



## Emergency Services Foundation

Annual Report 2020/2021



# Background

**The Emergency Services Foundation (ESF) was created in 1987 after 14 volunteer firefighters lost their lives in Ash Wednesday. It was established to provide relief and assistance to any Victorian emergency service worker and their family who suffer hardship in the line of duty and support research aimed at reducing hazards experienced in the line of duty. ESF's focus shifted in 2019 and is now entirely directed towards improving how the sector approaches the mental health and wellbeing of Victoria's emergency management workers, paid and volunteer.**

ESF's commitment to the mental health and wellbeing of everyone involved in all forms of emergency management in Victoria is because mentally healthy workplaces, which support people to flourish, underpin the ability of the sector to deal with the increasingly complex emergency management needs of our community.

Emergency management organisations are defined as high-risk. This means there is a predictable risk of exposure to potentially traumatic events and inherent organisational stressors due to the physical nature of the work or job demands. These are elements of the job that can't change, and their impact is exacerbated by the prevalence of self-stigma associated with mental health. We know this stigma impacts people's willingness to seek help early which helps to prevent the development of more serious mental health conditions.

In aspiring to improve the mental health and wellbeing landscape for the sector and its people, ESF is focused on what can be changed. That involves how people are managed, and how and when people are educated and supported to be mentally fit. In doing this work ESF recognises the responsibility of agencies as employers and works to complement and add value to their efforts as we strive to be 'better together'.

By bringing people together to collaborate and building the evidence of what works, ESF is fostering innovation and good practice. A range of strategic partnerships are helping ESF to maximise the opportunity to improve mental health and wellbeing outcomes.



ESF is a small organisation with big ambitions. Our focused and collaborative approach to improving the sector's mental health and wellbeing is both vital and innovative and fully supported by our new Stakeholder Council, which includes the agency heads of these organisations:

**Victoria Police**

**Country Fire Authority**

**Fire Rescue Victoria**

**State Emergency Service**

**DELWP Forest Fire Management**

**Ambulance Victoria**

**Australian Red Cross**

**Life Saving Victoria**

**Emergency Service Telecommunications Authority**

**Emergency Management Victoria**

**Inspector General for Emergency Management**

**Bushfire Recovery Victoria**

**VCC Emergencies Ministry**

**St John Ambulance Australia**

# Chair's Report

It gives me great pleasure to present my first Emergency Services Foundation annual report since assuming the role of Chair in December 2020.

I think that it would be fair to say that the period since I assumed the role has been an interesting, complex, and challenging one for us as it has for all of you. Having said that, I am constantly amazed at what such a small organisation, dedicated to achieving its outcomes can do through the dedicated efforts of our Board, our CEO and her very small team.

In addition to those Board Members who started with us on this new journey in September 2019 we have added Assoc. Prof. Nicole Sadler to the team. Nicole brings to us a wealth of mental health and wellbeing experience both from her roles over many years' service in the ADF as well as her subsequent roles working in this space with emergency services organisations both at state and national levels.

Our Stakeholder Council has grown to 14 with the addition of St John Ambulance, Life Saving Victoria, Australian Red Cross, and the Victorian Council of Churches Emergencies Ministry. I need to acknowledge that without the unwavering support of the Council which includes the agency heads of all our emergency service/management agencies, and that provided by other supporters, we could not have achieved what we have this past year.

In accepting a role such as this I think that it is incredibly important not to simply add it to your CV and then attend a few meetings a year, but to get out on the ground and engage directly with those who we aim to support, our dedicated sector volunteers and paid staff. I have had the pleasure to attend many Mental Health Matters workshops across the state and other events such as our International Women's Day events in regional Victoria throughout the year. Each of these events has been so well attended and supported, and the feedback from the many that I have spoken to is that the ESF is filling a void and is adding true value to the mental health and wellbeing space across our sector. I thank you for the opportunity to engage with you at these events and for your open and honest contributions to the way forward.

Like so many others we have been severely challenged by the impacts of compounding emergencies in Victoria including the COVID pandemic, the destructive windstorm in June, and of course the significant ongoing recovery efforts following the 2019-20 bushfires. The pandemic resulted in our enduring Emergency Management Conference being forced to go virtual last year, a challenging and new experience for us and for High-Profile Events who facilitate the event for us. Regardless, we still had a fantastic turnout, both from the perspective of speakers and attendees, and we have our fingers crossed that this year, our 21st birthday event will go ahead in person as planned.

