



Tasmania Fire Service

State Fire Commission



Annual Report
2022–23

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Cover photo by Matt Davis

Statement of Compliance

Hon Felix Ellis MP

Minister for Police, Fire and Emergency Management

Dear Minister

In accordance with section 107(g) of the *Fire Service Act 1979*, I hereby submit for your information, and presentation to Parliament, the Annual Report of the State Fire Commission for the year ending 30 June 2023.

The Report has been prepared in accordance with the provisions of the *Fire Service Act 1979*.

A handwritten signature in black ink, appearing to read 'Allan Garcia', is positioned above a large, faint, light-blue watermark. The watermark is a stylized, abstract shape that resembles a flame or a shield, with a long vertical line extending downwards from the signature area.

Allan Garcia

CHAIR, STATE FIRE COMMISSION

10 October 2023

State Fire Commission

The State Fire Commission is established under the Fire Service Act 1979 (the Act), with the following powers:

- (a) *Formulate the policy in respect of the administration and operation of the Fire Service;*
- (b) *Co-ordinate and direct the development of all fire services throughout the State;*
- (c) *Develop effective fire prevention and protection measures throughout the State;*
- (d) *Develop and promulgate a State fire protection plan;*
- (e) *Standardise, as far as practicable, fire brigade equipment throughout the State;*
- (f) *Establish and maintain training facilities from brigades;*
- (g) *Conduct such investigations into fires as it considers necessary, and to prepare reports and recommendations to the Minister arising from those investigations;*
- (h) *Conduct such investigations into the use of fire as it considers necessary, to instruct the public in the wise use of fire, and to disseminate information regarding fire protection measures and other related matters;*

- (i) *Advise the Minister on such matters relating to the administration of this Act as may be referred to it by the Minister, and on matters that, in the opinion of the Commission should be brought to the attention of the Minister; and*
- (j) *Exercise such other functions vested in or imposed on it by this Act or such other functions relating to the preventing or extinguishing of fires as may be imposed on it by the Minister from time to time.*

The Commission's primary purpose is to minimise the social, economic, and environmental impact of fire on the Tasmanian community. This is achieved through the implementation of strategies to develop community self-reliance to mitigate the impact of fires and prepare for fires, supported by a timely and effective response to emergencies.

As per the Fire Service Act 1979, the members of the Commission are appointed by the Governor and comprise:

- *an Independent Chair nominated by the responsible Minister and approved by the Governor;*
- *the Chief Officer of the Tasmania Fire Service;*
- *a person nominated by the United Firefighters Union (Tasmanian Branch);*
- *a person nominated by the Tasmanian Retained Volunteer Firefighters Association;*
- *a person nominated by the Tasmanian Volunteer Fire Brigades Association;*
- *a person nominated by the Department responsible for the Financial Management Act 2016; and,*
- *two (2) persons nominated by the Local Government Association of Tasmania.*

State Fire Commission Membership



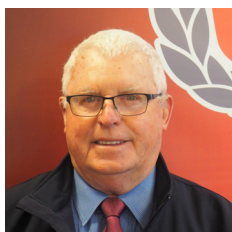
Allan Garcia Chair of the Commission

Allan was appointed as independent Chair of the Commission in November 2020. Prior to his appointment as Chair, Allan had been the inaugural Chief Executive Officer of Infrastructure Tasmania. Allan was also Chief Executive Officer of the Local Government Association and held senior management positions in Tasmania Development and Resources, Department of Premier and Cabinet and the Department of Construction. He also served as a Trustee on both the boards of Quadrant and Tasplan Superannuation.



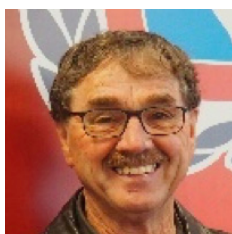
Jeremy Smith AFSM, Acting Chief Officer

Jeremy commenced his service with the Tasmania Fire Service (TFS) in 1987 as a recruit Firefighter and has progressed through the ranks. Jeremy is currently the Acting Chief Officer. Over the past 36 years with the TFS, Jeremy has held operational and leadership positions at State, Regional and District levels and has undertaken the roll of Director of Community Fire Safety. In 2021 Jeremy was seconded to manage Property and Procurement Services for the Department of Police, Fire and Emergency Management returning in 2022 as the Southern Regional Chief. Jeremy contributes extensively to the fire and emergency management sector on a National and International basis through his participation and leadership in a range of forums. For his lengthy, committed and dedicated service he was awarded the National Medal in 2002 and was awarded the Australian Fire Service Medal (AFSM) in 2017.



Bruce Corbett AFSM

Bruce has been the Tasmanian Retained Volunteer Firefighters Association (TRVFA) representative on the Commission since November 2006. He commenced with the Wynyard Brigade in 1977 holding various positions including that of Brigade Chief for 26 years, just recently stepping down to Third Officer. He is a life Member of both TRVFA and the Wynyard Brigade. Bruce is TRVFA representative and Company Secretary of the Council of Australian Volunteer Fire Associations Inc. and represents TFVFA on the Tasmania Volunteer Awards Framework Management Committee and the State Volunteer Consultative Committee. Bruce is President of the North West Branch of TRVFA.



Peter Geard

Peter has been a Councillor at Brighton Council since June 1984, and is the Brighton Council Emergency Co-Ordinator. Peter has been the Brighton SES Unit Manager and member since 1975, a member of Brighton Fire Brigade and local Fire Permit Officer since 1980 and an Operational Trainer at Cambridge TFS. Peter has volunteered for three SES deployments to Queensland, to support responses to cyclone, floods and storm, as well as five fire deployments to the mainland since 2000. Peter was elected to the Commission in March 2023 as a representative of the Local Government Association of Tasmania (LGAT).



Vanessa Adams

Vanessa is committed to using her skills and experience for the benefit of the community and colleagues. Born in the UK, public service has been Vanessa's chosen career path and she lived and worked around the globe as a member of the UK's Diplomatic Service. Vanessa shifted to local government in 2000, initially in the UK and now in Australia. After living in Victoria and NSW, Vanessa and her husband are happily settled in NW Tasmania. Vanessa's current role is General Manager of Circular Head Council. Vanessa was elected to the Commission in March 2023 as a representative of LGAT.



Brad Menzie

Brad was appointed as the Tasmanian Volunteer Fire Brigades Association (TVFBA) representative on the Commission in October 2021. Brad is dedicated to the volunteer cause and has previously been State Vice President and State Secretary of the TVFBA. Brad has represented the TVFBA on a number of committees including the TFS Volunteer Grants Committee, TFS Clothing and PPE Committee and is currently on the Council of Australian Volunteer Fire Associations. Brad is a volunteer at Cambridge Brigade.



Dana Faletic BEd, OLY

Dana Faletic was first appointed as the Department of Treasury and Finance representative in May 2018 and reappointed for a second term in 2021. Dana is currently a Specialist Agency Analyst in the Budget Management Branch of Treasury.



Leigh Hills

Leigh Hills was reappointed to the SFC in March 2023. Leigh is currently the Tasmania Branch State Secretary and National President of the United Firefighter Union of Australia. Leigh has worked in the union movement across a variety of industries since 2005. Leigh has been an active member of the Defence Force for the past 35 years and received the Australian Active Service Medal for operational service in 1999.



Dermot Barry ESM, Chief Officer, Tasmania Fire Service

Dermot is a strong leader in the emergency management sector and has proven experience leading innovation and change in the government and private sectors. He brings more than 35 years of emergency management experience in operational and senior executive roles, most recently as Deputy Chief Officer of the South Australian State Emergency Service. Before that, Dermot was Managing Director of Worldwide Public Safety at Microsoft in the USA; he practised as a Barrister/Solicitor at an Adelaide law firm and has over 20 years of experience as a professional firefighter with SA Metropolitan Fire Service. In 2013 he commenced an international scholarship to attend the US Fire Academy for a four-year Executive Fire Officer program graduating in 2017. In the 2020 Queens Birthday Honours he was awarded the Emergency Services Medal. Dermot resigned from the Tasmania Fire Service in June 2023.



Graeme Brown AFSM

Graeme Brown was appointed as one of the two Local Government Association of Tasmania representatives in March 2019. Graeme is currently an elected member of the Latrobe Council and was a member of the Latrobe Fire Brigade for over 43 years. Graeme served as the Brigade Chief of the Latrobe Brigade from 1975 to 2015, and in 2002 received the Australian Fire Service Medal (AFSM). Graeme's term expired on 5 September 2022.

Report from the Independent Chair

As the Chair of the State Fire Commission, it is my pleasure to present the Annual Report for 2022-23. We were fortunate that there was no significant fire season in the twelve months covered by this Report, nonetheless it has been a busy year for Tasmania's emergency services.

First I would like to acknowledge the contributions of two of the TFS's highly experienced leaders, in Chief Officer, Dermot Barry and Deputy Chief Officer, Bruce Byatt.

Moving from South Australia to take up the position of Chief Officer in August 2021, Dermot resigned in June 2023. He made a valuable contribution as both a member of the Commission and as the Chief Officer during his tenure.

After 46 years of service in fire and emergency management across several jurisdictions, Deputy Chief Officer Bruce Byatt retired in March 2023. Bruce was an observer at State Fire Commission meetings in his role as Deputy Chief Officer and provided authoritative advice to members on operational matters.

In addition to departures, the Commission also welcomed new members and observers to our ranks. Jeremy Smith has joined in his role as Acting Chief Officer. Also joining us as an observer is Mick Lowe, who in November 2022 was appointed to the role of Executive Director – State Emergency Service (SES) and Volunteers. To date Mick's contribution to the Commission's work has been significant, supported by his detailed understanding of national and state emergency management frameworks.

Other changes to the Commission's membership included new members

representing LGAT, Vanessa Adams and Peter Geard. They bring a wealth of experience and have made valuable contributions to Commission business since their appointment in March 2023. Thank you to Graeme Brown and Chris Hughes for their time on the Commission representing LGAT.

A priority consideration for the Commission throughout 2022-23 has been the review of the *Fire Service Act 1979*. A key outcome of the review was the announcement in January 2023 that the Tasmania Fire Service and the State Emergency Service would unite to form the Tasmania Fire and Emergency Service, or TFES. The Commission will also evolve under this plan, and all members are committed to supporting the new entity in the provision of high quality services to the Tasmanian community.

The Commission awaits the Government's announcement regarding the funding model for the future TFES. Following the 2021-22 Corporate Plan, members have been determined to establish strong financial discipline and accountability to create a sustainable position, and I am pleased to report the organisation has retained a solid cash position in 2022-23.

To support the continuation of this strong financial management, the Commission endorsed the State Fire Commission Corporate Plan for 2023-24 to 2026-27 at its March 2023 meeting. The Corporate Plan outlines how the Commission and TFS will deliver on its purpose over the next four years, outlines the key strategies to be delivered and how performance will be measured.

While these high level changes were being planned and implemented, the day to day work of the Tasmania Fire Service continued. Following work undertaken to restructure the WHS Committees within TFS, the Central Health and Safety Committee was disbanded and replaced with a Strategic Central Health and Safety Group (SCHSG). The SCHSG provides an overarching work health and safety advisory function to underpin and support the Commission in its role as the PCBU (a person conducting a business or undertaking) for the TFS.

With our keen interest in the health and safety of our workforce, Commission members requested and received monthly reports on per-and-poly-fluoroalkyl substances (PFAS) management throughout the year. The budget allocation for testing was also increased for the 2022-23 financial year, to \$400,000; and a communications strategy invited retired members to access the program. All members of the TFS are eligible to receive health and wellbeing support as part of this testing regime.

The TFS has continued to review and improve its vehicle fleet in line with Australian Standards. During the 2022-23 Financial Year, independent engineering testing was commissioned for the TFS Fleet. Following this testing, remediation works were required and undertaken.

The TFS also completed a number of important projects throughout the year. The Australian Fire Danger Rating System (AFDRS) was implemented in Tasmania on 1 September 2022, meeting the national implementation date. This included new AFDRS web pages on the TFS website, with information accessible for the public, stakeholders, and fire agency users.

In March 2023, the Sorell Emergency Services Hub was officially opened by the Minister for Police, Fire and Emergency Management, with several Commission members in attendance. The Hub now provides the Sorell community with a 24/7 emergency response capability. Then, in April, over 60 people from the local Sorell area responded to the recruitment call and registered their interest to sign up to become a TFS or SES volunteer as part of the new Hub.

In May I was also delighted to attend the opening of the Southport Brigade Station, as part of which an open day and BBQ were held and well attended by volunteers and community members. Southport is a Volunteer

Brigade which currently has 16 active members and is recruiting for more. Indeed, volunteers make up a huge part of the TFS (and SES), and our work could not be undertaken without them. Our volunteers were formally recognised and celebrated in May, during National Volunteer Week. The TFS held several media events during the week, and staff participated in a "Wear Orange Wednesday", a key day for the SES. In line with the special week, the fire and emergency services conference was held, with over 300 members in attendance.

We recognise the hard work and dedication of all fire service members, and particularly congratulate the three firefighters who were presented with Australian Fire Service Medals in January 2023. This honour recognises distinguished service by members of Australian fire services and in 2023 the three medals were presented to a career firefighter, a retained volunteer firefighter, and a volunteer firefighter.

In order to maintain our awareness of TFS operations, the Commission, when possible, arranges "tours" around the state, a great opportunity to inspect brigades, their buildings and equipment, and meet with the members and volunteers of the Tasmania Fire Service. In 2022-23 the Commission travelled to the West Coast, and visited Brigades at Strahan, Zeehan, Roseberry and Queenstown.

It has been a busy year, with much to be proud of, and there is much to look forward to. In that spirit, and on behalf of the State Fire Commission, I am pleased to present this Annual Report.



Allan Garcia

CHAIR, STATE FIRE COMMISSION

Chief Officer's Report

The 2022-23 State Fire Commission Annual Report reflects the selfless dedication of our 4,700 volunteers, supported by our hardworking staff. We are also supported by the great people in the broader stakeholder groups including Tasmania Police, State Emergency Service, Parks and Wildlife Service, Sustainable Timber Tasmania and the Bureau of Meteorology.

Perhaps of most significance this year, was the announcement that after more than five years of comprehensive reviews and public consultation, the Tasmanian Government is creating new legislation to replace the *Fire Service Act 1979*. This is the most significant reform to the legislative framework that underpins the work of our Fire Services in more than 50 years and will ensure our fire and state emergency services are best positioned to prepare for and respond to emergencies, keeping Tasmanians safe in the face of disaster.

The State Government, with the support of the Tasmania Fire Service and State Fire Commission, has continued to invest in the recruitment and retention of volunteer support this year to ensure we continue to maintain a capable volunteer workforce. This includes the ongoing roll out of the Grants Program, Brigade equipment upgrades, and the highly successful Fire and Emergency Service Volunteer Recruitment Teams.

Within the Community Fire Safety Division, the Fuel Reduction Program has continued to ensure burns are carried out in strategic locations across the state, with 158 burns completed across 24,367 hectares. We also completed the implementation of the Australian Fire Danger Rating System, a project of national significance, aimed at improving public safety and

reducing the impacts of bushfire. The Community Development and Education Team commenced a pilot program introducing Bushfire Ready Neighborhoods in areas of the Northwest. The Bushfire Ready Challenge was also launched, aiming to inspire community behavior change regarding bushfire planning and preparation.

Within the Training space, funding has been provided to prepare a business case to develop a new centrally located training facility for the Tasmania Fire Service and State Emergency Service. This year, our training division provided 562 training courses to our volunteers and staff.

Operationally we responded to 10,302 calls for help across the State in support of the Tasmanian community. In support of our operations, the construction of a new purpose-built State Control Centre and State Operations Centre was completed, allowing for the coordination of emergency management preparation, response and recovery phases associated with major statewide emergency events. Work on the development of a Multi-Hazard Intelligence Team imbedded within this center is well underway to provide minute by minute monitoring of hazards and to provide rapid advice to commanders when planning incident responses.

The Tasmania Fire Service has undertaken a recruitment program for the Northwest Region, and a trial of an additional day work crew has commenced. Planning is also underway for a statewide recruitment course.

I would like to acknowledge the previous Chief Officer, Dermot Barry, for all that he did in his time with the TFS and wish him well in the future.

In conclusion, and on behalf of the staff, I would like to thank the Chair of the State Fire Commission and its members for their continued guidance and governance and look forward to working with you all throughout this next exciting chapter.



Jeremy Smith
ACTING CHIEF OFFICER

Report from the Executive Director, SES and Volunteers

Tasmania's State Emergency Service is a statutory service within the Department of Police, Fire and Emergency Services and is established under the provisions of the *Emergency Management Act 2006*.

Our organisation has grown and evolved over the past year to a volunteer base of 670 skilled and motivated members while the opening of the Sorell Unit has increased our footprint to 37 SES units in 32 locations across Tasmania. SES continues to provide front line 24/7 emergency response to storm and flood, road crash rescue, search and rescue, as well as performing incident management functions within the command-and-control structure under the principles of Australasian Inter-Service Incident Management System (AIIMS).

In the past year SES has successfully implemented a new statewide concept of operations that, coupled with the use of the State Operations Centre, has enabled a consistent and enhanced approach to the command and control of operations and streamlined the provision of intelligence and support across the state. This approach was used to great effect during the October 2022 flood event, during which exceptionally heavy rainfall caused severe flooding in some communities across Northern Tasmania. The approach enabled informed and timely decision making and supported coordinated preparations and responses state-wide. While the implementation of

the flood warning system across the state has enhanced the advice and warnings available to Tasmanians on which to base their preparations.

The SES Flood Policy Unit (FPU) has continued its central role, coordinating policy and planning relating to flood management, mitigation, awareness, and community resilience. The ongoing release of Community Flood Guides and Community Flood Plans across Tasmania has enhanced community preparedness and resilience to flooding events. The Tasmanian Flood Mapping Project has improved our understanding of flood risk at State, regional and local levels, data that has already informed flood response.

The SES Emergency Management Unit (EMU) continued work with agencies across the Whole of Government providing broader emergency management function. Through the EMU, SES supports planning, education and awareness and the coordination of projects that builds community resilience. Over the past year the Regional Emergency Management Coordinators have consolidated their role working directly with regional and municipal emergency management authorities to provide emergency management planning and development.

SES together with TFS are in the process of developing new strategic direction for the organisation that is expected to be implemented in the fourth quarter of 2023. This will enable the continued evolution of the organisation and align efforts with TFS. This will also bring into being TFES which will consolidate both the SES and TFS under one banner.

The SES has taken great strides over the past year and will build from here as we enter an exciting and dynamic period of progress and develop our organisation to meet the future needs of the Tasmanian community.



