

EMERGENCY

SERVICES

FOUNDATION

**ANNUAL
REPORT**



better together

2022 / 2023

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Introduction

ESF is committed to the mental health and wellbeing of everyone involved in all forms of emergency management in Victoria. We are driven by research explaining how mentally healthy workplaces which support people to flourish underpin the ability of the sector to deal with increasingly complex emergency management needs of our community.

Emergency management organisations are defined as high-risk for occupational health and safety.. 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 primary 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.

Chair Report

It gives me great pleasure to deliver my third Emergency Services Foundation (ESF) Chair's report to the sector. We continue to acknowledge the impact of the work of our 139,000 volunteer and paid emergency workers and this past year has continued to create pressures that our people have had to deal with while serving the Victorian community.

My participation in Tony's Trek between March and May this year really exposed the difficulties that some have to deal with, managing the impacts of their work on their own and their families lives while continuing to provide an exemplary service to their communities. That said, I also noted the degree of resilience that is slowly building throughout the sector. I am buoyed by the fact that the discussion about mental health and wellbeing is definitely now gaining momentum, it is well and truly on the agenda. And while that can't all be attributed to the Foundation, I am extremely proud of the part that we are playing both to shine a light on the issue and to work with our people and stakeholder partner organisations to develop programs and processes that will hopefully contribute to preventing or lessening the impact of mental injury.

Key to the work that the Foundation does is its relationship and partnership with our sector agencies. Again, the ESF Stakeholder Council has been a key contributor to identifying what we should be doing to get the best outcomes, and whilst this has been a significant year of turnover at the agency head level the contribution of the Council member agencies has continued unabated to be pivotal to what we have achieved this year.

Last year I mentioned that we had established a Mental Health Advisory Group (MHAG) to assist by providing the Board with strategic advice and guidance on. I am pleased to say that the MHAG has been very active in fulfilling this important role, led by Board member Kate Connors. I would like to sincerely thank Kate and the membership of MHAG for their very important work. The MHAG update can be found elsewhere in this report.

We also consolidated the work of the ESF Risk Committee which is led by Board member Deb Martindale. It is particularly pleasing to note that we have also incorporated independent external members onto the Committee to provide an additional layer of expertise to its work. I am pleased to acknowledge that much has been done over this past year regarding the application of a risk lens to our work and I would like to thank Deb and all members for their work. Again, the Risk Committee update can be found elsewhere in this report.

No organisation can achieve such positive outcomes without its engine room, and of course I am talking about our CEO Siusan MacKenzie and her very small team. Every year for the Foundation is a big one and 2022/23 has been no different. I am constantly amazed at the productivity and dedication of

Siusan, Naomi, Emily and Sarah and take this opportunity to thank them sincerely for their work. Siusan's CEO Report provides a terrific overview of all that we have achieved in this past year, none of which would have been possible without the support of these wonderful people.

With Tony's Trek and some of the resultant impacts of that, I have been unable to carry out the full suite of my responsibilities for part of the year. I would like to thank Tony Walker, former CEO of Ambulance Victoria and fellow ESF Board member for stepping into the role of Acting Chair when required to assist me and to ensure that everything continued to move forward in my absence, I greatly appreciate Tony's support.

Finally, I want to thank all of our emergency workers for the selfless work that they do to keep the Victorian community safe, our state would be in a very different place if it weren't for your efforts and on behalf of the Board and our CEO I want you to know that we are there for you. I look forward to the foundation continuing its great work in the coming year and wish you all the best.

Take care and cheers.



Tony Pearce
ESF Chair



CEO Report

With the community wide restrictions associated with COVID behind us, this year was a time of recovery and consolidation for everyone as we slowly started to regain a sense of normality. The small ESF team continued to work remotely from different parts of Victoria, and while this provided great flexibility it did not hinder our outputs.