Unfortunately, traditional activities including the ESF Scholarship Program have had to be deferred due to the inability for successful recipients to travel. I would like to acknowledge the ongoing work of both the conference advisory group and those who facilitate the scholarship shortlist and award process for their ongoing work. As soon as we are able, we will be looking to re-initiate the scholarship program.





I mentioned our CEO Siusan MacKenzie and her very small team at the beginning of this report. Whilst I don't want to steal Siusan's thunder about the many achievements that she and the team have delivered, I do want to acknowledge the huge amount of effort that they put in, day in and day out. The Board has a very important role in developing the strategy that will take us to where we need to be to support the mental health and wellbeing of our sector, but without a competent, innovative, and extremely hard-working CEO to operationalise the strategy, it would all amount to nothing. I personally want to thank Siusan for all that she does for the Foundation and for the support that she provides to me in this role.

The Foundation continues to work extremely hard to identify funding sources to allow us to continue our important work. We have many irons in the fire from the perspective of potential grants however these won't give us the longevity and security that we need. As a result, we are still looking to other ways in which we can secure a sustainable funding base into the future. Should anyone out there have any great ideas or suggestions I would welcome you contacting me to discuss them.

In closing I would like to thank all our emergency services/management volunteers and paid staff for all that you do for the Victorian community, it does not go unnoticed. The Foundation exists to work with the broader sector to support and enhance the mental health and wellbeing of all and we are looking forward to another very busy year ahead.

In these challenging times I thank you all for your ongoing support and wish you all the very best for the next year. Please take care of yourselves and your families and remember that we are all here to support each other.

I am extremely positive about the future and believe that there are better days not too far ahead. The Foundation will continue its work to find innovative and contemporary ways to deliver its programs and will do so in partnership with you all.

Take care and best wishes.



**Tony Pearce**  
Chair

Inspector General for Emergency  
Management



# CEO Report

Like everyone everywhere this year ESF had to adapt to the new world of work that has been so profoundly impacted by Covid. For us that meant our small team all working from home and not once coming together face to face to enjoy the many social benefits of work. In this environment we individually languished at times, but we collectively rose to the challenge and adapted the way we work so that ESF could continue to deliver outstanding programs and encourage the sector to keep improving together.

The number one reason people presented to their GP over this reporting period was for a mental health problem. Many of those people were undoubtedly emergency service workers and their families. New statistics like this, along with the research findings of Beyond Blue and Movember are what underpin the work we do at ESF.

This year we identified three areas of specific need which we will focus on going forward to provide the sector with tremendous value.

The three areas are strong leadership, early intervention, and healthy transitions.

Strong leadership, specifically the leadership middle managers provide, has such an impact on people's day to day experience in the workplace. The effective development of this group was identified as a gap across the sector. Our Leading for Better Mental Health program pilot supported by WorkWell and codesigned by ESF Learning Network informed by a comprehensive literature review, was a key deliverable for ESF this year. The pilot brought together 52 program participants from 12 agencies to participate over six months in an online program that aims to reshape what it means to be a leader in emergency management by building capability to apply authentic

leadership skills to facilitate a mentally healthy work environment. It is a unique approach that is being comprehensively evaluated by Charles Sturt University.

A key approach to early intervention has been our Mental Health Matters program for volunteers which was delivered with support from the State Government's Valuing Volunteer Program.

Through this program we delivered ten workshops on weekends in locations around Victoria. The program was designed and delivered with input from volunteers and subject matter experts. It complimented education that agencies had in place and aimed to improve mental health literacy and increase self-management capability on the basis that you need to be mentally fit to effectively help those around you in your team.

Participants came from all volunteer agencies and people greatly appreciated ESF coming to their locality. Covid travel restrictions interrupted the program delivery, and we are currently translating the content to an online version for volunteers and their significant other to undertake together. A unique element of this program was that volunteers at each location determined what they believed would make the biggest difference to the wellbeing of volunteers. These ideas were presented by volunteers to the heads of agency at an online event. The need for a consistent foundational mental health literacy program for volunteers and their families, and a desire for a sector wide approach to peer support programs were two ideas which resonated most strongly with the sector's leaders. Work is underway to progress these ideas.



In recent years ESF undertook two preliminary studies into the needs of people transitioning to retirement. This has guided our strategic approach to ESFs Well Beyond program which aims to support people to flourish post their career in emergency management. This program is in its infancy but includes a unique qualitative study of the lived experience of emergency management retirees, the development of a systems framework which will strive for a consistent approach sector wide and the establishment of a holistic coaching approach to support individuals as they approach and transition to retirement.