Mick Lowe
**EXECUTIVE DIRECTOR,
SES AND VOLUNTEERS**

State Fire Management Council

The State Fire Management Council (SFMC) is an advisory group to the Minister for Police, Fire and Emergency Management, and the State Fire Commission. Its membership is defined within section 15 of the *Fire Service Act 1979*.

The SFMC is guided by a Terms of Reference and Strategic Direction, both of which are available at www.sfmc.tas.gov.au.

The SFMC Strategic Direction Framework focuses on:

- Research and Innovation; by supporting and promoting bushfire research and innovation.
- Policy; by providing evidence based public policy advice and information.
- Community Capacity and Awareness; by building community capacity and awareness to support bushfire resilient communities.
- Communication and Collaboration; through building and supporting public and private sector partnerships and collaboration.
- Vegetation Fire Management Planning; by enabling strategic, effective and collaborative vegetation fire management planning in Tasmania.
- Governance; facilitating efficient and effective governance and resource management.

The SFMC is represented by an Independent Chair, Ian Sauer AFSM, and includes member organisations responsible for land and emergency management in Tasmania. Members provide comprehensive and representative advice regarding vegetation fire management in Tasmania.

The SFMC oversees and supports the ten Fire Management Area Committees (FMACs) within Tasmania.

FMACs are made up of stakeholders who have direct responsibility for vegetation management in the Fire Management Area (FMA). FMA boundaries are based on risk and topography, and as far as practical, align to local government boundaries.

The primary role of a FMAC is to identify and assess community bushfire risk for their FMA. Priorities for mitigation are identified in Bushfire Risk Management Plans (BRMPs), developed by FMACs (available at www.sfmc@fire.tas.gov.au). BRMPs incorporate local community knowledge and bushfire risk analysis to guide local community programs and the Government Fuel Reduction Program.

Identified by stakeholder feedback in the 2022-23 financial year, the SFMC began consultation with FMACs to reduce the number of FMAs and levels of duplication occurring across FMACs. This work is planned for completion in 2023, with gazettal of revised FMAs in 2024.

The SFMC also has strategic oversight of the Red Hot Tips program. Red Hot Tips educates, engages with, and supports landholders to actively manage their bushfire risk, encouraging collaborative vegetation fire management and ecological sustainability across the landscape.

The strategic direction of the Red Hot Tips program is provided by an Advisory Group, whose membership includes representatives responsible for rural land management.

Over the 2022-23 financial year, 59 farmers and private landholders registered with the Red Hot tips program. There are now 269 participants in the program, representing approximately 16% of privately managed land in Tasmania.

Over the 2022-23 financial year program participants completed 109 planned burns, covering over 2,255 ha of privately managed land.

Red Hot Tips Facilitators provide a 'one stop service' offering practical bushfire management advice, including:

- Opportunities for private and public landholders to work together to plan for and undertake vegetation fire management activities.
- Training, mentoring, and practical advice to develop effective bushfire and property management plans through burn plan workshops and mentored planned burning.
- Obtaining appropriate permits and meeting regulations
- Assistance identifying resources required for planned burning.
- Advice on alternative fuel reduction treatments and access to helpful resources.

Our Organisation

The TFS is an operational arm of the SFC. The SES is also incorporated in the SFC's management, reporting and financial frameworks, with corporate support provided by Business and Executive Services in DPFEM.

TFS and SES people consist of career, retained and volunteer members and support staff. Combined, the workforce includes over 6,000 staff and volunteers, 217 brigades and 37 SES units who are committed to achieving its strategic goals of a safe and resilient Tasmania.

Our primary purpose is to minimise the social, economic and environmental impact of fire and other emergencies on the Tasmanian community. This is achieved through promoting fire safety across the community, focussing on community resilience, and providing an effective response to emergencies.

The Community Fire Safety division within TFS is responsible for working closely with communities, landowners, businesses, brigades, and at-risk groups to reduce risk and increase resilience to fires and other emergencies. Our community fire safety personnel contribute directly to the resilience of the state through education, community engagement and fuel reduction activities.

TFS Operations is the operational arm of TFS responsible for managing day to day firefighting operations, and are equipped and trained for structural firefighting, bush firefighting, vehicle and transportation incidents, road crash rescue, urban search and rescue and responding to hazardous material incidents.

Statewide Operations and Capability encompasses FireComm, Public Information and Warnings, Aircraft Operations, Remote Area Firefighting and State Intelligence. It provides strategic command, control and coordination of major incidents that occur within Tasmania.

The Volunteer Strategy and Support Unit is responsible for implementing strategies and developing tools to deliver a robust and sustainable model that directly benefits TFS and SES volunteers in line with our priorities.

Training and Education is responsible for the development, implementation and delivery of both skills maintenance training, professional development, and specialist programs to all TFS and SES personnel including career and volunteers.

TFS and SES have a long record of working together to support Tasmania and mainland communities in times of trouble, and with the announcement of the organisations' formation into the Tasmania Fire and Emergency Service in 2024, we look forward to building upon this proud history over the coming year.

Our Vision

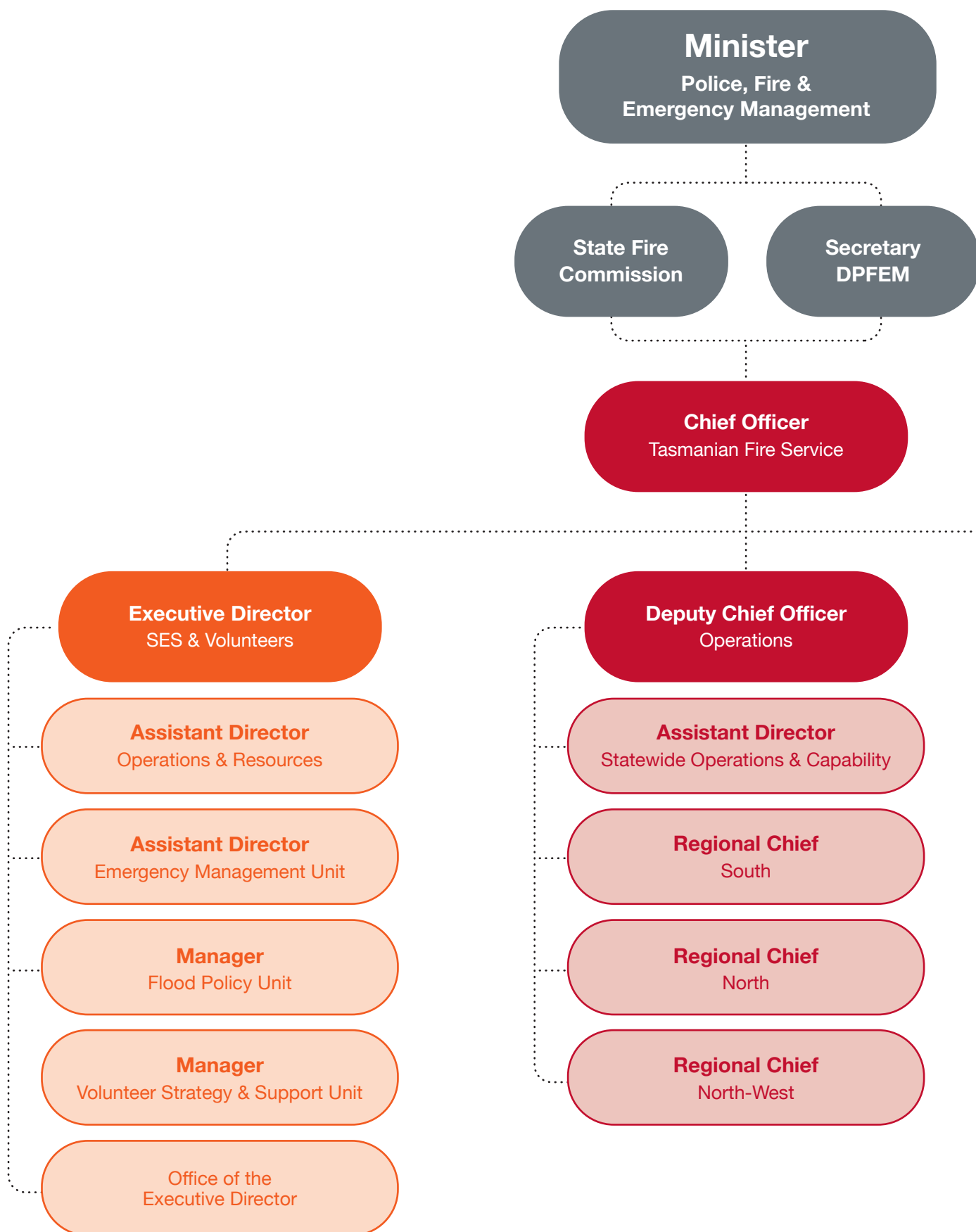
Our vision is a Tasmanian community safe from the impact of fire and other emergencies.

Our Role

Our role is to protect life, property, and the environment from the impact of fire and other emergencies by:

- Promoting fire safety across the community
- Providing an effective response to emergencies

TFS Organisational Structure





Our Values

The services we provide are driven by the needs of the community. In order to meet those needs, and the needs of our people, we have adopted the following core values:

Service

We value:

- Serving the Tasmanian community
- Being responsive to community needs
- Being progressive and delivering quality services

Professionalism

We value:

- Dedication and pride in our organisation
- Being skilled, efficient, committed, and innovative
- Using our collective capabilities to deliver an excellent service
- Being accountable for our actions

Integrity

We value:

- Being trustworthy and ethical
- Treating each other fairly and honestly
- Having the courage to do the right thing

Consideration

We value:

- Each other
- Working together to achieve our goals
- Treating each other with respect and understanding
- Being supportive, compassionate, and helping each other

2022-23 Highlights

TFS

- The Emergency Management Centre was officially opened, including a fit for purpose State Operations Centre from which command and control activities are managed during response.
- The Australian Fire Danger Rating System (AFDRS) was launched in Tasmania, aiming to improve public safety and reduce the impact of bushfires.
- TFS introduced a new Honours and Awards Framework to recognise the important contribution that career and volunteer staff make to their communities.
- The new Southport Fire Station was officially opened.
- A new state of the art FireComm facility was opened, in readiness for the introduction of TasGRN.
- A Multi-Hazard Intelligence Team has been established to provide minute by minute monitoring of hazards and provide rapid advice to those planning incident response.
- 13 new Bushfire Response Plans were delivered, and 14 existing plans were updated.
- Red Hot Tips continues to grow with 59 newly registered landholders, bringing the total to 269 participants on private land.
- 109 planned burns were completed covering more than 2,255 ha of privately managed land.
- 124 Bushfire Ready Neighbourhoods events were held between 1 July 2022- 30 June 2023, attended by 4,386 community members.
- TFS External Training expanded to deliver a range of training courses designed to increase the capacity and capability of our interoperability management and emergency response arrangements across Government and specific private industries.
- A new community engagement initiative was introduced, promoting firefighting as a career option particularly for women and girls. This include visiting over 50 school and community groups across the state through careers expos, individual school, and community events.

SES

- Tasmania implemented the Flood Warnings System in September 2022, used effectively in the major floods of October 2022.
- New Community Flood Response Plans were used by SES and other emergency agencies to inform operational response priorities and strategies.
- Supported interstate requests for emergency assistance in New South Wales with Flood Intelligence.
- Continued to strengthen a culture that embraces professionalism, respect, commitment, and integrity by undertaking information sessions on SES Values within staff and volunteer cohorts.

Joint TFS and SES activities

- A new Executive Director of SES and Volunteers was appointed in November 2022.
- Sorell Emergency Services Hub opened, March 2023. The Hub houses 40 TFS and 40 SES personnel.
- In June 2023, nine TFS members and one SES member, joined the Australian contingent of over 200 people for a deployment to fight the Canadian wildfires.
- Ongoing participation in TasGRN Project.

Delivering our Strategic Directions

STRATEGIC DIRECTION 1

Support Community Resilience

This Direction focuses on:

- providing safer communities through increased resilience of at-risk communities, understanding risks, and providing tools and programs for risk mitigation.
- community protection, planning, promotion, and implementation by enabling stakeholders to manage risk, providing appropriate emergency response from households, and effectively managing bushfire risk throughout Tasmania; and
- all-hazards emergency management planning to identify and mitigate risks.

Until 2005, children were also over-represented in fire fatality figures in Tasmania. Evidence suggests that SFE has contributed to the reduction in numbers.

A structured curriculum is offered to all Tasmanian primary schools from Prep to Grade 6, incorporating classroom lessons and take-home learning resources delivered by specially trained TFS career firefighters.

A modified version of the program is offered to home-schooled and online and distance learning students. The program is aligned with the Personal, Social and Community Health strand and General Capabilities learning areas of the Australian Health and Physical Education Curriculum.

TFS Kids <https://www.tfskids.com.au/> is a companion educational website, reinforcing the curriculum delivered in SFE.

In 2022-23, the School Fire Education program was delivered to 22,952 students in 97 schools.

1.1

Safer Communities

The Community Fire Safety (CFS) division of TFS works closely with communities, landowners, businesses, brigades, and at-risk groups to reduce risk and increase resilience to fires and other emergencies. Strategy and programs focus on protecting and educating individuals and the broader community to both prevent incidents and reduce their impacts.

CFS delivers a wide range of services and tailored prevention and preparedness programs to create a safer environment and build resilience, particularly amongst 'at risk' communities. Programs have been developed based on research and feedback, with a number of initiatives that have been recognised nationally as best practice.

School Fire Education Program

The School Fire Education Program (SFE) is designed to improve the home fire safety of primary school-aged children, who have been identified as a risk group for burns injuries.

A new teacher feedback tool introduced in April 2023 has received 49 responses, 100% positive.

Juvenile Fire Lighter Intervention Program

The Juvenile Fire Lighter Intervention Program (JFLIP) is a family-based program for primary school-aged children who engage in unsafe fire-play. It is an extension of the School Fire Education (SFE) program, delivered by the same specially trained firefighters. Ninety per cent of children participating in JFLIP do not re-offend.

In May 2023, School Fire Educators attended a four-day training course conducted by Fire Rescue Victoria (FRV). This was the Firelighting Consequence Awareness Program (Fire-CAP) training that FRV firefighters undertake as a pre-requisite for delivering this program for children who engage in fire lighting.

One of the objectives of the School Fire Education program is to prevent the onset of fire-lighting among children by increasing their awareness of the dangers of fires and encouraging them to make safe choices about fire. This has been an effective primary prevention strategy that has contributed to a decline in referrals to JFLIP.

During 2022-23, TFS worked with five families who requested support through JFLIP.

Burns Awareness

In June 2023, TFS were involved in the launch of National Burns Awareness month. This is part of an ongoing collaboration between TFS, the Royal Hobart Hospital Burns Unit and Kidsafe Tasmania. The campaign aims to raise awareness of burns and scald injury, prevention measures and correct first aid.

Burns first aid is also now incorporated into the School Fire Education program, delivered to primary school students state-wide. Additionally, TFS in partnership with the Royal Hobart Hospital Burns Unit and Kidsafe Tasmania, has produced and distributed burns first aid resources in nine different community languages.

Home Safety Campaign

The TFS Home Fire Safety campaign for winter 2023 was launched by the Minister and the Chief Officer on June 14 at Windemere Primary School. A key safety message from the Home Fire Safety campaign is to have

working smoke alarms in all bedrooms and hallways. These safety messages are also taught in the School Fire Education program.

Recent arrivals to Tasmania in new and emerging communities are at increased risk of fires in the home. The Home Fire Safety campaign includes translated home fire safety fact sheets in key community languages of Nepali and simplified Mandarin. In addition, the Visual Guide to Home Fire Safety has been developed in collaboration with the Migrant Resource Centre and provides home fire safety messages for people who have difficulty reading English.

Bushfire Ready Neighbourhoods

Bushfire Ready Neighbourhoods (BRN) is a community development program that aims to build the resilience and capacity of Tasmanian communities at risk of bushfire to prevent, prepare for, and respond to bushfires.

Since it commenced with a pilot project in 2009, BRN has been active in working with identified communities across Tasmania based on their risk to bushfire, community connectedness, location of a nearby safer place and TFS capacity.

The BRN program continues to work with a range of at-risk sectors including tourism, preventative health, community services, services for people over the age of 65 and people with disabilities.

The program also supports TFS brigades to develop their capacity for community engagement within their own communities. During 2022-23 two workshops were held for Community Engagement Volunteers in the North/North West and South of the state attended by 71 TFS and SES volunteers.

Program activities have included:

- meeting with residents and community groups
- focus groups

- field days
- property assessments
- public forums
- workshops
- women's programs
- provision of community engagement training and resources to brigades.

During 2022-23, Bushfire Ready Neighbourhoods held 122 events attended by 4,450 community members.

Round 4 of BRN began in 2020 was completed in 2023. It included engagement with 16 at risk communities state-wide.

In line with previous rounds, there has been a rigorous independent evaluation, using pre- and post-delivery surveys of samples from targeted communities.

The evaluation found markedly higher preparedness measures following BRN engagement, with 76% of people more likely to have bushfire survival plans in place.

Bushfire Safety Campaign

The *Bushfire Ready Challenge* was launched at Agfest in May 2023. The challenge will run over six weeks from September 2023, providing a structured online program of activities for participants to understand their risk and take steps to plan and prepare themselves and their property.

The TFS Bushfire Campaign *Bushfire Why Risk it?* continued in 2022-23 with a dedicated campaign-oriented website www.bushfire.tas.gov.au with direct access to an online 5 Minute Bushfire Plan as well as a range of simple tools and bushfire safety information.

During 2022-23, 13,000 people visited the campaign website, and 3,000 of them started their own online bushfire plans. This demonstrates the value of coordinating community engagement activities across platforms to maximise community preparedness based on their level of exposure and readiness.

Community Education Resources

TFS produces a range of home fire safety and bushfire safety resources for different audiences and purposes, which can be ordered online. These resources promote consistent messaging and support brigades to engage with their communities. For campaigns and other major initiatives, additional resources (such as posters and flyers) are provided to volunteer brigades so that they can promote the messages locally.

TFS provides an on-line ordering system for the community and brigades to access paper-based education resources. During 2022-23, 96,872 community fire safety resources were distributed via the on-line ordering system.

1.2

Community Protection, Planning, Promotion, and Implementation

Fuel Reduction

Along with the Parks and Wildlife Service (PWS) and Sustainable Timber Tasmania (STT), the TFS is one of three main organisations partnering in the delivery of the Government's Fuel Reduction Program (FRP).