This year we reviewed our strategy and determined that our niche in a crowded mental health space is in the area of prevention and early intervention. With much attention over recent years on treating sick people, ESF is encouraging a back pedal upstream to focus on preventing ill health in the first place. To do this, the focus must also shift from fixing the person to addressing the hazards which contribute to causing harm.

Our new strategy highlights leadership, transition, resilience, families, stigma, and improved data as areas to receive our attention with everything we do resting on a solid base of evidence.

The evaluation of our Leading for Better Mental Health pilot programs was delivered by Charles Sturt University. The uniqueness and value of the program for team leaders was evident, and we began work to translate the findings into a fee for service model. We know from Beyond Blue's Answering the Call report that workplaces that are supportive and inclusive, have regular discussions about occupational experiences, and effectively manage emotional demands

on staff, have lower rates of PTSD and psychological distress. In fact, poor workplace practices and culture are equally debilitating for emergency service personnel as exposure to trauma. This is borne out in the WorkSafe data where 2/3 of all mental health claims relate to unresolved personal conflict. Our aim is to see Leading for Better Mental Health widely used across the sector to help transform culture.

Alongside this we introduced Mental Health in Focus. Executive managers/GMs were the target group for this program because high turnover at executive level across the sector was identified as a risk to recovery, along with the subsequent gap in shared understanding of the sector's challenges. This impact on psychological safety and workplace wellbeing - specifically mounting mental injury claims and various reports on culture and conduct. The program attracted 35 participants and involved expert led conversations delivered over a period of six months on a range of topics around psychological safety and culture.

The terrible personal toll of emergency service work was laid bare at ESF's inaugural Better

Together luncheon, and ESF's need for funds to help it achieve its strategic ambition was inspiration for Tony's Trek, a major fundraising initiative. Our Chair Tony Pearce undertook a massive solo walk of 1500kms over 50 days through fire affected areas of eastern Victoria. Along the way he was joined by people from across the sector who each had a personal story to share of harm caused by the work they do to serve our community. Each evening we were hosted by local people who welcomed the Trek and showed tremendous enthusiasm for its goals, and we were absolutely humbled by their unyielding support. The Trek culminated in our ESF Better Together luncheon at the MCG where a large crowd of agency and corporate supporters welcomed Tony home and we all breathed a big sigh of relief. This coincided with the AFL emergency services match initiated by Hawthorn Football Club which once again saw the sector and its people recognised in a public forum.

Work continued on developing the Residential Wellbeing Program and building stakeholder support. A visit in September by Dr Duncan

Shields, a founder of the British Columbia Firefighters Resilience Program: and stakeholder workshops helped to cement support for the concept of a resilience intensive, which will see ESF pilot a four day residential program based on the Canadian model. Designed for small groups of people in the orange zone on the mental health continuum as an early intervention, the program aims to prevent them from moving into the dangerous red zone and potentially the additional trauma of a mental health claim. A preliminary business case was developed and accepted by the Board which enabled us to move to the next phase of program development. This included fund-raising to support the pilot and proof of concept, which we did successfully through Tony's Trek. We can't wait to get this unique and well thought out program off the ground.

This year the innovative Well Beyond coaching program saw 16 former paramedic and police officers trained to coach people as they transition to retirement. The design of this program was underpinned by various studies to meet the specific needs of retirees,



CEO Report cont.

including the areas of sense of purpose, social connection, dealing with accumulated trauma and financial management. We found the program benefited the coaches as much as the coachees, and we are now working hard to embed the program in agencies across the sector.

Our Mental Health Matters program, funded by the Victorian Government through the Valuing Volunteers initiative, continues to gather momentum. It was pleasing to be invited back to many locations visited through Tony's Trek to deliver this program to audiences representing the mix of local agencies. Where partners were brave enough to attend, they reported tremendous benefit from exposure to the mental health literacy it offers.