**Other highlights of the year include:**

- **Facilitated eight meetings of the ESF Learning Network and five codesign workshops which bring wellbeing managers together to collaborate**
- **Distributed 10 Knowledge Digests to the Learning Network**
- **Facilitated International Women's Day events in two regional locations and Melbourne to bring together and celebrate the contribution women make to the sector and provided the sector with a comprehensive report of ideas to make a difference to women's wellbeing over the next ten years**
- **Ten online Insight Conversations hosted which provide participants access to national and international subject matter experts on topics of relevance to the sector**
- **Eleven Impact eNews delivered to a growing mailing list raising awareness of ESF's program of work**
- **Release of ESF's research Understanding stigma and help-seeking in emergency services personnel for good mental health undertaken with Phoenix Australia**
- **Grant application to support the establishment of a Lived Experience Program which was a recommendation of the Stigma and Helpseeking research.**
- **Delivered two studies on volunteering in relation to feeling valued and perspectives on transition to retirement**
- **Designing ESF's first Better Together luncheon to raise awareness of the lived experience and the impact of**

**work in emergency management to people who support the sector**

- **Grant application to support the establishment of a Residential Wellbeing Program pilot**
- **Hosting of the Emergency Management Conference online which attracted 257 paid delegates and included keynote speakers Hon Lianne Dalziel, Mayor of Christchurch and Prof Lori Peek, University of Colorado, USA**
- **Launched new ESF website**
- **Improving our social media capacity and reach**
- **Involvement on the Centre of Excellence for Emergency Worker Mental Health Steering Committee**
- **Involvement on the Advisory Group for the First National Mental Health Action Plan.**

I very much look forward to ESF continuing to grow and thrive next year in an environment that is less COVID-19 restricted. Our focus in the year ahead will be to build on momentum achieved this year in our three core areas of focus and confirm our value proposition. We will do this by working to break the cycle of treating ill people to a positive psychology based preventative approach, continuing to test our method of reshaping what contemporary emergency management leadership looks like and embedding Well Beyond across the sector. We hope this work will be supplemented by grants to help us establish both the Lived Experience and Residential Wellbeing programs.

Our aim is to be a trusted partner of the sector as we collaborate to address the gaps in our approach to mental health and wellbeing to reduce the prevalence of mental health wounds too many people currently experience. I am so grateful for the dedication of my small team, our passionate Chair, and members of the Board who each contribute their expertise to ensure we can be better together.



**Siusan MacKenzie**  
Chief Executive Officer



# Treasurer's Report

During the 2021 financial year the Foundation has been funded by emergency service/management sector agency contributions, fundraising, donations, grants, and its investments.

The COVID-19 pandemic has reduced the opportunities for the Foundation to engage in its primary fundraising activities.

The net operating result for 2021 financial year is a surplus of \$146,282 (2020 surplus of \$532,752).

As of 30 June 2021, the Foundations net assets are

\$1,600,865 (2020 \$1,454,583).

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.

The Foundation continues its work towards a sustainable future funding mix and is focused on these opportunities to ensure it can further uplift its value to the emergency services sector.

I would like to take this opportunity to thank all the Victorian emergency service workers for your continued service to our community during the past 12 months, and notably during the challenges of the COVID-19 pandemic.

The Emergency Services Foundation will continue to serve you, by aspiring to improve the mental health and wellbeing of those who protect and care for all Victorians.



**Andrew Carman**  
CPA  
Non-Executive Director,  
Treasurer and  
Company Secretary.





# Financial Statements

**Emergency Services Foundation**  
**Directors' report**  
**30 June 2021**

## **Directors**

The following persons were directors of the trustee company during the whole of the financial year and up to 20<sup>th</sup> October 2021, unless otherwise stated:

Name of Director		Date appointed	
Lawrence Lavelle	AM	24.03.1987	Ceased 25.08.2020
Neil Soullier	OAM	11.12.2002	Ceased 25.08.2020
Catherine Dunlop		18.03.2010	
Stephen Griffin		14.07.2014	Ceased 27.08.2020
Antony (Tony) Walker	ASM	07.04.2015	
Graham Ashton	AM APM	24.04.2017	Ceased 01.09.2020
Darrin McKenzie		17.05.2018	Ceased 03.09.2020
Andrew Carman		18.02.2019	
Greg Leach		18.07.2019	Ceased 27.08.2020
David Forbes		05.09.2019	Ceased 22.07.2020
Ian Forsyth		05.09.2019	
Patrick Kidd		05.09.2019	
Deb Martindale		05.09.2019	
Antony Pearce (Chairman)		05.09.2019	
Deborah Sheill		05.09.2019	
Nicole Sadler		25.08.2020	