The aim of the Fuel Reduction Program is to strategically reduce the bushfire threat in areas of greatest risk, to provide the most protection to Tasmanian communities. The FRP is nation leading in its tenure blind, strategic risk-based approach to fuel reduction.

TFS has a central role within the Fuel Reduction Program, undertaking the administration of the Fuel Reduction Program, and coordination of engagement activities and risk assessment.

The Fuel Reduction Program has now entered its ninth year of operation. Since the program began, 1,344 strategic bushfire risk reduction activities have been completed state-wide, encompassing over 201,795 hectares, of which 26,014 hectares were on private land.

During 2022-23, 158 fuel reduction burns were completed under the Fuel Reduction Program. These fuel reduction burns treated a total area of 24,367 hectares through Tasmania, including 22,550 hectares on public land and 1,817 hectares on private land.

TFS also undertakes planning and delivery of mechanical fuel reduction activities, such as fuel breaks, and community-level fuel reduction burns are undertaken by local brigades.

Fuel reduction activities led by TFS are generally focussed on private land located at the interface of urban and bushland areas.

During 2022-23, TFS delivered 30 fuel reduction burns totalling 1,172 hectares throughout the State.

Community Protection Planning

TFS undertakes Community Protection Planning for bushfire throughout Tasmania. Community Protection Planning is a core feature of the risk mitigation strategy identified by Fire Management Area Committees within their Bushfire Risk Mitigation Plans.

The objective of Community Protection Planning is to develop and implement plans to mitigate the impact of

bushfire on Tasmanian communities, and is central to bushfire response operations, community preparedness, and community-level bushfire fuel management.

Community Protection Planning engages with relevant stakeholders in plan development, including community representatives, local emergency management representatives, local government, and infrastructure managers.

The program comprises three types of plans:

- Community Protection Plans for local communities,
- Bushfire Response Plans for emergency responders; and
- Mitigation Plans that address fuel management for at-risk communities and critical infrastructure.

Community Protection Plans are simple local area plans for community members and visitors to an area. These plans provide bushfire safety options, such as the location of nearby safer places and community specific advice. During 2022-23, 8 new Community Protection Plans were developed, and 14 existing plans were updated.

Bushfire Response Plans are pre-incident plans that reflect TFS's six operational priorities when bushfires are burning out of control.

Bushfire Response Plans focus firefighters on the primacy of public safety and the protection of assets that will contribute to community recovery. These plans are used by incident managers and identify safe access and egress routes, water supplies for firefighting, where vulnerable people may gather during bushfires, community infrastructure and other assets prioritised for protection.

Mitigation Plans are local-level bushfire hazard management plans and are designed to guide community-level fuel management to protect people and community assets and contribute to strategic fuel management objectives of the Fuel Reduction Program.

The Bushfire-Ready Schools program (BRS)

The Bushfire-Ready Schools Program uses bushfire science to categorise schools based on their survivability during a bushfire event and prescribe a tailored risk treatment strategy.

By undertaking a qualitative risk assessment for every school, the BRS program can provide schools with a comprehensive assessment report, a site-specific bushfire hazard mitigation strategy, building retrofit advice, and written guidance about bushfire emergency management planning.

The program is now mature with the Department for Education, Children and Young People having its own bushfire emergency planning templates. All Tasmanian school communities can now mitigate their bushfire risk based on this advice, and TFS is providing continuing support to schools with their mitigation strategies and bushfire emergency plans.

During 2022-2023, a small number of schools reviewed and updated their mitigation plans.

Using the same procedures and processes, and prioritised by potential exposure to bushfire, this program has been extended to similar places of vulnerability and community value.

Workplaces and accommodation places in bushfire-prone areas are also being assisted to develop comprehensive bushfire emergency plans as part of their bushfire protection requirements arising from planning and building permit conditions.

Enabling workplaces to mitigate fire risk and respond safely

TasFire Equipment (TFE) meets its strategic directions by enabling building owners to be compliant with the *Building Regulations 2016* and *General Fire Regulations 2021* regarding fire equipment maintenance and installation by focusing on areas of strategic importance. This in turn benefits the community from a fire safety prevention, preparedness and response perspective. The ongoing provision of fire protection maintenance services continued through TFE during 2022-23, with a focus on at-risk industries and those located in remote and regional parts of the state.

The benefit of first attack fire protection equipment to enable fires to be extinguished in the early stages of development is evidenced through a survey of TFE clients that used fire protection equipment on fires.

Of those surveyed during 2022-23, first attack firefighting equipment was completely effective in 93 per cent of cases and TFS was not called in 84 per cent of these cases.

1.3

Emergency Management Planning – All Hazards Risk Management

Mitigation of fire risk in the built environment

TFS have contributed to the fire safety aspects of several major projects across the state and continue to

provide contemporary building fire safety advice to designers and developers. 2022-23 has seen the release of a new National Construction Code and several Australian Standards that relate to changes to the fire safety requirements in buildings and integration into fire safety reporting.

Considerable progress has been made with fire evacuation planning across the state with the development of a new reporting process to accurately determine the number of plans submitted and approved.

New building safety guidelines were finalised to provide interpretation on fire safety issues such as vulnerable people in residential accommodation and the use of portable fire equipment for lithium-ion battery fires.

TFS continue to engage with key stakeholders including Consumer, Building & Occupational Services, Australian Institute of Building Surveyors, and the fire protection industry to ensure a uniform approach is taken to enhancing customer and client service.

Alarming Signalling Equipment (ASE) Upgrade

In response to Telstra's announcement in October 2019 that the 3G Network would be decommissioned by June 2024, the Tasmania Fire Service implemented a staged approach to replace the remaining 1,981 3G Model ASE operating in TFS monitored premises throughout Tasmania, with the latest model Dual Sim 4G compliant unit.

As at June 2023, 1,055 premises have been upgraded.

A roll-out schedule and communication plan for premises owners and fire maintenance contractors has been developed to complete the remaining 926 premise upgrades by the June 2024 deadline.

Mitigation of bushfire risk through policy and regulation

TFS contributes to bushfire mitigation at a strategic level through involvement in public policy development, as well as through its specialist role in land use planning and bushfire building and development control.

TFS provides critical support to bushfire hazard practitioners through administering the Chief Officer's Accreditation Scheme, which is a key component of the regulatory framework governing development in bushfire-prone areas. In 2022-23 this included:

- ongoing mentoring support for provisionally accredited practitioners;
- provision of day-to-day technical support for industry;
- delivery of a 5-day short course (Development Control for Bushfire Prone Areas) in collaboration with University of Technology Sydney; and
- preparation for a review of the Chief Officer's Scheme for the Accreditation of Bushfire Hazard Practitioners and the Bushfire Hazard Practitioner Mentoring Program (for delivery in 2023-24).

TFS is integral to addressing the risk of bushfire during land use and development, including the review of development proposals and documentation, review of council draft local area provisions, participation in statutory hearings addressing bushfire risk matters and auditing of subdivision proposals in bushfire prone areas.

In 2022-23 the Bushfire Risk Unit has provided input to the State Planning Office to help inform the development of the Tasmanian Planning Policies.

Assessing State-wide Bushfire Risk

TFS uses computer modelling to simulate the spread and behaviour of bushfires under different fuel and weather conditions. These models help to understand how fuel reduction activities have contributed to the bushfire risk levels that exist across the State.

The undertaking of the bushfire risk analysis is a key contributor to the understanding of the ongoing success of the State's Fuel Reduction Program.

The risk assessment models 'relative risk' which measures the extent to which the risk of community bushfire impacts changes over time in response to fuel reduction from planned burns and bushfires. The statewide risk trendline naturally increases as vegetation and fuel load recover from planned burn activities and the impact of previous bushfire events.

SES Flood Policy Unit

The coordination of policy and planning relating to flood management, mitigation, awareness and community resilience is undertaken by the SES Flood Policy Unit (FPU). The FPU continue their work on the Tasmanian Flood Mapping Project which is a major project to improve understanding of flood risk at state, regional and local levels. FPU staff comprise the state flood intelligence capability in preparedness for and response to flood emergencies.

Emergency Management Planning

SES state-level operations are coordinated from the State Operations Centre situated within the Emergency Management Centre (EMC) Hobart, in support of regional operations.

The Emergency Management Unit (EMU) provides whole of government and all hazard emergency management functions related to education and awareness, grant coordination, planning support and multi-agency, all-hazards preparedness activities at municipal, regional and state levels. The EMU also provides advice and executive support to the State Emergency Management Committee and Regional Emergency Management Committees and is responsible for maintaining the Tasmanian Emergency Management Arrangements (TEMA).

STRATEGIC DIRECTION 2

Providing Trusted Emergency Response

This Direction focuses on:

- A seamless all-hazards approach to the delivery of emergency services, through a mapped capability model, effective allocation and use of resources, informed future work plans and strategic asset management plan and identification of opportunities for improvement;
- Consolidation of lessons after action reviews, ensuring a highly flexible and adaptable learning organisation;
- Timely and accurate delivery of emergency information and intelligence to ensure the community is informed to respond in a manner to protect themselves, to decrease fatalities, and to ensure preparedness and response is informed with intelligence; and
- Being a socially and environmentally responsible organisation, improving capacity to measure and reduce impacts on the environment.

A total of \$2.5 million was spent on interoperable technology equipment and systems, which will better enable Tasmania Police, TFS and SES staff to do their jobs, and support decision-making in emergencies. The new facility will help staff to do their job more efficiently and provides situational awareness through mapping and other information sharing platforms to increase emergency services capacity and capability across the state, now and into the future.

SES state-level operations are coordinated from the State Operations Centre in support of regional operations. The State Air Desk oversees the management of all air operations in an all-hazards context across the state. Aircraft are used during SES operations for the purposes of intelligence gathering, situational awareness and impact assessment. The Multi-hazard Intelligence Unit is also located within the SOC and performs the critical Intelligence function in support of SES and TFS operations.

Volunteer Sustainability Strategy

A second draft of the TFS Volunteer Sustainability Strategy has been completed, with three key strategic focus areas identified. These are, firstly, retaining the current cohort of volunteers, which aims to decrease the personal burden of emergency services volunteering while also increasing the value derived from being a volunteer. Secondly, recruiting the volunteers of tomorrow, aiming to inspire a diverse range of people to become an emergency services volunteer. And finally, creating and fostering a culture of volunteerism, by recognising and championing the significant positive impact of emergency services volunteering, in organisations, communities, and at all levels of government.

The Strategy (2023-2028) will see a number of workplans, projects and initiatives rolled out over its life which will be guided by the key focus areas.

2.1

Adopt a seamless and all-hazards approach to the delivery of emergency services

Collocation of State Control Centre and State Operations Centre

The new State Control Centre and State Operations Centre (SOC) are now co-located to provide modern, fit-for-purpose facilities to better support the work required in the event of critical emergencies. The new Centre will be used by TFS and SES as well as Police and other Response Management Authorities to coordinate emergency management responses for all hazards including fires, floods, pandemics or terrorist incidents.

2.2

Develop a continuous improvement model that supports a changing environment

Alarm Signalling Equipment Project

The Alarm Signalling Equipment project aims to upgrade alarm signalling equipment across the state. Previous ASEs have relied on 3G technology, which is to cease in June 2024. TFS initiated this project to gradually upgrade premises to new technology.

Considerable progress has been made during 2022-23 towards the replacement of Alarm Signalling Equipment, with over half of all premises now compliant.

False Alarm Reduction Strategy (FARS) Project

Within Tasmania, there are approximately 2,100 monitored building fire alarms systems, collectively averaging over 3,200 false alarms annually. TFS will respond to every alarm, and false alarms not only have a financial cost but mean that crews may not be able to respond as quickly to an actual emergency. False alarms have been an ongoing issue proving difficult to resolve.

The False Alarm Reduction Strategy project focusses on reducing the number of false alarms seen across the State. During 2022-23 a public consultation process was delivered, and new policies and business practices have been developed to provide a consistent process for the delivery of services.

2.3

Deliver timely and accurate emergency information and intelligence

State Intelligence Capability

The Tasmanian Government has provided a \$900,000 commitment over three years to enhance TFS' intelligence capability through building on the team of skilled staff with a permanent presence based out of the State Operations Centre.

This enhanced intelligence capability will provide rapid advice to commanders for planning incident responses, as well as real-time monitoring of the various risks and hazards.

During 2022-23, TFS has invested in additional human and technological resources to improve geo-spatial data monitoring, satellite data review and predictive services. Enhancements have been delivered for early fire detection, weather intelligence, lightning detection, and bushfire risk modelling.

2.4

Be a socially and environmentally responsible organisation

TFS has transitioned to Class B firefighting foams that do not contain persistent fluorinated organic compounds (PFAS, or per- and polyfluoroalkyl substances) and in 2022-23, ensured that all legacy stocks of PFAS foams were destroyed. The PFAS blood testing program for those who had used Aqueous Film-

Forming Foams in the course of their duties, including current and former personnel (both career and volunteer) as well as staff from DPFEM's Engineering and Fleet Services, commenced in 2021 and remains in place.

In 2022-23 work continued in partnership with contamination assessment and remediation specialists to address PFAS site contamination concerns. Investigations involving high-resolution soil sampling techniques provided valuable insights into the extent of PFAS contamination.

Occupational safety for TFS personnel remains a priority, and in response, PFAS risk-based threshold levels (RBTLs) have been developed. These thresholds serve as an essential tool for assessing and monitoring ongoing occupational exposure of TFS staff to residual PFAS impacts within the TFS fleet, minimising any potential risks associated with PFAS exposure during operations.

All known B-Class foam has been systematically removed from sites and disposed of according to the appropriate guidelines and regulations, ensuring potential sources of PFAS contamination are addressed and mitigated.

The Heavy Pumper Fleet PFAS decontamination mitigation program, carried out since 2017, ensured PFAS levels remained below the national drinking water standard, with additional mitigation for vehicles displaying elevated PFAS test results.

Elsewhere, TasFire Equipment (TFE) continued with its program of recycling used and out of date fire extinguishers. During 2022-23, 5,842 extinguishers were recycled along with 2,986 litres of (potentially containing PFAS)

fire-fighting foam from extinguishers belonging to both external clients and TFS. This foam was recovered and recycled in accordance with the strict requirements of dealing with the potentially harmful chemical. TFE also continued to be a collection point for the now outlawed BCF/Halon type extinguishers. The gas in these extinguishers is very harmful to the environment due to its ozone depleting properties. TFE returns these extinguishers to the National Halon Bank in New South Wales as part of a national program to recover this gas and prevent it from being released into the environment.

TFS maintains three regional training facilities that are reaching “end of life”, particularly from a live fire training and smoke emissions perspective. Live fire training is an essential component of training fire fighters to be confident and competent in providing an effective, safe, and professional response to fires. TFS have started the planning process to ensure it can continue to provide quality training to career and volunteer staff into the future. 2023/24 will see the development of a short, medium, and long-term plan for smoke management and live fire training.

Alternative solutions to emissions from live fire training are being developed, including the implementation of three virtual reality FLAIM Trainer systems.

STRATEGIC DIRECTION 3

A Collaborative Organisation

This Direction focuses on:

- **Integrating common operating systems, to ensure people undertake work efficiently, collaboratively, and seamlessly, and ensure that operational systems provide the capability to coordinate emergency services across all hazards;**
- **Building collaborative culture through values, behaviours, policies, and engagement that ensures effective and receptive collaboration with external stakeholders; and**
- **Participation in Whole of Government reforms and participation across the emergency management industry to ensure the TFS is a leader in contemporary emergency management and that national initiatives are utilised to add value to Tasmania.**

3.1

Take opportunities to integrate common operating systems

PETRA – the learning management system

Training Services continued to develop the learning management system for all TFS members.

Introduced in June 2022, the 2022-23 financial year saw additional functionality become available to members. This included the introduction of online learning opportunities, including release of critical training packages through the platform.

Work will continue in 2023-24 to implement SES members and External Training clients.

Brigade Connectivity Rollout

During 2022-23, the TFS Brigade Connectivity Project rolled out computer and network infrastructure, delivering connectivity to an additional 26 volunteer TFS and SES sites across the State. This is an increase from seven sites delivered in 2020-21 and leaves a total of 154 sites remaining. The project, currently being run out of Technology and Innovation, Business and Executive Services, is being re-scoped with the aim of expediting the rollout of connectivity to all remaining brigades and units.

3.2

Build a culture that delivers a collaborative approach

TFS and SES integration and TFES formation

The work undertaken to develop a Strategic Plan for the new Tasmania Fire and Emergency Services organisation has provided the opportunity to identify ways to enhance organisational integration, including:

- A centralised training approach
- Training delivery and capability maintenance
- Operational capability delivery
- Centralised volunteer support
- Logistics and operational support for brigades and units

3.3

Participate and inform Whole of Government reforms

TasGRN Project

TasGRN will provide a contemporary voice communications system through a P25 digital radio network, enabling TFS and SES direct communications with the emergency service organisations and land managers that the organisation works with in multi-agency incidents.

The eight core user organisations of the TasGRN Project will be operating on one unified, digital, and interoperable radio network commencing from July 2023, which will represent the largest technological upgrade to multi-agency radio communications in Tasmania's history. This project, with national and global radio standards, will result in modernised emergency services, government agency communications in Tasmania that are more reliable and a resilient network which will provide better services to Tasmanian community.

User agencies are currently transitioning to the TasGRN, with Hydro Tasmania, TasNetworks, Parks and Wildlife Service and Sustainable Timber Tasmania now operating on the TasGRN. TFS and SES with other Emergency Services will transition to the TasGRN by October 2023.

TFS and SES representatives are working within the TasGRN Project team to make key decisions alongside TFS-TasGRN Governance Group and ensure the final TasGRN solution will improve operational effectiveness across TFS and SES.

3.4

Participate across the emergency management industry to add value to Tasmania

TFS and SES continued planning towards the implementation of The Australian Warnings System (AWS). AWS is the national approach to providing information and warnings during emergencies (Fire, Flood, Storm, Extreme Heat and Cyclone). With AWS already being implemented for bushfire during 2021, the hazard of flood was successfully implemented during October 2022. TFS and SES will continue planning towards the implementation of the remaining hazards.

TasALERT went live in September 2022 and is now the primary source of information from emergency services and Government agencies in Tasmania. All fire and flood warnings are now published on TasALERT.

STRATEGIC DIRECTION 4

Valued and Capable People

This Direction focuses on:

- An engaged, functionally proficient, and diverse workforce, who consistently delivery service to the organisation and demonstrate values through behaviours;
- A skilled, motivated, and capable workforce, embedded workplace safety, with a highly effective volunteer support structure;
- Professional career/volunteer pathways, with volunteers valued and utilised for their skills in training, command, and local knowledge, with career pathways ensuring capability matches service delivery; and
- All levels of the organisation participating in and contributing to corporate development and growth.