ESF continues to bring the sector together to collaborate, learn and share. Our Learning Network continued to thrive through regular meetings where experience and knowledge is shared. The Emergency Management Conference attracted 486 people inspired by riveting keynote speakers, and a contemporary program designed by a dedicated committee of volunteers from the sector. International Women's Day saw people of all genders come together to put a lens on the diversity and inclusion challenges faced by the sector. We also bring the sector together through the various studies we undertake to inform our work which this year included understanding the

impact of the job on the children of emergency service workers and understanding the perspectives of first responders to help inform the development of the Residential Wellbeing Program.

The year in review diagram provides more of an overview of what kept us busy.

With mental health injuries and associated claims expected to continue to rise, and our sector over-represented in claims data we want to give attention to better measuring the impact of what we do next year. Up to now, measuring impact has been very difficult because the sector's approach to mental health is multi-factorial with no one intervention credited with driving change and results only seen over the long term. What we need to focus on is creating a culture where mentally healthy workplaces are the norm.

I have been described as tenacious and proudly so, for what our small organisation is able to achieve to benefit the 139,000 people who represent our sector. ESF is now a well-established, respected, and highly valued partner by our member agencies.

I am so grateful for the support of our member agencies, the dedication of my small team, our passionate Chair, members of our Board, Mental Health Advisory Group and Risk Committee who each contribute their time and expertise voluntarily, to ensure ESF continues to grow and deliver outstanding results.

Siusan MacKenzie
CEO

Emergency Management Commissioner Andrew Crisp and CEO Siusan MacKenzie making the sign for embrace equity at International Women's Day.



Participants at the ESF hosted event discussing the future of mental health claims.



Worcester Polytech Institute students who completed the study on how children are affected by the job.

People we met on the road with Tony's Trek all had a story to tell.



Agencies gathered at the AFL Emergency Services Match at the MCG.

YEAR IN REVIEW 2022/23

JULY

Emergency Management Conference attended by 486 raised \$25,000 for ESF



AUGUST

Well Beyond Coaching pilot began with Ambulance Victoria and Victoria Police participants / older workers systems framework released



SEPTEMBER

Residential wellbeing programs discussion with Canadian and New Zealand guests / First meeting of new Mental Health Advisory Group

Let's put our heads together



OCTOBER

Living with grief webinar / Support for families qualitative study by Right Management

NOVEMBER

Future of mental health claims workshop / What PTSD feels like podcast – one of 10 for the year



DECEMBER

ESF scholarship applications closed



JANUARY

Mental Health Matters workshop at Cape Woolami – one of 20 for the year



FEBRUARY

Residential Wellbeing Program business case complete

MARCH

International Women's Day event attended by 167 from 15 agencies / Tony's Trek left the State Control Centre



APRIL

Mental Health in Focus program for 35 executive leaders underway

MAY

The support needs of children of emergency service workers research presented by Worcester Polytechnic Institute students / AFL emergency services match



#ESFBetterTogether



JUNE

ESF charity partner for Stadium Stomp at the MCG



Let's put our heads together



ESF
EMERGENCY
SERVICES
FOUNDATION

MENTAL
HEALTH
ADVISORY
GROUP

It is with great delight I find myself writing my first Annual Report submission for the ESF Mental Health Advisory Group (MHAG). MHAG was established last year, to create a mental health professional advisory channel to the Board and CEO, and complement the existing governance structure. The purpose of MHAG is to support the development of ESF's strategy and program of work to improve mental health outcomes across the Victorian emergency management sector. It has been an honour to be the first Chair of this dedicated group of mental health professionals, from a diverse range of expertise and backgrounds, to bring diverse perspectives in relation to ESF's strategy and program of work.

On establishing the Terms of Reference for the newly established group, it was important for members of MHAG that the role was confirmed as having a focus on the evidence base for what makes a difference on mental health outcomes, including having a voice on the strategic direction of ESF programs and focus.

