
GROSS PROFIT	A\$37,773.58	A\$278,941.76	A\$ (241,168.18)
Other Income(Loss)			
80000 Capital Account			
81005 Capital Gain/(Loss) from Investments ESF	12,856.71	23,815.20	(10,958.49)
81006 Capital Gain/(Loss) from Investments TEMF	24,288.10	25,419.87	(1,131.77)
81020 Dividend Income ESF	10,515.55	19,072.40	(8,556.85)
81021 Dividend Income TEMF	15,391.47	22,425.07	(7,033.60)
Total 80000 Capital Account	63,051.83	90,732.54	(27,680.71)
Total Other Income(Loss)	A\$63,051.83	A\$90,732.54	A\$ (27,680.71)
Expenses			
60000 Expenses			
62101 Advertising & Media	300.00	395.00	(95.00)
62102 Alumni Dinner Costs	1,181.72	2,682.40	(1,500.68)
62103 Alumni Activity	77.27	246.16	(168.89)
62104 Accounting Fees	4,000.00		4,000.00
62105 Audit fees	4,800.00	4,570.00	230.00
62110 ASIC fees	199.09		199.09
62117 Doubtful Debts Expense	11,200.00		11,200.00
62119 Gifts	229.06	290.91	(61.85)
62122 Insurance	4,736.82	2,846.99	1,889.83
62123 Fundraising costs	6,171.06		6,171.06
62124 Catering costs	2,066.48	923.93	1,142.55
62128 Postage & Freight	221.69	488.99	(267.30)
62129 Printing, Art Work & Stationery	6,071.88	416.07	5,655.81
62130 Scholarships TEMF	27,760.00		27,760.00

Profit and loss cont...

	TOTAL		
	JUL 2018 - JUN 2019	JUL 2017 - JUN 2018 (PY)	CHANGE
62132 Scholarships - ESF	28,500.00	20,673.85	7,826.15
62133 Scholarship Activity		833.17	(833.17)
62134 Office Costs	3,351.91	1,180.73	2,171.18
62135 Sundry expenses	2,049.59	201.31	1,848.28
62136 Telcomms, Computer & Web site costs	5,563.69	2,671.66	2,892.03
62137 Travel, Taxis & Parking	5,045.13	755.83	4,289.30
62141 Salary & Oncost Expenses	225,366.73	112,904.67	112,462.06
62143 Research & consultants	4,950.00		4,950.00
62151 Volunteer Leaders Forum	5,000.00	184,525.00	(179,525.00)
62153 WPI Project Costs	221.82		221.82
62160 Rent Expense	15,339.96		15,339.96
Total 60000 Expenses	364,403.90	336,606.67	27,797.23
Office/General Administrative Expenses	322.53		322.53
Total Expenses	A\$364,726.43	A\$336,606.67	A\$28,119.76
Other Expenses			
BAS Roundoff Gain or Loss	1.73	2.18	(0.45)
Total Other Expenses	A\$1.73	A\$2.18	A\$ (0.45)
NET EARNINGS	A\$ (263,902.75)	A\$33,065.45	A\$ (296,968.20)