4.1

Develop and implement a Human Resources Capability Framework

Workforce planning

The TFS recognises the impending resourcing challenges it faces as an organisation and is supporting proactive measures to address these challenges. Work includes:

- Reviewing current vacancies due to long term sickness or workers compensation.

- Reviewing options for maintaining career staffing levels to critical operational areas of the organisation.
- Reviewing professional development pathways to fill the identified FTE gaps above the firefighter level.

Volunteer Handbook

The Volunteer Handbook is a key information tool for TFS volunteers and staff to support management of conduct and grievance matters within the TFS. The Handbook presents information consistent with the membership cycle of a volunteer, starting with “joining a brigade” (recruitment, induction, probation, membership) followed by “participating in a brigade” (meetings, elections,

training). During 2022-23, the Volunteer Handbook has been under review, with progressive updates to ensure people related processes and procedures are fit for purpose.

4.2

Develop a 'People Plan'

People Focused Leadership

Performance Development (PD) continues to be actively promoted within the TFS as an important tool for growing our people and management capability. Workshops are offered on the ‘What, Why & How’ of performance development, and opportunities for reflection. PD has been further supplemented by the introduction of two online learning modules: ‘Performance Development Guidelines’ available for continual professional development, and ‘The Process of Managing Performance Issues’ for additional learning within promotional streams.

The ongoing benefits of quality conversations in the workplace form the basis of psychological safety, connectedness, and overall wellbeing. Furthermore, they also provide an enabler towards the achievement of higher performance, talent identification and succession planning.

Work Health and Safety

During the reporting period, there has been a focus on improving work health and safety (WHS) governance, training, and systems to increase support to frontline workers.

DPFEM's flu vaccination program administered 1,340 flu shots to both staff and volunteers via on-site workplace clinics, selected pharmacies, and General Practitioners.

In February 2021, the TFS engaged Envirolab Services Pty Ltd, to undertake accredited testing for PFAS in bloods. Since that time, 220 career and volunteer fire fighters and 6 State Service Employees have registered for the blood tests. Of the 226 that have registered, 93 have undertaken the testing.

The TFS WHS Central Strategy Group and Health and Safety Committees is now established and has clear objectives and an agreed Terms of Reference. The inaugural meeting was held on 27 March 2023.

The online WHS reporting system (Folio) is embedded within the Department for the reporting and management of WHS incidents and hazards across DPFEM. Folio allows access for managers and supervisors to review, update and provide progress notes to resolving hazards reported in the system.

Further work is being undertaken to create and implement workplace inspection checklists and risk assessments in the Folio system, which will provide accessibility for the Department.

In 2022-23, several online WHS training packages were created and implemented including Manager and Supervisor WHS training, Folio training for users and Folio training for Managers and Supervisors. Face to face WHS Training (Leading Health and Safety Training) has occurred with Managers and Supervisors within TFS and will remain a focus for the next year.

Workplace Diversity and Inclusion

The TFS and SES are committed to creating an inclusive workplace culture that values the contribution of all employees, including those from diverse backgrounds, experiences, knowledge, skills and perspectives.

Significant work has continued to contribute to this commitment and encourage a workplace free from all forms of discrimination, bullying and prohibited conduct.

Staff have participated in important forums and networks on Diversity and Inclusion across the State Service, including the Tasmanian State Service Diversity and Inclusion Reference Group, the Workplace Equality and Respect Standards Interagency Committee and the Champions of Change Coalition.

Following the delivery of the DPFEM Diversity and Inclusion Policy and Guidelines in 2022, the in-house development of a Diversity and Inclusion online learning package was completed, with the training going live in February 2023. This training introduces diversity and inclusion concepts; details workplace rights and responsibilities; details reporting procedures and provides insights and materials designed to develop cultural understandings of respectful behaviours and the role of individuals in organisation culture. The training also covers the DPFEM commitment to the Our Watch Workplace Equality and Respect Standards. This training is compulsory for all employees, and related materials are currently under development for dissemination to volunteer staff in the second half of 2023.

People and Culture have worked closely with Training and Education, and Wellbeing Support to develop organisation-specific training for current and emerging leaders with the aim of providing them with the skills to understand and respond to biases, become role-models and allies; manage conduct issues related to discrimination and harassment and create inclusive and psychologically safe workplaces.

The membership of the LGBTIQ+ Support Network has been expanded, which involves employees providing advice and support to others across DPFEM and Ambulance Tasmania with the aim of fostering a safe, supportive and inclusive workplace for LGBTIQ+ communities.

Consultation has concluded on the next DPFEM Disability Action Plan which will be delivered in 2023, and the organisation has contributed to the development of the State Service Diversity and Inclusion Policy and Framework.

Wellbeing Services

The health and wellbeing of all employees is a key priority for TFS. Work is continuing on the implementation of the DPFEM Mental Health & Wellbeing Strategy 2021 - 2026.

The strategy consists of an overarching vision, a wellbeing model, a stigma reduction model, guiding principles and focus areas to support the wellbeing of our people.

Preventative services include Ready for Response (a 12-week fitness and nutrition program which targets the wellbeing of emergency service workers and volunteers), Mental Health First Aid training, People Focused Leadership training, self-care modules and general information sessions.

MyPulse, which launched in 2019, is an online health and wellbeing program that supports both the physical and mental health of our emergency services personnel and is an Australian first.

MyPulse offers a scalable range of services that is responsive to known risks associated with emergency first responder duties. MyPulse services are available to all staff, including volunteers, equally.

The Mental Health Screen and the Physical Health Screen are pathways to individualised health coaching which have proven to be highly regarded by participants.

The Critical Incident Stress Management program continues to provide exemplary services to all emergency service personnel involved in notified critical incidents. The Program now has 18 psychologists contracted to it, and approval for 100 peer support officers (currently 74). Our people are accessing wellbeing services, including wellbeing support officers and external referrals, in increasing numbers.

In December 2020 DPFEM commissioned an Independent Review of the effectiveness of DPFEMs Health and Wellbeing and Workers Compensation Frameworks. The findings were handed down in a report now referred to as the Winter Review. A core emphasis of the report recommendations was the placement of our people at the centre of our approach to Workers Compensation.

With that in mind the Injury Management and Advisory Service (IMAS) has now been integrated into the Wellbeing Support Directorate. Work is progressing to implement the recommendations from the Winter Review, with 12 completed and 11 significantly progressed.

Edith Cowan University was appointed to independently evaluate the effectiveness of the health and wellbeing program and associated services. The evaluation is being delivered incrementally over a three-year period with the final report expected in 2023.

4.3

Development of a professional development pathway for volunteer and career staff

Remote Area Teams

Annual, ongoing funding of \$160,000 was initiated in 2021-22, to develop, grow and sustain the TFS Remote Area Teams capability from career and volunteer firefighters from across the State. The TFS has completed an interim review of the program and will undertake a full operational review following the 2023-24 bushfire season.

Training and Education

Training and Education continued to respond to TFS and external training needs, delivering training programs and courses to Career and Volunteer firefighters as well as our partner agencies and external clients across the State.

Training Delivery have coordinated and delivered 562 volunteer courses Statewide including an introduction to hazardous materials, tactical firefighting and brigade management and approximately 3,910 volunteers attended our courses during this past financial year.

A gap in our volunteer development pathway was identified that required our volunteers to undertake a short course on responding to hazardous materials. Over 150 courses were delivered with around 1,500 volunteers attending across the state.

TFS increased its incident management capability with 13 personnel completing Incident Management Level 2 courses including Operations, Planning and Incident Controller. This program was designed to increase our capability when Incident Management Teams are required to manage larger incidents.

Career firefighters undertook various rescue discipline training and exercises. The training received ensures TFS can continue to provide a high-level response to vertical, trench, industrial and domestic rescue incidents.

TFS continued to engage with partner agencies, conducting multi-agency incident management programs that attracted participants from Parks and Wildlife, Sustainable Timber Tasmania and SES. Around 40 personnel attended the training programs.

A new mandate for TFS-External Training was approved by the Chief Officer in July. This mandate involves the unit having an enhanced focus on the provision of highly customised and contemporary Emergency Response and Incident Management training on a State-wide basis to a more refined client cohort.

TFS-External Training is experiencing a surge in demand for training services. Existing clients such as the Australian Antarctic Division and Norske Skog have increased their training commitments due to satisfaction with the high quality training programs being delivered and the positive participant feedback. New clients have been acquired, such as Avebury Mines (Tasmanian Harbour).

In 2022-23, TFS External Training delivered 104 courses (many over multiple days) to approximately 1,435 participants.

Training Services

Career Firefighter Development Pathway

Following an extensive consultation process, the revised career firefighter development pathway was approved by the Chief Officer in 2022-23. The new pathway reflects changes in the previous 'Pay Point Schedule' that have occurred over the past 18 years, including changes in the Public Safety Training Package, new ranks and classification descriptions and updates to block release training programs. Training and Education will continue to implement the new pathway in 2023/24.

Accredited Training Results

The following data shows the number of accredited training results issued between 1 July 2022 – 30 June 2023. This included qualifications, total number of competencies, standalone statements of attainment (units of competency not included within a qualification) and accredited courses.

	Issued
Qualifications	77
Units of Competency	760
Statement of Attainment	134
Courses	56
TOTAL UNITS	950

Volunteer Strategy & Support Unit

The Volunteer Strategy and Support Unit is responsible for implementing strategies and developing tools to deliver a robust and sustainable model that directly benefits TFS and SES volunteers in line with Government and Department priorities.

The Unit is comprised of two streams – the Strategy stream and the Support stream. The Strategy stream is responsible for the overarching Volunteer Sustainability Strategy, strategic initiatives, resources, and volunteer research and data. The Support stream is responsible for supporting enhanced volunteer recruitment and retention, capability and capacity building, and community liaison. The Unit works in partnership with regional and district staff to provide support to volunteers, brigades and units. Key pieces of work over the past 12 months include:

- **Volunteer Sustainability Strategy**

Over the next five years, the Volunteer Sustainability Strategy will bring to life the vision of a sustainable Tasmanian fire and emergency services volunteer workforce. The Strategy will guide the selection of programs and initiatives that enhance volunteer retention and recruitment, and champion a culture of volunteerism with key stakeholders.

- **Child Safe Framework Policy**

VSSU has reviewed TFS' child safety doctrine and created a Child Safe Framework and a Child Safe Policy and updated the Junior and Cadet Program Policy. This doctrine will enable compliance and promote child safety in TFS' culture and practices.

- **2023 State Fire and Emergency Service Conference**

The Volunteer Strategy and Support Unit are now responsible for the management and coordination of the State Fire and Emergency Service Conference. This year's conference was a huge success, with over 300 people in attendance.

- **National Volunteer Week**

VSSU conducted interviews with TFS and SES volunteers to highlight their contribution and service to our organisation and the Tasmanian community on social media.

- **Volunteer Grants Program**

Volunteer Grants Program TFS and SES continue to support the Tasmanian Government funded Volunteer Grant Programs.

- **TFS Handbook**

The VSSU is currently undertaking a major review of the TFS volunteer handbook, working groups have been established and the handbook is now in the final stages of the first draft.

- **SES Handbook**

The VSSU has commenced a review of the SES volunteer handbook and are in the initial stages. The next phase will involve consultation with key stakeholders, redesign and republish.

- **Brigade/Unit Connectivity**

Development of a connectivity plan for brigades/units to rollout DPFEM connectivity and supported PCs across the state.

- **Volunteer Recruitment and Retention Workshops**

Volunteer Stakeholder and Engagement Officers continue to work with priority brigades/units statewide. Brigades/Unit priorities are determined by SES Regional Management and TFS District/Regional Officers. Volunteer Recruitment and Retention Workshops provide an avenue for Volunteer Stakeholder Engagement Officers to meet with volunteers in brigades/units to understand the current recruitment

and retention status and identify any issues or barriers impacting the brigade/unit's ability to provide a fulfilling volunteer experience. Recruitment and retention plans are then developed in consultation with staff and with the brigades/units.

- **Volunteer Promotional Material**

The VSSU has re-designed more contemporary volunteer recruitment material (posters flyers), including new volunteer photos and a QR code for both TFS and SES. The TFS Mascot, Will the Wombat 2.0, has also made a comeback.

- **Community Engagement**

The VSSU attends major events such as Agfest, Shows and targeted community events which have been very successful in raising awareness of volunteering and recruiting new members.

4.4

Establish mechanisms to support proactive innovation

Volunteer Grants Program

TFS and SES continue to support the Tasmanian Government funded Volunteer Grant Programs, which enable volunteer brigades and units to apply for non-core equipment and training, enhanced recruitment, and engagement activities, as well as amenities and minor facility improvements. This enables volunteers to drive and shape their requirements, based on the needs of their brigade or unit. With the new initiative commencing in 2022, 105 TFS brigades applied for grants during rounds 1 & 2, and 9 SES units were awarded grants.

Review of Honours and Awards Guidelines

The review of the TFS Honours and Awards framework is now finalised with new medals to recognise Bravery, Distinguished Service, Operational Service and Long Service. Certificates of Commendation and Certificates of Appreciation now provide for nominations to be made to recognise the contributions of all TFS staff, volunteers and career, in assisting in the provision of an effective response and contributing to community safety for Tasmania.

The commencement was announced at the Tasmania Fire and Emergency Services state conference in May 2023, with the framework formally commencing as of 1 January 2023. This new approach does not alter the current Volunteer Honours and Awards Framework already in place; however, the previous Chief Officer's Commendation will no longer be presented. There has also been an adjustment in the presentation of the TFS Long Service badge. This will still be presented after five years of service, but the Long Service Medal will be presented at ten years and a clasp will acknowledge each subsequent ten years of service.

The new approach will provide options for the acknowledgement of the contributions of all TFS, in a dignified and significant manner.

STRATEGIC DIRECTION 5

An Efficient and Effective Organisation

This Direction focuses on:

- Reviewing the emergency service legislation to complement emergency management with contemporary administration and governance.
- Reducing organisational risk, delivery organisational priorities with accountable and transparent reporting with a structure that is adaptable and responsive.
- A strategic approach to managing assets and development of a funding model and better management of finances; and
- Ensuring the organisation is legislatively compliant, measuring performance against KPIs (Key Performance Indicators) with a communications framework that optimises information flow between internal and external stakeholders.

- establishing the role of the Commissioner of Fire and Emergency Services, who will lead this new entity;
- retaining and reforming the State Fire Commission to become the State Fire and Emergency Service Committee;
- reflecting contemporary practice in the responses to fires and other emergencies.

This work will continue in 2023-24.

5.2

Adopt good structure and governance, corporate risk management and business disciplines that meet changing needs

The Audit and Risk Committee is a DPFEM committee that operates in accordance with Section 51 of the *Financial Management Act 2016*. This Committee has been chaired by the Executive Director, State Emergency Service and Volunteers, since March 2023, and meets five times per year. The Committee oversees risk management and is responsible for overseeing the development and undertaking of the strategic internal audit and annual audit plans and provides high-level assistance and advice with respect to matters of financial reporting and corporate governance.

In addition to Executive Director, SES and Volunteers, the Fire Service also has representation on the Committee through the membership of the Executive Director, Strategy and Capability, and a State Fire Commission representative.

5.1

Review Emergency Service legislation

After more than five years of comprehensive reviews and public consultation, the Tasmanian Government is creating new legislation to replace the *Fire Service Act 1979*. This is the most significant reform to the legislative framework underpinning the work of the Fire Service in almost 50 years. The new legislation will give effect to critical reform that will ensure

fire and state emergency services are best positioned to prepare for and respond to emergencies and keep Tasmanians safe in the face of disaster.

Specifically, the new legislation will address and implement a number of recommendations arising from the Blake Review and Stevens Report, including by:

- developing an Act that is forward-looking, principles-based, and more efficient to administer;
- merging the TFS and the SES to become the Tasmania Fire and Emergency Service (TFES), while retaining the unique brands and identities of these services;

Effective risk management enhances decision-making and increases service delivery and community safety outcomes. A Risk Management Framework has been established by DPFEM, including a risk evaluation process. The Commission and the TFS continuously review their strategic and corporate risks.

5.3

Develop an appropriate funding model to enable service delivery.

Support the review and update of the Department's Accommodation Strategy for TFS locations state-wide.

The Capital Works and Accommodation Unit within PPS provides specific services relating to the planning and management of capital works and projects. It also undertakes processes associated with accommodation management and leasing arrangements. The section is responsible for assisting with the annual review and update of the SAMP, the Department's Strategic Asset Management Plan.

The SAMP is a collaborative document, developed using, amongst other sources, submissions from the department's four operating arms which includes the TFS. It looks at the major challenges and opportunities facing DPFEM over the next 5 years and beyond. The SAMP details the identified high priority projects and initiatives as a key focus over the next five years.

5.4

Increase efficiencies through integration opportunities

Instigate efficiencies by combining elements of TFS and SES business practices.

In support of the creation of the Tasmania Fire and Emergency Service, and with the aim to deliver services more effectively to the community, work has commenced on the development of a new TFES Strategic Plan.

This plan will provide a contemporary framework in order for the organisation to be agile and responsive in providing a range of emergency services to the Tasmanian community. The Plan will also provide all members with a clear understanding of the organisation's goals and strategies, purpose and responsibilities, as well as their role in the achievement of these aims.

Finalise the Strategic Asset Management Plan, for 2022-23 and outgoing years

The SAMP enables TFS and SES to align management of assets to the corporate plans of the two agencies to meet service level requirements.

A 'Strategic Assessment,' of the top twenty TFS and SES sites by service delivery level, and weight-listed Site / Projects from the previous SAMP process, was conducted to identify the benefits, opportunities, risks and stakeholders for each TFS Station and SES Unit.

Data from the Resource to Risk project, staffing and volunteer levels, service delivery levels, call out rates and general statistical data from ABS Demographic and Tourism data were incorporated in the analysis.

5.5


Implement an effective communication framework

TFS and the SES are supported by DPFEM's Media and Communications Unit to ensure that relevant information is provided in a timely and accurate manner to both internal and external audiences. This is done through internal communication channels, media releases, responses to media queries, social media platforms and DPFEM's intranet and public facing website.


A dedicated internal communication staff member ensures that TFS and SES members are kept informed and connected, providing the link between the organisations and the broader department. Internal communications staff share information with members, such as business area updates, new processes or systems and projects and campaigns such as the internal newsletter, "WordBack", advice about the Statewide Fire Permit Period and honours and awards information.