MHAG's feedback to the Board on the proposed strategic plan provided a vital opportunity to validate the program of work, as well as provide feedback to influence areas for stronger focus. MHAG was pleased to note all programs of work were grounded in evidence and would provide great value to program participants and the sector as a whole. In addition, MHAG suggested a stronger focus

on cross sector collaboration on data and measurement, as well as the importance of a cross sector approach to supporting the families of emergency service workers and volunteers. Watching the tangible impact this feedback has already had within the programs of work being funded across the sector demonstrates the value MHAG has already added to the sector.

The year ahead is an exciting one - MHAG members unanimously endorsed the clinical merit of the idea of ESF progressing with Residential Wellbeing pilot programs, and our role will become even more vital in providing clinical expertise as the Board considers ESF venturing into areas of increasing innovation in program delivery and research, as we continue to strive to improve mental health outcomes across the Victorian emergency management sector.

Thank you to all MHAG members for their dedication, time and commitment to evidenced based advice and I look forward to continuing to work with all MHAG members, the Board, CEO and the broader sector in the year ahead.

Kate Connors
Chair MHAG

Risk Management Committee

ESF has systems and controls in place to understand, manage and mitigate risk exposures. The Risk Management Committee supports ESF's Board and management to assure that risks are actively considered and managed.

In June 2022, a review of ESF governance identified opportunities to improve risk management practices. An active twelve months has seen:

- a) a critical review of all risks by the ESF Board and CEO;
- b) refresh of our risk management policy and framework;
- c) further development of the Committee's terms of reference and agenda;
- d) refresh of Committee membership.

Following the departure of Board and Committee members Andrew Carman and Catherine Dunlop, the Risk Management Committee membership was updated as follows:

- Deb Martindale
- Ian Forsyth appointed November 2022
- Ken Gray (independent member, appointed May 2023)

In addition to the above activities, the refreshed Committee meets regularly and this year has supported the Board's consideration of governance, operational, health and safety, reputational, cyber security, and financial risks, including review of policies and procedures developed by ESF management.

Deb Martindale
Chair

Supporters

We cannot do this work alone. This year we were very grateful for strong support from a range of organisations including.

WorkSafe Victoria

Gallagher Basset

Maddocks

Findex

Rotary

Side by Side Kokoda Trek

365 Campaign

Motorola Foundation

Victorian Government

Valuing Volunteers Program

Hawthorn Football Club

Steople

Rely

Your Call

Ray Chamberlain

Worcester Polytechnic

High Profile Events

**Emergency Management
Victoria**

Stadium Stomp participants

**Australian Clothing
Company**

Bank Vic

BMS Advisory

Converge International

Dart Centre

EML

ESS Super

Nous Group

Phoenix Australia

PwC Australia

MP Consulting

UFU

TPAV

**Police and Emergency
Services Games**

Financial Report

During the 2023 financial year the Foundation was funded by emergency service and management sector agency contributions, fundraising, donations, sponsorships, grants, services, and investments.

Proceeding years impacted by the COVID-19 pandemic, the Foundation was able to strengthen its primary fundraising activities and promote charitable events in success, such as the Better Together Luncheon and Tony's Trek.

The net operating result for the 2023 financial year was a surplus of \$22,595 (compared to the deficit of \$42,988 in 2022).

The net assets as at 30 June 2023 were \$1,580,473 (compared to \$1,557,878 in 2022).

The Foundation's invested funds were managed externally using an index manager, investing across a diversified range of local and global sources.

The Foundation experienced positive growth in the 2023 financial year, and is expected to continue its much-needed position in the emergency services sector in the years to come.

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.

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 60 of the Australian Charities and Not-for-profits Commission Act 2012 is attached to these financial statements.