## **Objectives**

The Emergency Services Foundation (ESF) was created in 1987 after 14 volunteer firefighters lost their lives in Ash Wednesday. It was established to:

- Provide relief and assistance to any Victorian emergency service worker and their family 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

## **Strategy for achieving the objectives**

The Foundation is funded by the agencies it serves, grants and general fundraising activities. Previous scholarship holders, the ESF Alumni, assist the Emergency Services Foundation to encourage participation in, and learning from, the ESF Scholarship Scheme.

The Tynan-Eyre Memorial Fund is a recipient of donations made from time to time by the Tynan/Eyre Memorial Foundation Incorporated, but the Fund is not responsible for the fundraising activities or receipts raised by the Tynan-Eyre Memorial Foundation Incorporated.

**Principal activities**

The Foundation now focuses on improving the hazard of mental health and wellbeing amongst Victorian emergency management workers. It does this by bringing people together to collaborate; driving research to build the evidence base; fostering innovation and good practice through translation of knowledge; and forming strategic partnerships to maximise the opportunity to improve mental health and wellbeing for people across the sector. In addition to long term activities such as the provision of scholarships, the annual Emergency Management Conference, and events for volunteer leaders, ESF also Chairs a Learning Network to increase the understanding of the key issues that challenge the mental health and wellbeing of emergency management personnel.

Additionally, the Foundation also manages the Tynan-Eyre Memorial Fund which was established by the Emergency Services Foundation on 26 October, 1988 principally for managing funds from public donations and presenting scholarships to policemen and policewomen under 35 years of age

**Performance measures**

The Foundation measures its performance by the number and quality of scholarship seekers, participation at its conferences and the value of funds raised.

**Restructure of the entity**

On 5 September 2019, the directors made a decision to restructure the operations of the Emergency Services Foundation. A new trust, Emergency Services Personnel Support Fund Trust, and a new trustee, Emergency Services Foundation Pty Ltd have been established. Assets and liabilities from the existing entities are to be transferred to the new trust and trustee after the signing date of this report, following which the existing trust and trustee will be wound up. The total bank account balance under the existing entities has been transferred to the new trustee (Emergency Services Foundation Pty Ltd) on 11<sup>th</sup> June 2021

**After Balance date events**

Subsequent to balance date, the Coronavirus (COVID-19) pandemic continues to impact both communities and businesses throughout the world including Australia and the community where the entity operates. This is considered a non-adjusting subsequent event as at 30 June 2021, however, this pandemic will likely have a financial impact for the entity in the 2021 financial year and potentially financial years beyond this date.

The scale, timing, and duration of the potential impacts on the Foundation is unknown.

Other than the matter disclosed above in relation to the restructure of the entity, the balance of Vanguard Investments Cash & Balanced Portfolio under the ownership of the existing Foundation and trustee has been transferred to the new established trust and trustee on 3rd August 2021.

**Auditor's independence declaration**

The auditor's independence declaration in accordance with section 60 of the *Australian Charities and Not-for-profits Commission Act 2012* for the year ended 30 June 2021 has been received and can be found on page 5 of the financial report.

Signed in accordance with a resolution of the Board of Directors:

A handwritten signature in black ink, appearing to be 'AP', with a large loop at the end.

Antony Pearce  
Chairman

20 October 2021  
Melbourne

## Auditor Independence Declaration under 60-40 of the Australian Charities and Not-for-profits Commission Act 2012 to the Committee of Emergency Services Foundation

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2021 there have been:

- 1) No contraventions of the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- 2) No contraventions of any applicable code of professional conduct in relation to the audit.