Key Performance Indicators

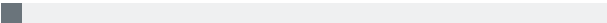
FINANCIAL OVERVIEW



The Commission's net result improved from last year with a net surplus of \$10.4 million in 2022-23, mainly due to increases in the insurance fire levy, which continues to track higher than budget forecast.



Total revenue was \$141.0 million which was an increase on 2021-22 of \$4.5 million, predominately due to higher than anticipated revenue for the Insurance fire levy which was \$12.8 million above budget.



The fire service contribution from ratepayers increased by 5.5% in line with the Corporate Plan to \$53.6 million which was the same percentage as 2021-22.



State and Australian Government contributions decreased by \$4.4 million to \$16.6 million, and this is due to the additional funding support of \$8.0 million over 2 years ceasing in 2021-22.



The bushfire season saw a decrease in Bushfire fighting contributions, to \$8.9 million, in line with a decrease in expenditure which can be attributed to a decrease in aircraft usage.



Other revenue increased slightly to \$2.1 million, mainly due to an increase in insurance claim recoveries.

Employee benefits for 2022-23 rose \$6.8 million from 2021-22 to \$66.7 million, which is due to the payment of new award increases and additional provisions for annual leave and long service leave.

At year-end, the Commission had cash of \$36.3 million, compared to \$25.2 million for the same time last year, mainly due to the higher insurance fire levy receipts and unspent commitments that will be carried over to 2023-24. The Commission had no overnight borrowings at 30 June 2023 and fixed term debt decreased to \$1.8 million.

The Commission is responsible for funding the SFC Superannuation Scheme, which is now closed to new members. The position of the Scheme's assets has increased on 2021-22 with a net asset position of \$6.6 million.

PHYSICAL RESOURCE MANAGEMENT

Property, plant and equipment increased from last financial year to \$159.8 million due to the application of indices supplied by the Office of the Valuer-General; whilst capital work in progress decreased slightly on 2021-22 by \$1.2 million to \$3.8 million, due to the timing of the fire appliance build program.

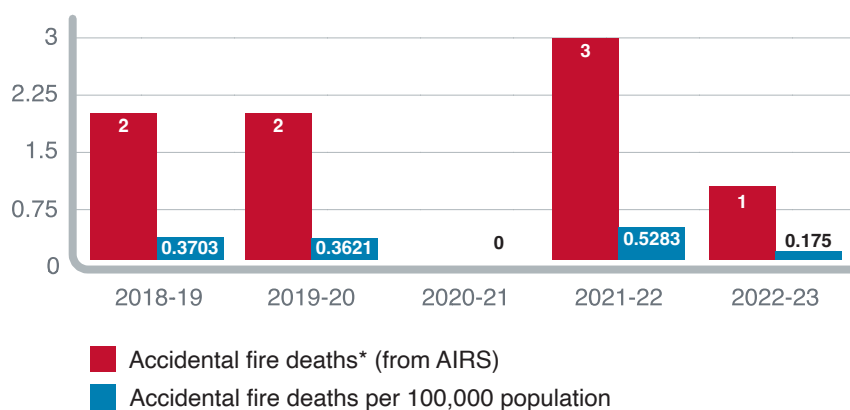
Fire Fatality Rate

TFS attended one fire fatality in 2022-23 and thus recorded a rate 0.17 per 100,000 people in the reporting year. It is difficult to provide a detailed analysis of these figures, due to the comparatively small Tasmanian population.

Figure 1 (right) shows Tasmania's 'Accidental fire' fatality rates.

Note Accidental fire deaths excludes vehicle fire incidents.*

Figure 1: Fire Fatalities

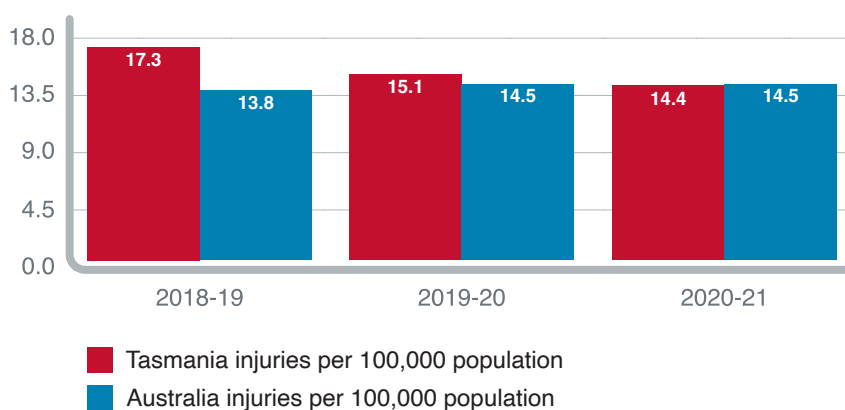


Source: TFS AIRS database, extracted 05 August 2023.

Fire Injury Rate

The fire injury rate is the number of people per 100,000 population who are hospitalised because of fire injuries (from smoke, fire, and flame). The figure below shows the most recent Tasmanian fire injury rates, compared with the national rate. These figures are taken from the Report on Government Services 2023, derived from hospital separations data in the National Hospital Morbidity Database. Injury rates from previous years are not shown, as they are not comparable due to a change in methodology. Again, due to the relatively small population base in Tasmania, these rates are variable over time.

Figure 2: Fire Injuries Resulting in Hospital Admissions

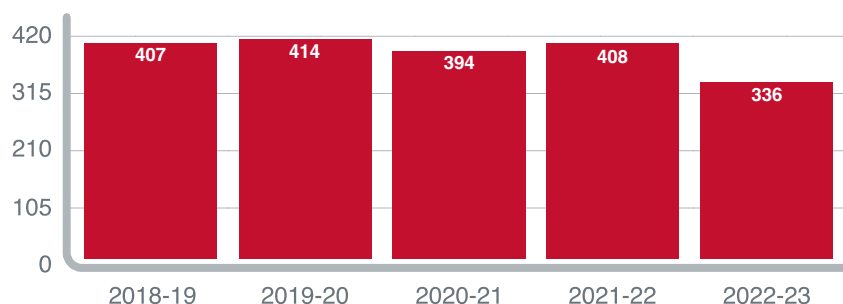


Source: The Productivity Commission's Report on Government Services 2023 Table 9A.17. The 2023 report included data up to the 2020-21 financial year. Data for subsequent years have not yet been released. Data exclude admitted patients transferred from another hospital, patients who died in hospital and patients admitted for rehabilitation.

Structure Fire Rate

Total structure fires attended by TFS over the last five years have ranged from 407 in 2018-19 to 336 in 2022-23. This year's figures are lower when compared to the past few years, but due to data quality limitations for this item as well as preventable structure fires, this change should not necessarily be interpreted as a downward trend.

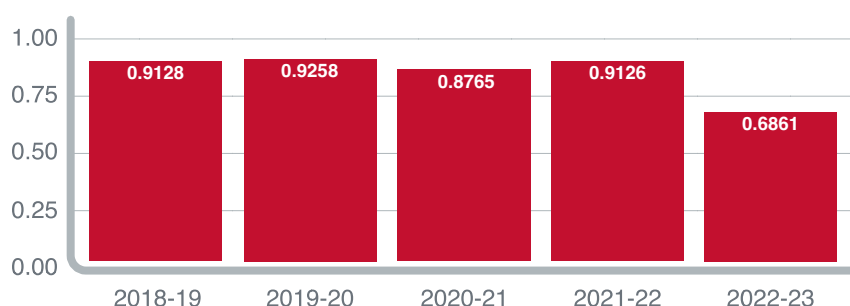
Figure 3: Total number of structure fires



Source: TFS AIRS database, extracted 01 August 2023.

Figure 4: Number of preventable structure fires per 1,000 households

Preventable structure fires attended by TFS over the last five years have ranged from 207 in 2018-19 to 161 in 2022-23. This year's figures are lower when compared to the past few years.



Source: TFS AIRS database, extracted 01 August 2023.

Additional Statistics

Operational Performance Metrics

Performance Targets	2021-22		2022-23	
	Target	Actual	Target	Actual
Operational				
Number of preventable structure fires per 1,000 households	2.00	0.85	2.00	0.69
Number of false alarms (DBA)	3,000	2,777	3,000	2,945
Percentage of fires of undetermined cause	15%	21.8%	15%	24.5%
Percentage of fires in structures confined to room of origin	70.0%	66.1%	70.0%	69.6%
Financial				
Operating surplus/(deficit)	\$1.596m	\$7.89m	-\$3.68	\$10.03m
Return on assets	1.1%	4.7%	-2.5%	5.2%
Return on equity	1.3%	5.7%	-3.1%	6.1%
Debt to equity	2.4%	1.8%	1.5%	1.0%
Current ratio	72.9%	165.5%	79.2%	215.4%

Statistics

Registered Burns
(No Permit Required)

2022-23

23,800

Total Area Burnt
by Bushfires

2022-23

1200 ha

Fire Cause Determination

Figure 5: Types of Fires Attended – 2022-23

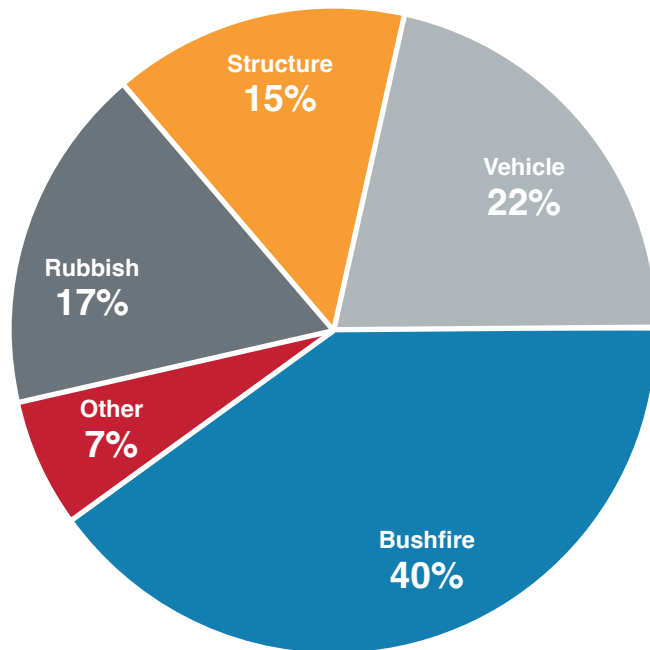
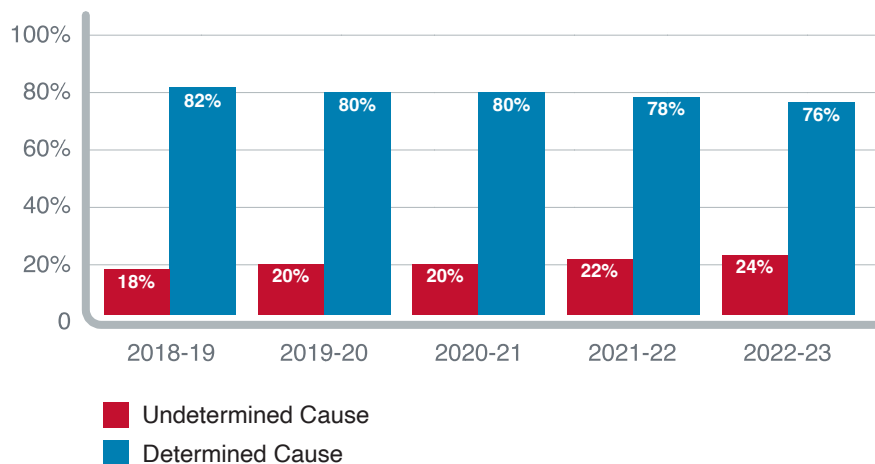


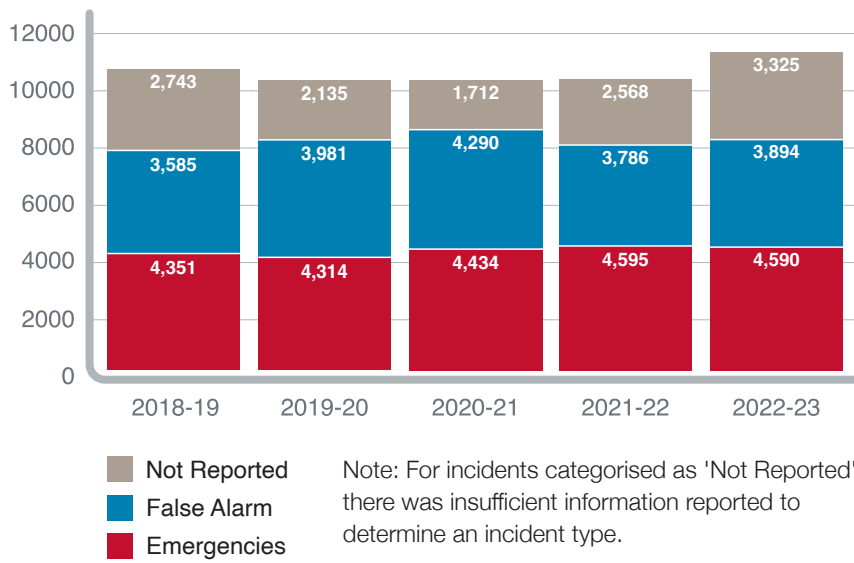
Figure 6: Causes of all fires 2018-19 to 2022-23



Number of Incidents by Financial Year

Number of Incidents by Type 2022-23

Figure 7: Number of Incidents Attended by Type 2018-19 to 2022-23



Emergencies

4,590

False Alarm

3,894

Not Reported

3,325

Figure 8: Causes of Fires Attended 2022-23

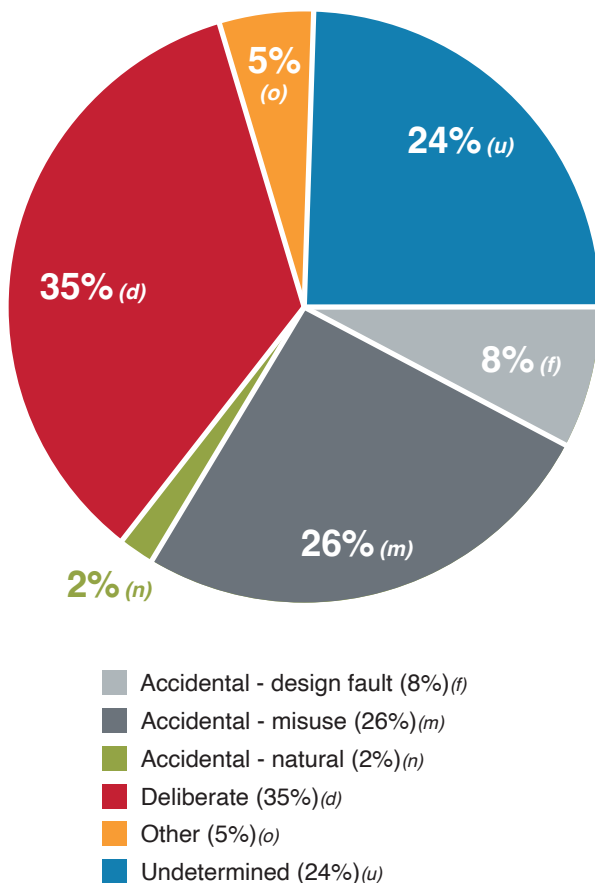


Figure 9: Types of Incidents Attended 2022-23

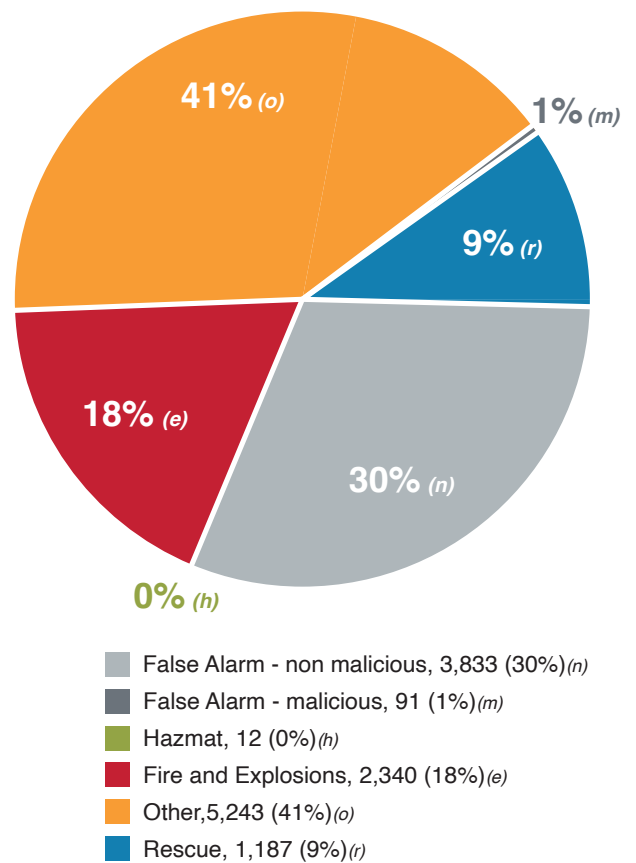
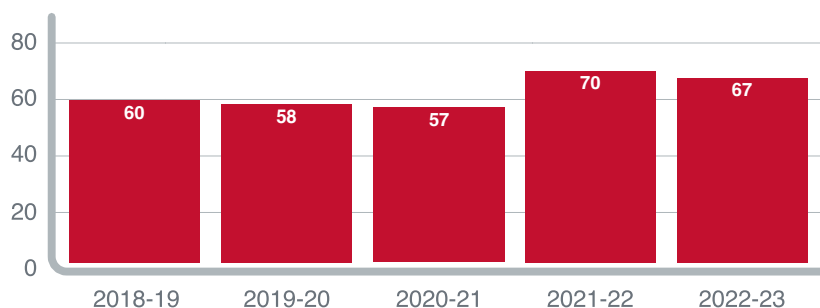


Figure 10: Median call handling times (seconds) 2018-19 to 2022-23

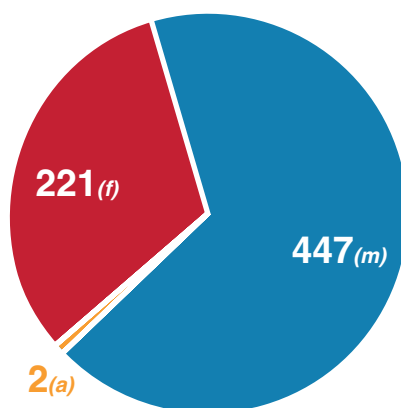


SES

The SES relies on a skilled and motivated volunteer workforce to undertake 24/7 emergency response for a broad range of emergency situations.