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



Antony Pearce Chairman
8th November 2023
Melbourne

EMERGENCY SERVICES FOUNDATION TRUST
ABN 79 836 849 617

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Revenue	2	741,313	854,899
Interest revenue calculated using the effective interest method	2	147	-
Other Income	3	18,843	52,811
Valuing Volunteer Grant Expenditure		-	(10,660)
Better Together Luncheon Expenses		(36,960)	(40,809)
WorkWell Expenses		(34,889)	(138,718)
Consultants		(271,233)	(223,313)
Salary Expenses and On Costs		(318,270)	(311,249)
Administration expenses		(88,267)	(56,212)
Depreciation		(624)	-
Other expenses		(29,017)	(32,835)
Net fair value gain/(loss) on financial assets		41,552	(136,902)
Surplus/(Deficit) before income tax expense		22,595	(42,988)
Income tax expense	1(a)	-	-
Surplus/(Deficit) after income tax expense		22,595	(42,988)
Other comprehensive income		-	-
Total comprehensive Income/(Deficit) for the year		22,595	(42,988)

The accompanying notes form part of these financial statements.
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EMERGENCY SERVICES FOUNDATION TRUST
ABN 79 836 849 617

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2023

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	778,228	722,936
Trade and other receivables	6	172,704	227,331
Investments and other financial assets	7	943,805	908,323
TOTAL CURRENT ASSETS		1,894,737	1,858,590
NON CURRENT ASSETS			
Property, plant and equipment	8	737	-
TOTAL NON CURRENT ASSETS		737	-
TOTAL ASSETS		1,895,474	1,858,590
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	26,410	39,607
Contract liabilities	9	236,865	223,135
Employee benefits	11	36,187	30,783
TOTAL CURRENT LIABILITIES		299,462	293,525
NON CURRENT LIABILITIES			
Employee benefits	11	15,539	7,187
TOTAL NON CURRENT LIABILITIES		15,539	7,187
TOTAL LIABILITIES		315,001	300,712
NET ASSETS		1,580,473	1,557,878
EQUITY			
Accumulated funds		1,580,473	1,557,878
TOTAL EQUITY		1,580,473	1,557,878

The accompanying notes form part of these financial statements.
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EMERGENCY SERVICES FOUNDATION TRUST
ABN 79 836 849 617

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023

	Retained Earnings \$	Total \$
Balance at 1 July 2021	1,600,866	1,600,866
Total comprehensive deficit	<u>(42,988)</u>	<u>(42,988)</u>
Balance at 30 June 2022	<u>1,557,878</u>	<u>1,557,878</u>
Total comprehensive income	<u>22,595</u>	<u>22,595</u>
Balance at 30 June 2023	<u>1,580,473</u>	<u>1,580,473</u>

The accompanying notes form part of these financial statements.
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EMERGENCY SERVICES FOUNDATION TRUST
ABN 79 836 849 617

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		839,322	756,670
Interest, dividends and distributions received		60,542	52,808
Payments to suppliers and employees		(807,729)	(851,003)
Net cash provided by/(used in) operating activities	12 (b)	<u>92,135</u>	<u>(41,525)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for plant and equipment		(1,361)	-
Proceeds from investments		-	28,946
Payments for investments		(35,482)	-
Net cash (used in)/provided by investing activities		<u>(36,843)</u>	<u>28,946</u>
Net (decrease)/increase in cash held		55,292	(12,579)
Cash at the beginning of the financial year		<u>722,936</u>	<u>735,515</u>
Cash at the end of the financial year	12 (a)	<u>778,228</u>	<u>722,936</u>

The accompanying notes form part of these financial statements.
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Note 1: Statement of Significant Accounting Policies

Establishment

(i) 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.

(ii) 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.

(iii) 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 fund raising activities or receipts raised by the Tynan-Eyre Memorial Foundation Incorporated.

(iv) Emergency Services Foundation holds assets on behalf of Tynan-Eyre Memorial Fund in a capacity as trustee of those assets. It is noted that the value listed as at 30 June 2023 was \$943,805.

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 committee's 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 officers have determined that the accounting policies adopted are appropriate to meet 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.

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 1.

(a) Income Tax

The committee consider that the foundation is exempt from income tax under Division 50-5 of the Income Tax Assessment Act of 1997.