*Crowe Audit Australia*

**CROWE AUDIT AUSTRALIA**



**Malcolm Matthews**  
**Partner**  
Launceston, Tasmania

Date: 20 October 2021

*Liability limited by a scheme approved under Professional Standards Legislation.*

*The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is external audit, conducted via the Crowe Australasia external audit division and Unison SMSF Audit. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.*

*Findex (Aust) Pty Ltd, trading as Crowe Australasia is a member of Crowe Global, a Swiss Verein. Each member firm of Crowe Global is a separate and independent legal entity. Findex (Aust) Pty Ltd and its affiliates are not responsible or liable for any acts or omissions of Crowe Global or any other member of Crowe Global. Crowe Global does not render any professional services and does not have an ownership or partnership interest in Findex (Aust) Pty Ltd. Services are provided by Crowe Audit Australia, an affiliate of Findex (Aust) Pty Ltd.*  
© 2021 Findex (Aust) Pty Ltd



Statement of profit or loss and other comprehensive income	7
Statement of financial position	8
Statement of changes to equity	9
Statement of cash flows	10
Notes to the financial statements	11
Responsible Person's declaration	18
Independent auditor's report to the members of Emergency Services Foundation	19

## **General information**

The financial statements cover Emergency Services Foundation as an individual entity. The financial statements are presented in Australian dollars, which is Emergency Services Foundation Special Purpose's functional and presentation currency.

Emergency Services Foundation is a not-for-profit incorporated association, incorporated and domiciled in Australia. Its registered office and principal place of business are:

## **Registered office & Principal place of business**

Level 23  
600 Bourke Street  
Melbourne  
Victoria 3000

A description of the nature of the Emergency Services Foundation's operations and its principal activities are included in the Directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 20 October 2021. The Directors have the power to amend and reissue the financial statements.

**Emergency Services Foundation**  
**Statement of profit or loss and other comprehensive income**  
**30 June 2021**

	<b>Note</b>	<b>2021</b> \$	<b>2020</b> \$
<b>Revenue</b>			
Investment Income		123,290	22,077
Other Income	3	<u>756,388</u>	<u>974,200</u>
<b>Total Revenue</b>		<u>879,678</u>	<u>996,277</u>
<b>Expenses</b>			
Salary Expenses & On Costs		(342,230)	(270,104)
Audit Fees		(13,050)	(7,250)
Other Expenses	4	<u>(380,082)</u>	<u>(181,013)</u>
<b>Total Expenses</b>		<u>(735,362)</u>	<u>(458,367)</u>
Net fair value gain/(loss) on financial assets		1,966	(5,158)
<b>Surplus/(deficit) before income tax expense</b>		146,282	532,752
Income Tax Expense		—	—
<b>Surplus after income tax expense for the year attributable to members of Emergency Services Foundation</b>		146,282	532,752
<b>Surplus/(deficit) before income tax expense</b>		146,282	532,752
<b>Other comprehensive income/(loss) for the year, net of tax</b>			
Net gain/(loss) on equity instruments designated at fair value through other comprehensive income		—	—
<b>Total comprehensive income/(loss) for the year attributed to members of Emergency Services Foundation</b>		<u>146,282</u>	<u>532,752</u>

*The above statement of profit and loss and other comprehensive income should be read in conjunction with the accompanying notes*

**Assets****Current Assets**

Cash and Cash Equivalents	735,515	676,257
Trade and Other Receivables	170,748	163,700
Prepayments	-	1,279
Other Financial Assets	5 <u>1,021,363</u>	<u>896,108</u>
<b>Total Current Assets</b>	<u>1,927,626</u>	<u>1,737,344</u>

<b>Total Assets</b>	<u>1,927,626</u>	<u>1,737,344</u>
---------------------	------------------	------------------

**Liabilities****Current Liabilities**

Trade and Other Payables	90,366	86,068
Employee Benefits	6 21,612	16,184
Contract Liabilities	7 <u>211,976</u>	<u>170,000</u>
<b>Total Current Liabilities</b>	<u>323,954</u>	<u>272,252</u>

**Non-Current Liabilities**

Employee Benefits	6 <u>2,807</u>	<u>10,509</u>
<b>Total Non-Current Liabilities</b>	<u>2,807</u>	<u>10,509</u>

<b>Total Liabilities</b>	<u>326,761</u>	<u>282,761</u>
--------------------------	----------------	----------------

<b>Net Assets</b>	<u>1,600,865</u>	<u>1,454,583</u>
-------------------	------------------	------------------

**Equity**

Retained Surplus	1,600,865	1,454,583
<b>Total Equity</b>	<u>1,600,865</u>	<u>1,454,583</u>

*The above statement of financial position should be read in conjunction with the accompanying notes*

	<b>Retained Surplus</b>	<b>Total Equity</b>
	<b>\$</b>	<b>\$</b>
Balance at 1 July 2019	921,831	921,831
	<hr/>	<hr/>
Surplus/(Deficit) after income tax expense for the year	532,752	532,752
	<hr/>	<hr/>
Balance at 30 June 2020	1,454,583	1,454,583
	<hr/> <hr/>	<hr/> <hr/>