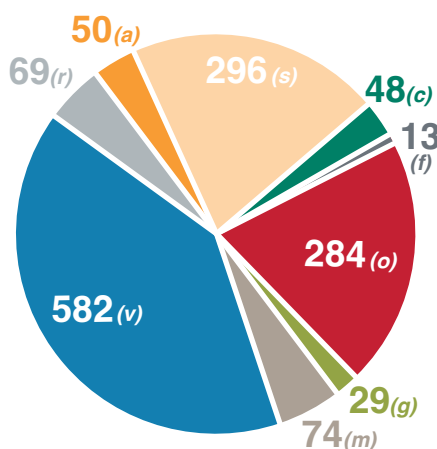
SES volunteers are spending increasing amounts of time supporting bushfire operations with activities like staging management support, rapid impact assessment, logistics, doorknocking, evacuations, and traffic management.

SES volunteers completed a total of 17,852 training hours in 2022-23.



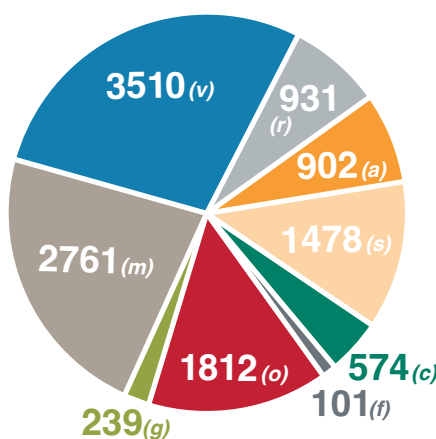
Total SES Members - 670

- Male 447 (m)
- Female 221 (f)
- Prefer not to answer 2 (a)



Total number of SES Callouts - 1,445

- Communications 48 (c)
- Fire Assist 13 (f)
- Miscellaneous Operations 74 (m)
- Storm 296 (s)
- Road Crash Rescue 69 (r)
- Motor Vehicle Accident 582 (v)
- Flood Operations 284 (o)
- General Response 29 (g)
- Search and Rescue 50 (a)



Total SES Contact Hours - 12,308

- Communications 574 (c)
- Fire Assist 101 (f)
- Miscellaneous Operations 2761 (m)
- Storm 1478 (s)
- Road Crash Rescue 931 (r)
- Motor Vehicle Accident 3510 (v)
- Flood Operations 1812 (o)
- General Response 239 (g)
- Search and Rescue 902 (a)

Human Resource Statistics

TFS - Summary as at 30/6/23

Headcount of TFS Employees	518
FTE of TFS Employees	507.69

Award Classification by Gender	TFS	
	Male	Female
Senior Executive Service	2	0
Tasmanian Fire Fighting Industry Employees Award	319	34
Tasmanian State Service	82	81
TOTAL	403	115

Employment Authority	TFS
Permanent	497
Fixed Term	19
Contract	2
TOTAL	518

Employee Turnover	TFS
Commencements	38
Separations	44

Employment Condition by Gender	TFS	
	Male	Female
Full Time	398	87
Part Time	5	28
TOTAL	403	115

Age Profile by Gender	TFS	
	Male	Female
15-19	0	0
20-24	0	5
25-29	21	17
30-34	35	12
35-39	56	23

Age Profile by Gender	TFS	
	Male	Female
40-44	61	17
45-49	61	15
50-54	74	15
55-59	65	6
60-64	24	5
65+	6	0

Salary Profile by Gender <i>Headcount as at 30 June 2023</i>	TFS	
	Male	Female
Classification		
Senior Executive Service Level 4	1	0
Senior Executive Service Level 3	1	0
District Officer	17	0
Senior Station Officer	32	0
Station Officer/Communications Supervisor	67	3
Leading Firefighter/Leading Communications Officer	43	4
Senior Firefighter	87	7
Firefighter/Communications Officer	69	20
Community Fire Safety Officer 3	1	0
Community Fire Safety Officer 2	2	0
Community Fire Safety Officer 1	1	0
Tasmanian State Service Band 9-10	3	0
Tasmanian State Service Band 7-8	16	8
Tasmanian State Service Band 4-6	35	35
Tasmanian State Service Band 1-3	28	38
TOTAL	403	115

SES - Summary as at 30/6/23

Headcount of SES Employees	36
FTE of SES Employees	34.51

Award Classification by Gender	SES	
	Male	Female
Senior Executive Service	1	0
Tasmanian State Service	18	17
TOTAL	19	17

Employment Authority	SES
Permanent	31
Fixed Term	4
Contract	1
TOTAL	36

Employee Turnover	SES
Commencements	11
Separations	7

Employment Condition by Gender	SES	
	Male	Female
Full Time	19	12
Part Time	0	5
TOTAL	19	17

Age Profile by Gender	TFS	
	Male	Female
15-19	0	0
20-24	0	0
25-29	0	1
30-34	0	2
35-39	2	2
40-44	1	3
45-49	4	0
50-54	5	2
55-59	7	3
60-64	0	4
65+	0	0

Salary Profile by Gender	SES	
	Male	Female
Classification		
Senior Executive Service 3	1	0
Professional Band 2	0	1
Tasmanian State Service Band 7-8	3	1
Tasmanian State Service Band 4-6	15	10
Tasmanian State Service Band 1-3	0	5
TOTAL	19	17

Compliance Report - Government Procurement

The State Fire Commission ensures procurement is undertaken in accordance with the mandatory requirements of the Treasurer's Instructions relating to procurement, including that Tasmanian businesses are given every opportunity to compete for agency business. It is DPFEM's policy to support Tasmanian businesses whenever they offer best value for money for the Government.

Summary of Participation by Local Business

The DPFEM's procurement policy is consistent with the Government's Buy Local Policy, which provides Tasmanian businesses with every opportunity to compete for agency business. The following table provides a summary of the level of participation of local businesses for contracts and procurement (including ongoing contracts, tenders and/or quotations with a value of \$50,000 or over (excluding GST)).

Total number of contracts awarded (including consultancy)	5
Total number of contracts awarded (including consultancy) to Tasmanian businesses	2
Value of contracts awarded	\$1,374,181
Value of contracts awarded to Tasmanian businesses	\$1,008,752
Total number of tenders called and/or quotation processes run	5
Total number of bids and/or written quotations received	7
Total number of bids and/or written quotations received from Tasmanian businesses	4

**The values in this table do not include the value of options to extend nor GST*

Contract with a Value of \$50,000 or over (ex GST)

Contracts awarded (excluding consultancy) with a value of \$50,000 or over (ex GST) for the financial year 2022-23 are listed in the following table.

Contractor Name	Contractor Location	Contract Description	Contract Period	Total Value of Contract (ex GST)
AJR Construct Pty Ltd	Spreyton, TAS	Construction of New Fire Station at Southport	7/07/2022 – 31/12/2022	\$907,111.82
JHRC Group PTY LTD	Wivenhoe, TAS	Collection and Disposal Services for Per- and Poly- Fluoroalkyl Substances (PFAS) Firefighting Foam	23/11/2022 – 22/11/2024	\$101,640.00

Consultancy Contracts with a Value of \$50,000 or over (ex GST)

No Consultancies over \$50,000 were approved during 2022-23 as outlined in this instruction.

Treasurer's Instruction

The following table provides detailed information on a contract awarded as a result of a direct/limited submission sourcing process approved in accordance with the Treasurer's Instruction PP-2 for the financial year 2022-23.

Supplier Name	Contract Description	Reason for Approval	Total Value of Contract (ex GST)
BTT Engineering	CoG and Axle Load Testing of TFS Fleet	PPP-2 2.18.6 In so far as is strictly necessary where, for reasons of extreme urgency brought about by events unforeseeable by the Agency, the goods or services (including works) could not be obtained in time using an open tendering or a selective tendering process;	\$74,850.00
Flaim Systems	Purchase of Flaim Trainer	PP-2 2.18.3 For additional goods or services (including works) by the original supplier (or authorised representative of the supplier) that were not included in the initial procurement, where a change of suppliers for such additional goods or services: <ul style="list-style-type: none"> • cannot be made for technical reasons such as requirements of interchangeability or interoperability with existing software, services or installations procured under the initial procurement, or due to conditions under original supplier warranties; and • would cause significant inconvenience or substantial duplication of costs for the Agency; 	\$82,618.80
PT Hydraulics Australia Pty Ltd	Road Crash Rescue Light Cache	PP-2 2.18.3 For additional goods or services (including works) by the original supplier (or authorised representative of the supplier) that were not included in the initial procurement, where a change of suppliers for such additional goods or services: <ul style="list-style-type: none"> • cannot be made for technical reasons such as requirements of interchangeability or interoperability with existing software, services or installations procured under the initial procurement, or due to conditions under original supplier warranties; and • would cause significant inconvenience or substantial duplication of costs for the Agency; 	\$207,960.00

Contract Extensions 2022-23

There were no contract extensions approved in accordance with Treasurer's Instruction PP-6 for the financial year 2022-23.

Exemptions in Relation to Legal Services

There were no exemptions approved during 2022-23 in relation to procuring legal services under Treasurer's Instruction FC-17.

Procurement from Businesses that Provide Employment to Persons with Disabilities

Under the Treasurer's Instruction PP-2, agencies may directly procure from businesses that 'predominantly exist to provide the services of persons with a disability' without the need to undertake a full quotation or tender process. No contracts were awarded under these instructions in 2022-23.

Exemptions in Relation to Disaggregate Contracts

Under Treasurer's Instructions PF-2, a Head of Agency may approve an exemption from the requirement to disaggregate substantial contracts. No exemptions were approved during 2022-23 as outlined in this instruction.

Confidentiality of Government Contracts

Treasurer's Instruction C-1 provides for a Head of Agency to approve the inclusion of a confidentiality provision for contracts entered on or after 15 September 2012. No confidentiality provision for contracts were approved during 2022-23.

Financial Statements 2022-23

Statement of Certification

The accompanying Financial Statements of the State Fire Commission are in agreement with the relevant accounts and records and have been prepared in compliance with relevant Treasurer's Instructions issued under the provisions of the *Financial Management Act 2016* and in compliance with the *Fire Service Act 1979*, to present fairly the financial transactions for the year ended 30 June 2023 and the financial position as at the end of the year.

At the date of signing, we are not aware of any circumstances which would render the particulars included in the Financial Statements misleading or inaccurate.



Allan Garcia
CHAIR OF THE COMMISSION



Jeremy Smith
ACTING CHIEF OFFICER

10 October 2023

Statement of Comprehensive Income for the year ended 30 June 2023

	Notes	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000
Income from continuing operations				
Fire service contribution	2.1	53,587	53,587	50,793
Insurance fire levy	2.1	29,000	41,815	33,375
Motor vehicle fire levy	2.1	10,088	10,853	9,945
Contributions from State and Australian Governments	2.2	10,350	16,552	20,972
Bushfire fighting contributions	2.3	...	8,893	13,372
Sales of goods and services	2.4	6,493	6,554	6,176
Interest	2.5	250	711	65
Other revenue	2.6	9,110	2,065	1,869
Total revenue from continuing operations		118,878	141,030	136,567
Net gain/(loss) on non-financial assets	3.1	...	539	69
Net gain/(loss) on financial instruments and statutory receivables/payables	3.2	...	18	(63)
Total income from continuing operations		118,878	141,587	136,573
Expenses from continuing operations				
Employee benefits	4.1	60,346	66,678	59,870
Depreciation	4.2	6,390	7,542	6,984
Supplies and consumables	4.3	22,914	17,297	16,512
Grants and subsidies	4.4	...	2,114	1,385
Bushfire fighting expenses	4.5	...	8,943	13,332
Finance costs	4.6	35	80	70
Services provided by DPFEM		13,306	13,306	13,045
Funding for State Emergency Service		2,956	2,956	2,888
Workers compensation	4.7	1,576	2,564	5,150
Other expenses	4.8	15,035	9,768	9,449
Total expenses from continuing operations		122,558	131,248	128,685
Net result from continuing operations		(3,680)	10,339	7,888
Net result		(3,680)	10,339	7,888
Other comprehensive income				
<i>Items that will not be reclassified to net result in subsequent periods</i>				
Actuarial gain/(loss) on SFC superannuation scheme	5.6	...	3,015	(1,103)
Changes in property, plant and equipment revaluation surplus	8.1	...	14,084	26,912
Total other comprehensive income		...	17,099	25,809
Comprehensive result		(3,680)	27,438	33,697

This Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 1.1 of the accompanying notes.

Statement of Financial Position as at 30 June 2023

	Notes	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000
Assets				
<i>Financial assets</i>				
Cash and deposits	9.1	9,567	36,302	25,212
Receivables	5.1	3,554	513	957
Other financial assets	5.2	3,677	5,675	4,407
<i>Non-financial assets</i>				
Inventories	5.3	1,905	3,318	3,082
Property, plant and equipment	5.4	129,176	159,819	148,698
Right-of-use assets	5.5	...	583	630
SFC superannuation scheme net asset/(liability)	5.6	(994)	6,632	3,872
Total assets		146,885	212,842	186,858
Liabilities				
Payables	6.1	8,798	944	1,531
Lease liabilities	6.2	...	583	656
Employee benefit liabilities	6.3	11,981	21,210	19,361
Interest bearing liabilities	9.3, 10.1	1,830	1,830	2,830
Other liabilities	6.4	...	4,596	6,239
Total liabilities		22,609	29,163	30,617
Net assets		124,276	183,679	156,241
Equity				
Reserves	8.1	45,698	86,694	72,610
Accumulated funds		78,578	96,985	83,631
Total equity		124,276	183,679	156,241

This Statement of Financial Position should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 1.2 of the accompanying notes.

Statement of Cash Flows for the year ended 30 June 2023

	Notes	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000
Cash flows from operating activities				
<i>Cash inflows</i>				
Fire service contribution		53,587	53,587	50,793
Insurance fire levy		29,000	40,595	32,494
Motor vehicle fire levy		10,088	10,763	9,872
Contributions from State and Australian Governments		10,350	16,718	21,296
Bushfire fighting contributions		...	8,893	13,353
Sales of goods and services		6,673	6,821	6,114
Interest received		250	711	65
GST receipts		...	742	624
Other cash receipts		8,930	2,096	2,076
Total cash inflows		118,878	140,926	136,687
<i>Cash outflows</i>				
Employee benefits		(60,346)	(64,660)	(60,234)
Supplies and consumables		(22,716)	(17,893)	(15,894)
Grants and subsidies		...	(2,107)	(1,281)
Bushfire fighting expenses		...	(8,945)	(13,388)
Finance costs		(35)	(80)	(70)
GST payments		...	(843)	(438)
Services provided by DPFEM		(13,306)	(13,306)	(13,045)
Funding of State Emergency Service		(2,956)	(2,956)	(2,888)
Workers compensation		(1,576)	(4,340)	(4,244)
Other cash payments		(15,035)	(9,840)	(9,255)
Total cash outflows		(115,970)	(124,970)	(120,737)
Net cash from / (used by) operating activities	9.2	2,908	15,956	15,950
Cash flows from investing activities				
<i>Cash inflows</i>				
Proceeds from the disposal of non-financial assets		350	880	931
Total cash inflows		350	880	931
<i>Cash outflows</i>				
Payments for acquisition of non-financial assets		(9,366)	(4,474)	(4,848)
Total cash outflows		(9,366)	(4,474)	(4,848)
Net cash from / (used by) investing activities		(9,016)	(3,594)	(3,917)

Statement of Cash Flows for the year ended 30 June 2023 (continued)

	Notes	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000
Cash flows from financing activities				
<i>Cash outflows</i>				
Repayment of lease liabilities (excluding interest)		...	(272)	(246)
Repayment of borrowings		(1,000)	(1,000)	(1,000)
Total cash outflows		(1,000)	(1,272)	(1,246)
Net cash from / (used by) financing activities		(1,000)	(1,272)	(1,246)
Net increase / (decrease) in cash and cash equivalents		(7,108)	11,090	10,787
Cash and deposits at the beginning of the reporting period		16,675	25,212	14,425
Cash and deposits at the end of the reporting period	9.1	9,567	36,302	25,212

This Statement of Cash Flows should be read in conjunction with the accompanying notes.

Budget information refers to original estimates and has not been subject to audit.

Explanations of material variances between budget and actual outcomes are provided in Note 1.3 of the accompanying notes.

Statement of Changes in Equity for the year ended 30 June 2022

	Notes	Reserves \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2022		72,610	83,631	156,241
Net result		14,084	10,339	24,423
Other comprehensive income				
Actuarial gain/(loss) on SFC superannuation scheme	5.6	...	3,015	3,015
Balance as at 30 June 2023		86,694	96,985	183,679

	Notes	Reserves \$'000	Accumulated funds \$'000	Total equity \$'000
Balance as at 1 July 2021		45,698	76,846	122,544
Net result		26,912	7,888	34,800
Other comprehensive income				
Actuarial gain/(loss) on SFC superannuation scheme	5.6	...	(1,103)	(1,103)
Balance as at 30 June 2022		72,610	83,631	156,241

This Statement of Changes in Equity should be read in conjunction with the accompanying notes.

Notes to and forming part of the Financial Statements for the year ended 30 June 2023

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Note 1 - Explanations of Material Variances between Budget and Actual Outcomes

Budget information refers to original estimates as disclosed in the 2022-23 Budget Papers and is not subject to audit. Variances are considered material where the variance exceeds 10 per cent of budget estimate and \$300,000.