(b) 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. For the statement of cash flows presentation purposes, cash and cash equivalents also includes bank overdrafts, which are shown within borrowings in current liabilities on the statement of financial position.

(c) Plant and Equipment

Plant and equipment is stated at historical cost less accumulated depreciation and impairment. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Depreciation is calculated on a straight-line basis to write off the net cost of each item of property, plant and equipment (excluding land) over their expected useful lives as follows:

Class of Fixed Asset	Depreciation Rate
Plant and Equipment	10-33%

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

An item of property, plant and equipment is derecognised upon disposal or when there is no future economic benefit to the foundation. Gains and losses between the carrying amount and the disposal proceeds are taken to profit or loss.

(d) Revenue

The foundation recognises revenue as follows:

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the foundation is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the foundation: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Rendering of Services

Revenue from a contract to provide services is recognised over time as the services are rendered based on either a fixed price or an hourly rate.

Donations

Donations are recognised at the time the pledge is made.

Grants - AASB1058: Income of Not-for-Profit

The foundation receives a number of funding streams that do not contain sufficiently specific performance obligations. Where there are no sufficiently specific performance obligations present, the foundation recognises revenue on receipt of funds in accordance with AASB1058: Income of Not-for-Profit Entities.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other Revenue

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

Volunteer services

The foundation has elected not to recognise volunteer services as either revenue or other form of contribution received. As such, any related consumption or capitalisation of such resources received is also not recognised.

All revenue is stated net of the amount of goods and services tax (GST).

(e) Investments and Other Financial Assets

Investments and other financial assets, other than investments in associates, are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on both the business model within which such assets are held and the contractual cash flow characteristics of the financial asset unless an accounting mismatch is being avoided.

Financial assets are derecognised when the rights to receive cash flows have expired or have been transferred and the foundation has transferred substantially all the risks and rewards of ownership. When there is no reasonable expectation of recovering part or all of a financial asset, its carrying value is written off.

Financial assets at fair value through profit or loss

Financial assets not measured at amortised cost or at fair value through other comprehensive income are classified as financial assets at fair value through profit or loss. Typically, such financial assets will be either: (i) held for trading, where they are acquired for the purpose of selling in the short-term with an intention of making a profit, or a derivative; or (ii) designated as such upon initial recognition where permitted. Fair value movements are recognised in profit or loss.

Financial assets at fair value through other comprehensive income

Financial assets at fair value through other comprehensive income include equity investments which the foundation intends to hold for the foreseeable future and has irrevocably elected to classify them as such upon initial recognition.

Impairment of financial assets

The foundation recognises a loss allowance for expected credit losses on financial assets which are either measured at amortised cost or fair value through other comprehensive income. The measurement of the loss allowance depends upon the foundation's assessment at the end of each reporting period as to whether the financial instrument's credit risk has increased significantly since initial recognition, based on reasonable and supportable information that is available, without undue cost or effort to obtain.

Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that is attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

For financial assets mandatorily measured at fair value through other comprehensive income, the loss allowance is recognised in other comprehensive income with a corresponding expense through profit or loss. In all other cases, the loss allowance reduces the asset's carrying value with a corresponding expense through profit or loss.

(f) Impairment of Non-Financial Assets

At the end of each reporting period, the foundation assesses whether there is any indication that an asset may be impaired. The assessment will include considering external sources of information and internal sources of information. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use to the asset's carrying value. Any excess of the asset's carrying value of its recoverable amount is expensed to the statement of profit or loss and other comprehensive income.

Where it is not possible to estimate the recoverable amount of an individual asset, the foundation estimates the receivable amount of the cash-generating unit to which the asset belongs.

(g) 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 corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

(h) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of the item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

(i) Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the foundation during the reporting period, which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(j) New or Amended Accounting Standards or Interpretations Adopted

The foundation has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

(k) 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.