	<b>Retained Surplus</b>	<b>Total Equity</b>
	<b>\$</b>	<b>\$</b>
Balance at 1 July 2020	1,454,583	1,454,583
	<hr/>	<hr/>
Surplus/(Deficit) after income tax expense for the year	146,282	146,282
	<hr/>	<hr/>
Balance at 30 June 2021	1,600,865	1,600,865
	<hr/> <hr/>	<hr/> <hr/>

*The above statement of changes in equity should be read in conjunction with the accompanying notes*



	Note	2021 \$	2020 \$
<b>Cash flows from operating activities</b>			
Receipts from customers		664,328	955,500
Payments to suppliers, employees & others		(728,359)	(374,228)
Interest, dividends & distributions received		<u>123,289</u>	<u>-</u>
Net cash provided by/ (used in) operating activities		<u>59,258</u>	<u>581,272</u>
<b>Cash flows from investing activities</b>			
Payments for investments		-	-
Proceeds from investments		<u>-</u>	<u>-</u>
Cash flows from financing activities		<u>-</u>	<u>-</u>
Net increase in cash and cash equivalents		59,258	581,272
Cash and cash equivalents at the beginning of the financial year		<u>676,257</u>	<u>94,985</u>
Cash and cash equivalents at the end of the financial year		<u><u>735,515</u></u>	<u><u>676,257</u></u>

*The above statement of cash flows should be read in conjunction with the accompanying notes*

## **Establishment**

- (a) The founders established a trust, known as Emergency Services Foundation on the 15 April, 1987, for public charitable purposes for the relief of poverty, sickness, injury, distress, misfortune, destitution or helplessness suffered by persons engaged in or acting under the auspices of the Victorian Police Force, the Country Fire Authority of Victoria, the Metropolitan Fire Brigades Board, the Victorian Emergency Services, the Port Emergency Services, the Ambulance Services and any other public emergency service, organisation or corporation now or here after established having a similar purpose or function and by the families of such persons, and for the provision of funding and other support to properly qualified persons engaged in relevant research and study under the auspices of the Foundation.
- (b) The Tynan-Eyre Memorial Fund was established by the Emergency Services Foundation on 26 October, 1988 principally for managing funds from public donations and presenting scholarships to policemen and policewomen under 35 years of age.
- (c) The Tynan-Eyre Memorial Fund is a recipient of donations made from time to time by the Tynan/Eyre Memorial Foundation Incorporated, but the Fund is not responsible for the fundraising activities or receipts raised by the Tynan-Eyre Memorial Foundation Incorporated.

The financial statement of the Foundation are separate financial statements and are not consolidated.

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

## **Basis of preparation**

In the Directors' opinion, the foundation is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and Victorian legislation (the Fundraising Appeals Act 1998 and associated regulations) and the trust deed requirements to prepare and distribute financial statements to the members of Emergency Services Foundation. The Directors have determined that the accounting policies adopted are appropriate to meet the needs of the trust deed.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

#### *Historical cost convention*

The financial statements have been prepared under the historical cost convention.

#### *Going Concern*

Reference is made to Note 11, which details the restructure of the entity. The financial report for the year ended 30 June 2021 has been prepared on a going concern basis, which assumes continuity of normal business activities and realisation of assets and the settlement of liabilities in the ordinary course of business.

#### *Critical accounting estimates*

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Foundation's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 2.

### **Revenue recognition**

Revenue is measured at the fair value of the consideration received or receivable.

#### *Sales revenue*

Event revenue is recognised based on the occurrence of the event.

#### *Agency Contributions*

Contributions are accounted for under AASB 15 as revenue from contracts with customers, with revenue recognised as these performance obligations are met.

#### *Grants*

Income from grants that are enforceable and with sufficiently specific performance obligations are accounted for under AASB 15 as revenue from contracts with customers, with revenue recognised as these performance obligations are met.

Income from grants without any sufficiently specific performance obligations, or that are not enforceable is recognised when received.

#### *Other revenue*

Other revenue is recognised when it is received or when the right to receive payment is established.

### **Income tax**

As the Foundation is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

### **Current and non-current classification**

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Foundation's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Foundation's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

### **Cash and cash equivalents**

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

### **Trade and other receivables**

Other receivables are recognised at amortised cost. The Foundation recognises an allowance for expected credit losses by application of the simplified approach.