1.1 Statement of Comprehensive Income

	Note	2023 Budget \$'000	2023 Actual \$'000	Variance \$'000	Variance %
Income from continuing operations					
Insurance fire levy	(a)	29,000	41,815	12,815	44
Contributions from State and Australian governments	(b)	10,350	16,552	6,202	60
Bushfire fighting contributions	(c)	...	8,893	8,893	100
Other revenue	(d)	9,110	2,065	(7,045)	(77)
Expenses from continuing operations					
Employee benefits	(e)	60,346	66,678	6,332	10
Depreciation	(f)	6,390	7,542	1,152	18
Supplies and consumables	(g)	22,914	17,297	(5,617)	(25)
Grants and subsidies	(h)	...	2,114	2,114	100
Bushfire fighting expenses	(i)	...	8,943	8,943	100
Workers compensation	(j)	1,576	2,564	988	63
Other expenses	(k)	15,035	9,768	(5,267)	(35)
Other comprehensive income					
Actuarial gain/(loss) on SFC superannuation scheme	(l)	...	3,015	3,015	100
Changes in physical asset revaluation reserve	(m)	...	14,084	14,084	100

Notes to Statement of Comprehensive Income variances

- (a) The increase of \$12.8m in Insurance fire levy revenue from the original budget is due to the continuing growth of market forces within the insurance industry.
- (b) The increase in Contributions from State and Australian governments of \$6.2m and decrease in Other revenue of \$7.0m is primarily due to a reclassification of Fuel reduction program expenditure. The budget for Fuel Reduction Unit funding is currently against Other revenue whereas the actual is allocated to Contributions from State and Australian governments. This has been amended to ensure the Fuel Reduction funding is correctly recorded as State Government funding in future reporting periods.
- (c) Bushfire fighting contributions revenue relates to the reimbursement of bushfire expenditure which is not budgeted for due to its unpredictability.
- (d) Refer to note (b).
- (e) The increase in Employee benefits reflects a pay increase and additional provisions for annual leave and long service leave.
- (f) The increase in Depreciation was influenced by the indexation factors applied to movements in buildings values.
- (g) The decrease in Supplies and consumables of \$5.6m is due to lower than anticipated expenditure on operational expenses and is inclusive of repairs and maintenance and minor equipment.
- (h) Grants were not budgeted for in 2022-23.
- (i) Bushfire fighting expenses represent the cost of mitigating wildfires as opposed to domestic or industrial property fires and is reimbursed by the State Government. Due to the unpredictability of Bushfire fighting expenses there is no budget allocated to these costs.

- (j) The variance in Workers compensation is due to burner reductions not included in the budget.
- (k) Other expenses include pensioner rebates and local government collection fees. The decrease in Other expenses of \$5.3m is due to the budget incorrectly including repairs and maintenance, and minor equipment where the actuals are classified as supplies and consumables.
- (l) Due to the unpredictability of actuarial movements this item is not budgeted for.
- (m) In 2021-22 the Commission undertook a full revaluation of its land and buildings. In 2022-23 indexation factors for movement in land and buildings values were applied. The indexation factors were provided by the Office of the Valuer-General Tasmania. The result was an increase in the valuation of land of \$4.2m together with an increase in the valuation of buildings of \$9.9m.

1.2 Statement of Financial Position

Budget estimates for the 2022-23 Statement of Financial Position were compiled prior to the completion of the actual outcomes for 2021-22. As a result, the actual variance from the Original Budget estimate will be impacted by the difference between estimated and actual opening balances for 2022-23. The following variance analysis therefore includes major movements between the 30 June 2022 and 30 June 2023 actual balances.

	Notes	2023 Budget \$'000	2023 Actual \$'000	2022 Actual \$'000	Budget Variance \$'000	Actual Variance \$'000
Assets						
Cash and deposits	(a)	9,567	36,302	25,212	26,735	11,090
Receivables	(b)	3,554	513	957	(3,041)	(444)
Other financial assets	(c)	3,677	5,675	4,407	1,998	1,268
Property, plant and equipment	(d)	129,176	159,819	148,698	30,643	11,121
SFC superannuation scheme net asset/(liability)	(e)	(994)	6,632	3,872	7,626	2,760
Payables	(f)	8,798	944	1,531	(7,854)	(587)
Employee benefit liabilities	(g)	11,981	21,210	19,361	9,229	1,849
Interest bearing liabilities	(h)	1,830	1,830	2,830	...	(1,000)
Other liabilities	(i)	...	4,596	6,239	4,596	(1,643)
Reserves	(j)	45,698	86,694	72,610	40,996	14,084

Notes to Statement of Financial Position variances

- (a) The increase in Cash and deposits is predominantly due to an increase in insurance fire levy fees received in 2022-23.
- (b) The decrease in Receivables is due to many outstanding invoices being paid in 2022-23 and more debt collection being undertaken during the year.
- (c) The increase in Other financial assets represents an overall increase in accrued revenue primarily in relation to insurance fire levy.
- (d) The increase in Property, plant and equipment is due to the indexation factors applied to movements in land and buildings values.
- (e) The variance in the SFC superannuation scheme net asset/(liability) is principally due to fund investment performance and changes in actuarial assumptions.
- (f) The decrease in Payables reflects a reduction in Creditors.
- (g) The increase in Employee benefit liabilities is due to an increase in long service leave and annual leave provisions.
- (h) The decrease in Interest bearing liabilities from 2021-22 actuals is due to the principal repayment of a loan that was due.
- (i) The decrease in Other liabilities is primarily due to a decrease in the workers compensation liability.
- (j) The increase in Reserves is due to the indexation factors applied to movements in land and buildings values.

1.3 Statement of Cash Flows

	Note	2023 Budget \$'000	2023 Actual \$'000	Variance \$'000	Variance %
Cash flows from operating activities					
<i>Cash inflows</i>					
Insurance fire levy	(a)	29,000	40,595	11,595	40
Contributions from State and Australian governments	(b)	10,350	16,718	6,368	62
Bushfire fighting contributions	(c)	...	8,893	8,893	100
Interest received	(d)	250	711	461	>100
GST receipts	(e)	...	742	742	100
Other cash receipts	(f)	8,930	2,096	(6,834)	(77)
<i>Cash outflows</i>					
Supplies and consumables	(g)	(22,716)	(17,893)	4,823	21
Grants and subsidies	(h)	...	(2,107)	(2,107)	(100)
Bushfire fighting expenses	(i)	...	(8,945)	(8,945)	(100)
GST payments	(j)	...	(843)	(843)	(100)
Workers compensation	(k)	(1,576)	(4,340)	(2,764)	(>100)
Other cash payments	(l)	(15,035)	(9,840)	5,195	35
Cash flows from investing activities					
<i>Cash inflows</i>					
Proceeds from the disposal of non-financial assets	(m)	350	880	530	>100
<i>Cash outflows</i>					
Payments for acquisition of non-financial assets	(n)	(9,366)	(4,474)	4,892	52

Notes to Statement of Cash Flow variances

- (a) The increase of \$11.6m in Insurance fire levy from the original budget is due to the continuing growth of market forces within the insurance industry.
- (b) The increase in Contributions from State and Australian governments of \$6.4m and decrease in Other cash receipts of \$6.8m is primarily due to a reclassification of Fuel reduction program expenditure. The budget for Fuel Reduction Unit funding is currently against Other cash receipts whereas the actual is allocated to Contributions from State and Australian governments. This has been amended to ensure the Fuel Reduction funding is correctly recorded as State Government funding in future reporting periods.
- (c) Bushfire fighting contributions revenue relate to the reimbursement of bushfire expenditure which is not budgeted for due to its unpredictability.
- (d) The increase in interest received is due to an upward movement in interest rates and the Commission having significant cash held in its Cash at bank.
- (e) GST receipts and GST payments were not budgeted for in 2022-23.
- (f) Refer to note (b).
- (g) The decrease for Supplies and consumables is primarily due to lower than anticipated expenditure on operational expenses and is inclusive of repairs and maintenance and minor equipment.
- (h) Grants were not budgeted for in 2022-23.
- (i) Bushfire fighting expenses represent the cost of mitigating wildfires as opposed to domestic or industrial property fires and is reimbursed by the State Government. Due to the unpredictability of bushfire fighting expenses no budget is allocated against Bushfire fighting expenses.
- (j) Refer to note (e).
- (k) The variance in Workers compensation is due to burner reductions not included in the budget.
- (l) The decrease in Other cash payments is due to the budget incorrectly including repairs and maintenance, and minor equipment where the actuals are classified as supplies and consumables.
- (m) The Proceeds from the disposal of non-financial assets was higher than budget due to the disposal of a number of motor vehicles.
- (n) Payments for the acquisition of non-financial assets was lower than anticipated due to the timing of expenditure for the build of new fire appliances.

Note 2 - Revenue

Income is recognised in the Statement of Comprehensive Income when an increase in future economic benefits related to an increase in an asset or a decrease of a liability has arisen that can be measured reliably.

Income is recognised in accordance with the requirements of AASB 15 Revenue from Contracts with Customers or AASB 1058 Income of Not-for-Profit Entities, dependent on whether there is a contract with a customer defined by AASB 15.

The service delivery model employed by the State Fire Commission to meet its obligations under the Fire Service Act 1979 is dependent on services provided by volunteers whose skills and dedicated services make an enormous contribution to the Tasmanian community. Volunteer contributions are essential to the provision of comprehensive, efficient and effective achievement of the Commission's obligations under the Act. The Commission is committed to supporting its volunteers and invests resources into training, equipment, and building and maintaining volunteer membership.

From 1 July 2019 AASB1058 Income of Not-for-Profit Entities, contributions of services are recognised as revenue when the fair value of those services can be reliably measured, and the services would have been purchased if not donated.

Two necessary elements of reliable measurement of a service are the volume of services delivered and the unit rate value for those services. The Commission has assessed that it does not have the data or supporting data capture systems required to reliably measure the extensive services provided by volunteers and does not have accurate historic records of the various services and number of hours provided by volunteers due to the significant variability and fluctuations that can occur in attendance at call outs and contributions across fire seasons.

The contribution and cost of volunteer services therefore has not been recognised in the financial statements as services donated cannot be reliably measured.

2.1 Statutory revenue

a) Fire service contribution

Contributions are received from local councils through a fire service contribution raised on properties. A minimum contribution was initially implemented in 1991 to provide additional funds to re-equip volunteer brigades. The minimum contribution is \$44 for 2022-23 (\$42 for 2021-22).

c) Motor vehicle fire levy

The Commission receives income raised through a fire levy applied to all registered vehicles. This is collected by the Registrar of Motor Vehicles via the vehicle registration fee and forwarded to the Commission. The fire levy is \$20 per vehicle for 2022-23 (\$19 per vehicle for 2021-22).

b) Insurance fire levy

Contributions are received from insurance companies in respect of premium income on certain prescribed classes of insurance where the risks insured are situated in Tasmania. Contributions are received monthly with an approved lodgement return. The current insurance fire levy is 2% on marine cargo insurance, 14% on aviation hull insurance and 28% on other classes of insurance.

2.2 Contributions from State and Australian Governments

Under section 101 of the *Fire Service Act 1979* the Treasurer must pay out of monies appropriated by Parliament, such amounts as the Treasurer determines appropriate towards the operating costs of the Commission. The Australian Government pays the Commission an annual contribution towards the operating cost of brigades.

Funds provided to the Commission are detailed below:

	2023 \$'000	2022 \$'000
State Government contributions		
Department of Treasury and Finance	1,806	1,806
Department of Treasury and Finance – Bushfire Mitigation funding	790	790
DPFEM – additional funding support	...	4,000
DPFEM – Fuel Reduction Unit	7,625	7,625
DPFEM – Fuel Reduction teams	2,325	2,325
DPFEM – Fire and SES volunteer teams	600	600
DPFEM – Emergency Alert	526	414
DPFEM – Remote Area Teams (RATS)	160	160
DPFEM – Bushfire reduction activities	19	...
DPFEM – Australian Fire Danger Rating System	400	1,379
DPFEM – Multi-hazard intelligence	300	...
DPFEM – Red Hot Tips	625	625
DPFEM – Volunteer and equipment upgrades	612	250
DPFEM – Volunteer Brigade fire truck defibrillators	...	250
Other contributions	299	168
Total	16,087	20,392
Other State Government agencies		
Other State Government agencies – reimbursements	138	223
Total	138	223
Australian Government contributions		
National Partnership Program	208	351
Other contributions	119	6
Total	327	357
Total	16,552	20,972

2.3 Bushfire fighting contributions

	2023 \$'000	2022 \$'000
Australian government – aircraft hire	1,589	1,197
Finance-General – administered by the Department of Treasury and Finance	5,264	8,904
Department of Natural Resources and Environment Tasmania	1,798	3,104
Sustainable Timber Tasmania	242	167
Total	8,893	13,372

2.4 Sales of goods and services

Revenue from Sales of goods are recognised when the Commission satisfies a performance obligation by transferring the promised goods or services to the customer.

Services	Nature of timing of satisfaction of Performance Obligation, including significant payment terms	Revenue recognition policies
Revenue from the provision of services includes the inspection and maintenance of fire safety equipment, training and provision of other fire prevention services throughout the State.	The Commission typically satisfies the performance obligation when the services have been provided.	The Commission recognises revenue associated with performance obligations using the input method.

Sales of goods and services comprises:

	2023 \$'000	2022 \$'000
Services		
Fire safety services	34	30
Alarm rental	1,350	1,300
Alarm network fee	1,415	1,358
Avoidable false alarms	149	152
Commercial training	600	290
Inspection fees - TasFire equipment	2,849	2,901
Inspection fees - Building safety	157	144
Community planning revenue	...	1
Total	6,554	6,176

2.5 Interest

Interest on funds is recognised as it accrues using the effective interest rate method.

	2023 \$'000	2022 \$'000
Interest received	711	65
Total	711	65

2.6 Other revenue

Revenue from other sources is recognised when the goods or services which generate this revenue are provided.

	2023 \$'000	2022 \$'000
Road crash rescue	189	108
Insurance claim recoveries	1,644	1,080
Reimbursement of interstate and overseas deployments	...	22
Reimbursements	...	345
Donations	2	6
Other	230	308
Total	2,065	1,869

Note 3 - Net gains/(losses)

3.1 Net gain/(loss) on non-financial assets

Gains or losses from the sale of Non-financial assets are recognised when control of the assets has passed to the buyer.

Key Judgement

Impairment exists when the recoverable amount of an asset is less than its carrying amount. Recoverable amount is the higher of fair value less costs to sell and value in use.

Specialised non-financial assets are not used for the purpose of generating cash flows; therefore their recoverable amount is expected to be materially the same as fair value, as determined under *AASB 13 Fair Value Measurement*.

All other non-financial assets are assessed to determine whether any impairment exists, with impairment losses recognised in Statement of Comprehensive Income.

Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

	2023 \$'000	2022 \$'000
Net gain/(loss) on disposal of physical assets	539	69
Total net gain/(loss) on non-financial assets	539	69

3.2 Net gain/(loss) on financial instruments and statutory receivables/payables

Financial assets are impaired under the expected credit loss approach required under

AASB 9 Financial Instruments. The expected credit loss is recognised for all debt instruments not held at fair value through profit or loss.

Key Judgement

An impairment loss using the expected credit loss method for all trade debtors uses a lifetime expected loss allowance. The expected loss rates are based upon historical observed loss rates that are adjusted to reflect forward looking macroeconomic factors.

	2023 \$'000	2022 \$'000
Impairment of receivables:	18	(63)
Total net gain/(loss) on financial instruments	18	(63)

Note 4 - Expenses

Expenses are recognised in the Statement of Comprehensive Income when a decrease in future economic benefits related to a decrease in asset or an increase of a liability has arisen that can be measured reliably.

4.1 Employee benefits

Employee benefits include, where applicable, entitlements to wages and salaries, annual leave, sick leave, long service leave, superannuation and any other post-employment benefits.

(a) Employee expenses

	2023 \$'000	2022 \$'000
Salaries, wages and allowances	50,103	46,685
Annual leave	6,526	5,958
Long service leave	1,966	113
Superannuation - defined contribution scheme	7,167	6,028
Superannuation - defined benefit scheme	600	1,060
Other employee expenses	316	26
Total	66,678	59,870

Note 1: Refer to Note 5.6 for information on the State Fire Commission Superannuation Scheme.

(b) Remuneration of key management personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the agency, directly or indirectly.

Remuneration during 2022-23 for key personnel is set by the *State Service Act 2000*. Remuneration and other terms of employment are specified in employment contracts. Remuneration includes salary, motor vehicle and other non-monetary benefits. Long term employee expenses include long service leave and superannuation obligations.

Long-term employee expenses include movements in long service leave entitlements, and superannuation obligations. Negative amounts represent net reductions in these obligations.

One termination benefit was paid in 2022-23 and no termination benefits were paid in 2021-22. Refer to the table below for more information.

Acting Arrangements

When members of key management personnel are unable to fulfil their duties, consideration is given to appointing other members of senior staff to their position during their period of absence. Individuals are considered members of key management personnel when acting arrangements are for more than a period of one month.

The following were key management personnel of the Commission or the Executive Leadership Team (ELT) at any time during the 2022-23 financial year and unless otherwise indicated were key management personnel for the entire period:

Key management personnel

Allan Garcia	Chair of the Commission from 16 November 2020 and Member of the Commission from 16 November 2020
Dermot Barry	Chief Officer and Member of the Commission from 2 August 2021 to 1 July 2023
Bruce Byatt	Deputy Chief Officer from 20 August 2018 to 31 March 2023
Bruce Corbett	Member of the Commission from 20 November 2006
Dana Faletic	Member of the Commission from 21 May 2018
Graeme Brown	Member of the Commission from 6 March 2019 to 6 September 2022
Leigh Hills	Member of the Commission from 8 October 2019
Brad Menzie	Member of the Commission from 25 October 2021
Vanessa Adams	Member of the Commission from 27 March 2023
Peter Geard	Member of the Commission from 27 March 2023
Michael Lowe	Executive Director SES and Volunteers from 21 November 2022

Key acting personnel

Emma Fitzpatrick	Executive Director Strategy and Capability from 1 July 2022 to 28 May 2023
Lisa Stingel	Executive Director Strategy and Capability from 13 April 2023 to 18 June 2023

	Short-term benefits		Long-term benefits		Termination benefits \$'000	Total \$'000
	Salary \$'000	Other benefits \$'000	Superannuation \$'000	Other benefits & long service leave \$'000		
2023						
Key management personnel						
<i>Commission Members</i>						
Allan Garcia	38	...	4	...	...	42
Bruce Corbett	7	...	1	...	...	8
Brad Menzie ¹	...	...	...	...	...	...
Peter Geard	1	...	...	...	...	1
Dana Faletic ²	...	...	...	...	...	...
Graeme Brown	1	1	...	...	...	2
Leigh Hills	5	...	1	...	...	6
Vanessa Adams	2	...	...	...	...	2
Executive Leadership Team						
Dermot Barry ³	306	27	30	9	...	372
Bruce Byatt	200	27	34	(23)	113	351
Michael Lowe	135	...	12	3	...	150
Acting key personnel						
Emma Fitzpatrick	184	...	19	...	...	203
Lisa Stingel	36	...	4	...	...	40
Total	915	55	105	(11)	113	1,177

Note 1: Brad Menzie is a member of the Commission in a volunteer capacity and does not receive remuneration.

Note 2: Remuneration for Dana Faletic is provided through normal salary as an employee of the Department of Treasury and Finance.

Note 3: Dermot Barry resigned on the 1st July 2023. His final payment will be included in the 2023-24 financial statements.

(c) Related party transactions

There are no significant related party transactions requiring disclosure.