Estimation of Useful Lives of Assets

The foundation determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Employee Benefits Provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

EMERGENCY SERVICES FOUNDATION TRUST
ABN 79 836 849 617

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Note 2: Revenue			
Revenue from contracts with customers			
Better Together Luncheon		49,822	82,712
Agency Admin Contributions		233,135	216,213
Total revenue from contracts with customers		282,957	298,925
Other revenue			
Valuing Volunteers Program		90,000	90,000
Donations received		121,345	27,022
Membership subscriptions		-	32,000
Other Income		100,101	33,473
Sponsorships		20,000	26,000
WorkSafe WorkWell		74,000	347,479
Motorola Grant		52,910	-
Total other revenue		458,356	555,974
Interest income		147	-
Total revenue		741,460	854,899
Note 3: Other Income			
Investment income		18,843	52,811
Total other income		18,843	52,811
Note 4: Expenses			
The surplus before income tax expense has been determined after the following specific expenses:			
Computer and Website Costs		1,118	2,491
Insurance		3,899	3,655
Office costs		3,705	435
Printing, Artwork and Stationery		4,399	2,137
Marketing Expenses		5,990	4,400
Note 5: Cash and Cash Equivalents			
Cash on hand		380	380
Cash at bank		777,848	722,556
		778,228	722,936
Note 6: Trade and other receivables			
CURRENT			
Accounts receivable		172,704	215,759
Other debtors		-	11,572
		172,704	227,331
Note 7: Investments and other financial assets			
Financial assets at amortised cost			
- Vanguard investments cash & balanced portfolio		943,805	908,323
		943,805	908,323

EMERGENCY SERVICES FOUNDATION TRUST
ABN 79 836 849 617

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Note 8: Plant and Equipment			
Plant and Equipment			
Plant and equipment - at cost		1,361	-
Less: Accumulated depreciation		(624)	-
		737	-
Total Plant and Equipment		737	-
(a) Movements in carrying amounts			
		Plant and Equipment \$	Total \$
Balance at the beginning of the year		-	-
Additions		1,361	1,361
Disposals		-	-
Depreciation expense		(624)	(624)
Carrying amount at the end of the year		737	737
Note 9: Contract liabilities			
Income received in advance		236,865	223,135
Total contract liabilities		236,865	223,135
Note 10: Trade and Other Payables			
CURRENT			
Trade payables		4,738	3,737
Sundry payables and accrued expenses		21,672	35,870
		26,410	39,607
Note 11: Provision for Employee Benefits			
CURRENT			
Provision for employee benefits		36,187	30,783
		36,187	30,783
NON-CURRENT			
Provision for employee benefits		15,539	7,187
		15,539	7,187

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2023

Note	2023 \$	2022 \$
Note 12: Cash Flow Information		
(a) Reconciliation of cash		
Cash and cash equivalents	<u>778,228</u>	<u>722,936</u>
	778,228	722,936
(b) Reconciliation of cash flow from operations with surplus from activities after income tax expense:		
Surplus/(deficit) for the year	22,595	(42,988)
Non cash flows in surplus/(deficit)		
Depreciation	624	-
Net fair value gain/(loss) on financial assets	-	136,902
Changes in Assets and Liabilities:		
(Increase)/decrease in trade and other receivables	54,627	(56,583)
(Increase)/decrease in other assets	-	(52,808)
(Increase)/decrease in unearned income	13,730	11,159
Increase/(decrease) in creditors and accruals	(13,197)	(50,758)
Increase/(decrease) in provisions	13,756	13,551
Cash flows from/(used in) operations	<u>92,135</u>	<u>(41,525)</u>
(c) The incorporated entity has no credit stand-by or financing facilities in place		
(d) There were no non-cash financing or investing activities during the period		
Note 13: Capital Commitments		
The Foundation had no commitments for expenditure as at 30 June 2023 and 30 June 2022		
Note 14: Auditors Remuneration		
During the financial year the following fees were paid or payable for services provided by Crowe Central North, the auditor of the company:		
Audit of the financial statements	6,750	7,000
Other allowable services	1,500	1,000
Other allowable services - Accounting services (Findex)	18,800	12,525
	<u>27,050</u>	<u>20,525</u>
Note 15: Events After the End of the Reporting Period		
No events have arisen since the end of the reporting period which significantly or may significantly affect the operations of the foundation, the results of those operations, or the state of affairs of the foundation in future financial years.		