### **Impairment of non-financial assets**

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

### **Trade and other payables**

These amounts represent liabilities for goods and services provided to the Foundation prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

### **Contract liabilities**

Contract liabilities represent the Foundation's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the Foundation recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the incorporated association has transferred the goods or services to the customer.



## **Employee benefits**

### *Short-term employee benefits*

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

### *Other long-term employee benefits*

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

## **Financial Instruments**

### *Initial recognition and measurement*

Financial assets and financial liabilities are recognised when the Foundation becomes a party to the contractual provisions of the financial instrument and are measured initially at fair value adjusted by transactions costs, except for those carried at fair value through profit or loss, which are measured initially at fair value.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled, or expires.

### *Classification and subsequent measurement of financial assets*

#### *Financial assets at amortised cost*

Financial assets are measured at amortised cost if the assets are held within a business model whose objective is to hold the financial asset and collect its contractual cash flows and the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding.

## **Goods and Services Tax ('GST') and other similar taxes**

Revenues, expenses, and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a net basis.

**New Accounting Standards and Interpretations not yet mandatory or early adopted**

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the Foundation for the annual reporting period ended 30 June 2021. The Foundation has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

**Note 2. Critical accounting judgements estimates and assumptions**

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue, and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

*Impairment of non-financial assets*

The Foundation assesses impairment of non-financial assets at each reporting date by evaluating conditions specific to the Foundation and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

*Revenue recognition*

To determine if a grant contract should be accounted for under AASB 1058 or AASB 15, the Company has to determine if the contract is 'enforceable' and contains 'sufficiently specific' performance obligations. When assessing if the performance obligations are 'sufficiently specific', the Company has applied significant judgement in this regard by performing a detailed analysis of the terms and conditions contained in the grant contracts, review of accompanying documentation (e.g. activity work plans).

Income recognition from grants received by the Company has been appropriately accounted for under AASB 1058 or AASB 15 based on the assessment performed.

*Contract liabilities*

The liability for contract liabilities & unearned income is recognised when performance obligations under the contract with customers are not satisfied.

*Coronavirus (COVID-19) pandemic*

Judgement has been exercised in considering the impacts that the Coronavirus (COVID-19) pandemic has had, or may have, on the Foundation based on known information. This consideration extends to the nature of the products and services offered, customers, supply chain, staffing and geographic regions in which the Foundation operates. Other than as addressed in specific notes, there does not currently appear to be either any significant impact upon the financial statements or any significant uncertainties with respect to events or conditions which may impact the Foundation unfavorably as at the reporting date or subsequently as a result of the Coronavirus (COVID-19) pandemic

**Note 3. Other Income**

	2021	2020
	\$	\$
<i>Other Income</i>		
Administration Contribution	193,591	87,500
Sponsorship	23,839	21,780
Membership Subscription	60,000	60,563
Sales Revenue	-	2,160
WorkSafe WorkWell Program	260,609	275,609
Melbourne Firefighter Stair Climb Event	-	175,056
Donations	35,265	121,466
Valuing Volunteers Grant	65,620	180,000
Other Income	<u>117,464</u>	<u>50,066</u>
Total Other Income	<u>756,388</u>	<u>974,200</u>

**Note 4: Other Expenses**

	2021	2020
	\$	\$
<i>Other Expenses</i>		
Computer & Website Costs	8,525	14,504
Insurance	3,558	4,816
Office Costs	2,094	10,756
Printing, Artwork & Stationery	622	1,599
Rent Expenses	-	23,420
Fundraising Costs	-	-
Allowance for Expected Credit Loss	3,700	40,000
WorkWell Expenses	96,309	12,000
Marketing Expenses	35,400	10,603
Sundry	<u>229,874</u>	<u>63,315</u>
Total Other Expenses	<u>380,082</u>	<u>181,013</u>

**Note 5. Financial Assets**

	2021	2020
	\$	\$
Vanguard Investments Cash & Balanced Portfolio	<u>1,021,363</u>	<u>896,108</u>
	<u>1,021,363</u>	<u>896,108</u>

## Note 6. Employee Benefits Liabilities

	2021	2020
	\$	\$
<b>Current</b>		
Accrued Annual Leave	21,612	16,184
	21,612	16,184
<b>Non-Current</b>		
Provision for Long Service Leave	2,807	10,509
	2,807	10,509
	<u>24,419</u>	<u>26,693</u>

## Note 7. Current liabilities - Contract Liabilities

	2021	2020
	\$	\$
Contract Liabilities	<u>211,976</u>	<u>170,000</u>

## Note 8. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by Crowe, the auditor of the Foundation:

	2021	2020
	\$	\$
<i>Audit services – Crowe</i>		
Audit of the financial statements	13,050	7,250
Other service - Accounting Service	<u>16,500</u>	<u>14,927</u>

## Note 9. Contingent liabilities

The Foundation had no contingent liabilities as at 30 June 2021 and 30 June 2020.

## Note 10. Commitments

The Foundation had no commitments for expenditure as at 30 June 2021 and 30 June 2020.

**Note 11: Restructure of the entities**

On 5 September 2019, the directors made a decision to restructure the operations of the Emergency Services Foundation. A new trust, Emergency Services Personnel Support Fund Trust, and a new trustee, Emergency Services Foundation Pty Ltd have been established. Assets and liabilities from the existing entities are to be transferred to the new trust and trustee after the signing date of this report, following which the existing trust and trustee will be wound up. The total bank account balance under the existing entities has been transferred to the new trustee (Emergency Services Foundation Pty Ltd) on 11<sup>th</sup> June 2021.

**Note 12. Events after the reporting period**

Subsequent to balance date, the Coronavirus (COVID-19) pandemic continues to impact both communities and businesses throughout the world including Australia and the community where the entity operates. This is considered a non-adjusting subsequent event as at 30 June 2021 however, this pandemic will likely have a financial impact for the entity in the 2021 financial year and potentially financial years beyond this date.

The scale, timing, and duration of the potential impacts on the Foundation is unknown.

Other than the matter disclosed in Note 11, the balance of Vanguard Investments Cash & Balanced Portfolio under the ownership of the existing Foundation and trustee has been transferred to the new established trust and trustee on 3rd August 2021.

Other than disclosed above, no other matters or circumstances have arisen since the reporting date which significantly or may significantly impact the operations of the Foundation, the results of the operation, or the state of affairs of the Foundation in future financial years.

## Responsible persons' declaration

The responsible persons declare that in the responsible persons' opinion:

- a) the Foundation is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.
- b) the financial statements and notes set out on pages 6 to 18, present fairly the Foundation's financial position as at 30 June 2021 and its performance and cash flows for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
- c) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- d) the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.



Antony Pearce  
Chairman

20 October 2021  
Melbourne

# Independent Auditor's Report to the Trustees of Emergency Services Foundation

## Opinion

We have audited the financial report of Emergency Services Foundation, which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

In our opinion, the accompanying financial report of Emergency Services Foundation (the foundation) is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the foundation's financial position as at 30 June 2021 and of its financial performance for the year then ended; and
- b) complying with Australian Accounting Standards to the extent detailed in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

## Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Foundation in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Australian Charities and Not-For-Profits Commission Act 2012*, which has been given to the directors of the trustee company, would be in the same terms if given to the directors as at the time of this auditor's report.

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

*Liability limited by a scheme approved under Professional Standards Legislation.*

*The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is external audit, conducted via the Crowe Australasia external audit division and Unison SMSF Audit. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.*

*Findex (Aust) Pty Ltd, trading as Crowe Australasia is a member of Crowe Global, a Swiss verein. Each member firm of Crowe Global is a separate and independent legal entity. Findex (Aust) Pty Ltd and its affiliates are not responsible or liable for any acts or omissions of Crowe Global or any other member of Crowe Global. Crowe Global does not render any professional services and does not have an ownership or partnership interest in Findex (Aust) Pty Ltd. Services are provided by Crowe Audit Australia, an affiliate of Findex (Aust) Pty Ltd.*

*© 2021 Findex (Aust) Pty Ltd*



## Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the trustees' financial reporting responsibilities under the Australian Charities and Not-For-Profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose.

## Responsibilities of the Trustees for the Financial Report

The directors of the trustee company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and for such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the foundation's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the foundation or to cease operations, or have no realistic alternative but to do so.

## Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Emergency Services Foundation internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Emergency Services Foundation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion.

Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Emergency Services Foundation to cease to continue as a going concern.

- Evaluate the overall presentation, structure, and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

Crane Audit Australia

**CROWE AUDIT AUSTRALIA**



**MALCOLM MATTHEWS**

**Partner**

Launceston, Tasmania

Dated this 20<sup>th</sup> day of October 2021



Emergency Services Foundation  
PO Box 24216, Melbourne VIC 3001