STATEMENT BY MEMBERS OF THE COMMITTEE
FOR THE YEAR ENDED 30 JUNE 2023

The committee have determined that 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.

In the opinion of the committee the attached financial report:

1. Presents a true and fair view of the financial position of Emergency Services Foundation Victoria as at 30 June 2023 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Emergency Services Foundation Victoria will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:



Antony Pearce
Chairman

Dated: 8 November 2023



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**INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF
EMERGENCY SERVICES FOUNDATION**

ABN 79 836 849 617

Opinion

We have audited the financial report of Emergency Services Foundation (the Foundation), which comprises the statement of financial position as at 30 June 2023, 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 statement by members of the committee.

In our opinion, the accompanying financial report of the Foundation is in accordance with Victorian Legislation (the Fundraising Appeals Act 1998 and associated regulations) and 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 2023 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

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 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for fulfilling the director's financial reporting responsibilities under Division 60 of the Australian Charities and Not-for-profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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**INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF
EMERGENCY SERVICES FOUNDATION**

ABN 79 836 849 617

Other Information

The directors of the trustee company are responsible for the other information. The other information comprises the information included in the Foundation's annual report for the year ended 30 June 2023, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Trustees for the Financial Report

The directors of the trustee company are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the needs of the members, Victorian Legislation (the Fundraising Appeals Act 1998 and associated regulations) and Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of the 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 ability of the Foundation to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee 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 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 based on this financial report.

As part of an audit in accordance with the Australian Auditing Standards, the auditor exercises professional judgement and maintains professional scepticism throughout the audit. The auditor also:

- Identifies and assesses the risks of material misstatement of the financial report, whether due to fraud or error, designs and performs audit procedures responsive to those risks, and obtains audit evidence that is sufficient and appropriate to provide a basis for the auditor's 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.

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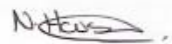
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**INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF
EMERGENCY SERVICES FOUNDATION**

ABN 79 836 849 617

- Obtains 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 Entity's internal control.
- Evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Concludes on the appropriateness of management's 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 Entity's ability to continue as a going concern. If the auditor concludes that a material uncertainty exists, the auditor is required to draw attention in the auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify the auditor's opinion. The auditor's conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluates 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.
- The auditor communicates with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that the auditor identifies during the audit.

CROWE AUDIT AUSTRALIA



Natasha House
Registered Company Auditor (ASIC RAN 520891)
107 West High Street
COFFS HARBOUR NSW 2450

Dated: 14 November 2023

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Member Agencies



Board

Director	Meeting Attendance	Changes
T. Pearce (Chair)	5/7 attended	
K. Connors	7/7 attended	
C. Dunlop	3/7 attended	Resigned from ESF Board October 2022
I. Forsyth	6/7 attended	
C. Greaves	2/7 attended	SSC representative as of April 2023
R. Gregory	7/7 attended	
P. Kidd	5/7 attended	
D. Martindale	7/7 attended	
N. Sadler	6/7 attended	
D. Shiell	5/7 attended	
T. Walker	5/7 attended	Resigned as SSC representative November 2022, remains ESF Board Director



Siusan MacKenzie (CEO), Patrick Kidd, Tony Pearce (Chair), Ian Forsyth, Nicole Sadler, Rob Gregory, Debbie Sheil, Tony Walker, Deb Martindale, Kate Connors



Emergency Services Foundation
PO Box 24216, Melbourne VIC 3001
ABN: 79 836 849 617