The following were key management personnel of the Commission or the Executive Leadership Team (ELT) at any time during the 2021-22 financial year and unless otherwise indicated were key management personnel for the entire period:

Key management personnel

Allan Garcia	Chair of the Commission from 22 November 2020 and Member of the Commission from 16 November 2020
Christopher Arnol	Chief Officer and Member of the Commission from 21 March 2016 to 2 July 2021
Dermot Barry	Chief Officer and Member of the Commission from 2 August 2021
Bruce Byatt	Deputy Chief Officer from 20 August 2018
Bruce Corbett	Member of the Commission from 20 November 2006
Chris Hughes	Member of the Commission from 18 December 2018 to 18 June 2022
Dana Faletic	Member of the Commission from 21 May 2018
Graeme Brown	Member of the Commission from 6 March 2019
Leigh Hills	Member of the Commission from 8 October 2019
Brad Menzie	Member of the Commission from 25 October 2021

Key acting personnel

Bruce Byatt	Acting Chief Officer from 8 July 2021 to 6 August 2021
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	Short-term benefits		Long-term benefits		Termination benefits \$'000	Total \$'000
	Salary \$'000	Other benefits \$'000	Superannuation \$'000	Other benefits & long service leave \$'000		
2022						
Key management personnel						
Commission Members						
Allan Garcia	40	...	4	...	...	44
Bruce Corbett	7	...	1	...	...	8
Brad Menzie ¹	...	...	...	...	...	...
Chris Hughes	7	2	...	...	...	9
Dana Faletic ²	...	...	...	...	...	...
Graeme Brown	8	1	1	...	...	10
Leigh Hills	7	...	1	...	...	8
Executive Leadership Team						
Dermot Barry	247	11	24	7	...	289
Chris Arnol	3	17	6	(4)	...	22
Bruce Byatt	195	25	19	4	...	243
Acting key personnel						
Bruce Byatt	24	...	2	...	...	26
Total	538	56	58	7	...	659

Note 1 Brad Menzie is a member of the Commission in a volunteer capacity and does not receive remuneration.

Note 2: Remuneration for Dana Faletic is provided through normal salary as an employee of the Department of Treasury and Finance.

(d) Related party transactions

There are no significant related party transactions requiring disclosure.

4.2 Depreciation

All applicable Non-financial assets having a limited useful life are systematically depreciated over their useful lives in a manner which reflects the consumption of their service potential. Land, being an asset with an unlimited useful life, is not depreciated.

Key estimate and judgement

Depreciation is provided for on a straight-line basis using rates which are reviewed annually.

(a) Depreciation

	Major depreciation period	2023 \$'000	2022 \$'000
Buildings	10-70 years	2,999	2,218
Motor vehicles	5-20 years	401	424
Fire appliances	6-25 years	3,182	3,184
Plant and equipment	2-20 years	713	914
Right-of-use assets (Buildings and Plant and equipment)	2-5 years	246	244
Total		7,542	6,984

4.3 Supplies and consumables

	2023 \$'000	2022 \$'000
Audit fees – financial audit ¹	65	52
Audit fees – internal audit	...	1
Lease expenses ²	507	820
Consultants	450	413
Property services	2,009	1,831
Maintenance	1,940	1,347
Communications ³	410	657
Information technology ³	1,086	1,261
Travel and transport	3,733	2,897
Advertising and promotion	1,097	679
Professional fees	1,280	692
Cost of goods sold	737	497
Minor equipment	1,180	1,282
Protective clothing and uniforms	1,223	2,451
Administration costs (printing, publications, office supplies)	373	395
Operational training and personnel costs	848	845
Operational consumables	318	322
Other supplies and consumables	41	70
Total	17,297	16,512

Note 1: Audit fees paid or payable to the Tasmanian Audit Office for the audit of the Commission's financial statements were \$65,000 for 2022-23 (\$51,820 for 2021-22).

Note 2: Lease expense includes lease rentals for short term leases, lease of low value assets and variable lease payments. Refer to note 6.2 for breakdown of lease expenses and other lease disclosures.

Note 3: The decrease in Communication and Information technology costs is a result of some costs now being included under Business and Executive Services of the Department of Police, Fire and Emergency Management.

4.4 Grants and subsidies

Grant and subsidies expenditure is recognised to the extent that:

- the services required to be performed by the grantee have been performed; or
- the grant eligibility criteria have been satisfied.

A liability is recorded when the Commission has a binding agreement to make the grants but services have not been performed or criteria satisfied. Where grant monies are paid in advance of performance or eligibility, a prepayment is recognised.

	2023 \$'000	2022 \$'000
Emergency Alert Facility	533	642
Tasmanian Fire Research Fund	...	15
Fire management plan for Tasmanian Wilderness World Heritage Area	500	500
Critical Incident Stress Management	86	86
Contribution to Emergency Service Computer Aided Dispatch (ESCAD) system	320	136
Australasian Fire and Emergency Services Authorities Council (AFAC) Membership	13	...
Tasmania Fire Museum	10	5
Contribution to DPFEM for Sorell Emergency Services Hub	593	...
Contribution to Ministers Office	51	...
Sponsorship to World Rescue Challenge	6	...
Other grants and subsidies	2	1
Total	2,114	1,385

4.5 Bushfire fighting expenses

	2023 \$'000	2022 \$'000
Overtime	155	256
Superannuation	16	30
Aircraft expenses	8,496	12,333
Equipment hire	57	294
Consumables	4	229
Catering	67	60
Travel and accommodation	4	52
Meal allowances	1	5
Motor vehicle fuel	1	12
Property services	...	13
Printing and stationery	...	4
Protective clothing	1	3
Repairs and maintenance	...	1
Mapping support to operations	9	17
Minor equipment	3	3
Fire Spotting Operations	98	...
National Aerial Firefighting Centre Training	27	...
Other	4	20
Total	8,943	13,332

Bushfire fighting expenses represent the cost of mitigating wildfires as opposed to domestic or industrial property fires and is reimbursed by the State Government. Due to the unpredictability of bushfire fighting seasons, no budget is set for bushfire fighting expenses. The decrease in expenses is due to less aircraft resources deployed in 2022-23.

Bushfire fighting expenses do not include the Fuel Reduction Program which is a preventative program aimed at reducing the rate of spread and intensity of fires through strategic burning of both public and private land.

4.6 Finance costs

All finance costs are expensed as incurred using the effective interest method.

Finance costs include:

- interest on bank overdrafts and short term and long term borrowings;
- unwinding of discounting of provisions;
- amortisation of discounts or premiums related to borrowings;
- amortisation of ancillary costs incurred in connection with the arrangement of borrowings; and
- lease charges.

	2023 \$'000	2022 \$'000
Interest on interest bearing liabilities	63	51
Interest on lease liabilities	17	19
Total	80	70

4.7 Workers compensation

	2023 \$'000	2022 \$'000
Workers compensation premium	4,364	2,922
Workers compensation prior years burner adjustments	(1,803)	2,227
Workers compensation Pre Scheme and Non-insurance	3	...
Workers compensation insurance medical claims	...	1
Total	2,564	5,150

4.8 Other expenses

Other expenses are recognised when it is probable that the consumption of loss of future economic benefits resulting in a reduction in assets and/or an increase in liabilities has occurred and the consumption or loss of future economic benefits can be measured reliably.

	2023 \$'000	2022 \$'000
Payroll tax	3,591	3,286
Local Government collection fees	2,144	2,032
Pensioner rebates (municipal)	1,471	1,414
Pensioner rebates (transport)	768	678
Insurance	7	191
Reimbursement to NRE for Fuel Reduction Program	1,357	1,267
Other	430	581
Total	9,768	9,449

Note 5 - Assets

Assets are recognised in the Statement of Financial Position when it is probable that the future economic benefits will flow to the Commission and the asset has a cost or value that can be measured reliably.

5.1. Receivables

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Receivables are held with the objective to collect the contractual cash flows and are subsequently measured at amortised cost using the effective interest method. Any subsequent changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process. An allowance for expected credit losses is recognised for all debt financial assets not held at fair value through profit and loss. The expected credit loss is based on the difference between the contractual cash flows and the cash flows that the entity expects to receive, discounted at the original effective interest rate.

For trade receivables, a simplified approach in calculating expected credit losses is applied, with a loss allowance based on lifetime expected credit losses recognised at each reporting date. The Commission has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

	2023 \$'000	2022 \$'000
Trade receivables	574	1,066
Less: Expected credit loss	(61)	(109)
Total	513	957
Settled within 12 months	513	957
Total	513	957

	2023 \$'000	2022 \$'000
Reconciliation of movement in expected credit loss of receivables		
Carrying amount at 1 July	109	97
Amounts written off during the year	(30)	(52)
Increase/(decrease) in provision recognised in profit or loss	(18)	64
Carrying amount at 30 June	61	109

5.2 Other financial assets

Other financial assets are classified and measured at amortised cost. Impairment losses are recorded in the Statement of Comprehensive Income. Any gain or loss arising on derecognition is recognised directly in net results and presented in other gains / (losses).

	2023 \$'000	2022 \$'000
Accrued revenue	5,363	4,222
Prepayments	312	185
Total	5,675	4,407
Settled within 12 months	5,675	4,407
Total	5,675	4,407

5.3 Inventories

Inventories held for distribution are valued at cost adjusted, when applicable, for any loss of service potential. Inventories acquired for no cost or nominal consideration are valued at current replacement cost.

Inventories are Stock on hand valued at the lower of average cost and net realisable value. Consumable stores are expensed at the time of purchase.

	2023 \$'000	2022 \$'000
Uniform Store	1,500	1,273
Tas Fire Equipment Store	308	304
Communications Store	300	481
Engineering Store	1,188	1,002
Other	22	22
Total	3,318	3,082
Consumed within 12 months	3,318	3,082
Total	3,318	3,082

5.4 Property, plant, and equipment

Key estimates and judgement

Assets held for sale

In accordance with AASB 5 Non-current Assets Held for Sale and Discontinued Operations, Non-current assets are reclassified as held for sale if their carrying amount will be recovered principally through a sale transaction rather than through continuing use. They are stated at the lower of carrying value and fair (net recoverable) value less disposal costs. Provision for Depreciation accounts are transferred to the related asset accounts and the assets are then revalued to their estimated net recoverable value with any resulting impairment gains or losses disclosed in the Income Statement. Non-current assets held for sale are transferred to Current assets and are not depreciated. Assets held for sale are sold in accordance with the Commission's policy in relation to the useful life of assets.

It is expected that assets held for sale will be sold within twelve months. Motor vehicles and fire appliances are disposed of at auction or other public sale. Assets held for sale at year end were not material.

Work in progress

Work in progress is valued at the cost of material, labour and labour on costs for work to date. Work in progress excludes certain commitments for outstanding purchase orders and unperformed work under existing contracts (Note 7.1).

Asset revaluations

On revaluation, the accumulated depreciation accounts are transferred to the related asset accounts. The assets are then depreciated over their estimated remaining useful lives using their revalued amount as the base. When a class of assets is revalued upwards, that part of the revaluation increment that reverses previously expensed revaluation decrements for that class of assets is treated as revenue, and any excess is credited to the Asset revaluation reserve. When a class of assets is revalued downwards, that part of the revaluation decrement that reverses a credit balance in the Asset revaluation reserve relating to that class of assets is debited to the Reserve, and any excess decrement is expensed.

Land and buildings

Freehold land and buildings are recognised at fair value. Cost is considered to be the best measure of fair value for recently purchased or constructed property. The Commission's land and buildings were revalued in full as at 31 December 2021 by the Office of the Valuer-General Tasmania. The revaluation was based on fair value in accordance with relevant accounting standards and Treasurer's Instructions. The resulting changes in asset values were taken to the Asset Revaluation Reserve in 2021-22.

In 2022-23 the Commission applied indices as at 30 June 2023 provided by the Office of the Valuer-General Tasmania.

Fire appliances

Internal expenses incurred in the fabrication of Fire appliances are capitalised on completion. Passenger vehicles are valued at cost.

Plant and equipment

Plant and equipment is valued at cost and is comprised of Fire fighting equipment, Workshop and other equipment, Radio and communications equipment, Office furniture and equipment and Computer equipment.

Items of Plant and equipment with a purchase price of less than \$10,000 are expensed at the time of purchase. Items of Plant and equipment with a cost of \$10,000 or more are shown at cost less depreciation and are written off over their expected useful life to the Commission on a straight line basis. Equipment is not depreciated until full operational status is attained. Expenditure incurred in relation to Plant and equipment subsequent to initial acquisitions is capitalised when it is probable that future economic benefits, in excess of the originally assessed performance of the assets will flow to the Commission in future years. Where these costs represent separate components, they are accounted for as separate assets and are separately depreciated over their useful lives.

Impaired assets

Assets are reviewed at balance date for impairment using a range of impairment indicators. Where an asset is deemed to be impaired, its recoverable amount is estimated. If materially lower than its carrying amount, the carrying amount is reduced to its recoverable amount. Any resulting impairment loss (or gain) is recognised in the Statement of Comprehensive Income in Supplies and consumables (or Other revenue) unless the asset has previously been revalued upwards, in which case it is recognised as a reversal up to the amount of the previous revaluation and any excess is recognised through profit or loss.

Assets at fair value

The Commission measures and recognises the following assets at fair value on a recurring basis:

- Land
- Buildings: Fire stations and other
- Buildings: Major urban offices and workshops

(i) Fair value hierarchy

AASB 13 Fair Value Measurement requires all assets and liabilities measured at fair value to be assigned to a level in the fair value hierarchy. Fair value measurements are categorised into Level 1, 2 or 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurement in its entirety, which are described as:

Level 1 - Unadjusted quoted prices in active markets for identical assets or liabilities that the entity can access at the measurement date;

Level 2 - Inputs, other than quoted prices included within Level 1, that are observable for the asset or liability, either directly or indirectly;

Level 3 - Unobservable inputs for the asset or liability.

The table below shows the assigned level for each asset held at fair value by the Commission. The table presents the Commission's assets measured and recognised at fair value. The fair values of the assets are determined using valuation techniques which maximise the use of observable data, where it is available, and minimise the use of entity specific estimates. If one or more of the significant inputs is not based on observable market data, the asset is included in level 3. This is the case for fire stations, which are of a specialist nature for which there is no active market for similar or identical assets. These assets are valued using a combination of observable and unobservable inputs.

	30 June 2023				30 June 2022			
	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000	Level 1 \$'000	Level 2 \$'000	Level 3 \$'000	Total \$'000
Land	...	42,198	...	42,198	...	37,927	...	37,927
Buildings	...	25,347	49,812	75,159	...	22,961	43,995	66,956
Total	...	67,545	49,812	117,357	...	60,888	43,995	104,883

There were no transfers between levels 1 and 2 during the year, nor between levels 2 and 3.

(ii) Valuation techniques and significant inputs used to derive fair values

The valuations of land and major urban offices and workshops were performed on 31 December 2021 on the basis of market value, taking into consideration sale prices for similar properties and/or potential market rent these properties could generate. Specialised and often remote buildings such as fire stations and radio sites were valued on the basis of replacement with a new asset having similar service potential because there is no active market for these assets. The average cost of construction was used to calculate the gross replacement value. The level of accumulated depreciation was determined based on the age of the asset and the useful life adopted by the Commission.

Measurement of fair value

Asset	Fair value 30 June 2023 \$'000	Fair value 30 June 2022 \$'000	Fair value hierarchy	Valuation technique and key inputs	Significant unobservable inputs	Relationship of unobservable inputs to fair value
Land	42,198	37,927	Level 2	Comparable sales - market	n/a	n/a
Buildings – Fire stations and other	49,812	43,995	Level 3	Depreciated replacement cost	Construction cost useful life 33 to 100 years	Increase in construction cost or useful life leads to higher fair value
Buildings – Major urban offices and workshops	25,347	22,961	Level 2	Comparable sales - market	n/a	n/a

(a) Carrying amount

	2023 \$'000	2022 \$'000
Land		
At fair value	42,198	37,927
Total	42,198	37,927
Buildings		
At fair value	175,035	150,549
Less: Accumulated depreciation	(99,876)	(83,593)
Total	75,159	66,956
Motor vehicles		
At cost	9,051	8,109
Less: Accumulated depreciation	(5,679)	(5,652)
Total	3,372	2,457
Fire appliances		
At cost	84,292	82,286
Less: Accumulated depreciation	(51,224)	(48,795)
Total	33,068	33,491
Plant and equipment		
At cost	30,555	30,459
Less: Accumulated depreciation	(28,288)	(27,574)
Total	2,267	2,885
Work in progress		
Buildings at cost	85	172
Fire appliances at cost	3,635	4,787
Plant and equipment at cost	35	22
Total	3,755	4,981
Total Property, plant and equipment	159,819	148,697

(b) Reconciliation of movements

Reconciliations of the carrying amounts of each class of Property, plant and equipment at the beginning and end of the current and previous financial year are set out below. Carrying value means the net amount after deducting Accumulated depreciation and Accumulated impairment losses.

2023	Land	Building	Motor vehicles	Fire appliances	Plant and equipment	Work in Progress	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying value at 1 July	37,927	66,956	2,457	33,491	2,885	4,981	148,697
Additions	99	1,190	1,433	...	96	1,646	4,464
Disposals	...	(14)	(117)	...	...	...	(131)
Revaluation increments / (decrements)	4,172	9,912	...	...	...	...	14,084
Depreciation	...	(2,999)	(401)	(3,182)	(713)	...	(7,296)
Transfers between asset classes	...	114	...	2,758	...	(2,872)	...
Transfers to inventory	...	...	...	...	...	...	...
Carrying value at 30 June	42,198	75,159	3,372	33,068	2,267	3,755	159,819

2022	Land	Building	Motor vehicles	Fire appliances	Plant and equipment	Work in Progress	Total
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Carrying value at 1 July	25,183	54,427	2,533	35,727	3,271	3,314	124,455
Additions	...	...	478	...	527	3,877	4,882
Disposals	...	...	(130)	(627)	...	...	(757)
Revaluation increments / (decrements)	12,744	14,168	...	...	...	...	26,912
Depreciation	...	(2,218)	(424)	(3,184)	(914)	...	(6,740)
Transfers between asset classes	...	578	...	1,575	...	(2,153)	...
Transfers to inventory	...	...	...	...	...	(57)	(57)
Carrying value at 30 June	37,927	66,956	2,457	33,491	2,885	4,981	148,697

5.5 Right-of-use assets

AASB 16 requires the Commission to recognise a Right-of-use asset, where it has control of the underlying asset over the lease term. A Right-of-use asset is measured at the present value of initial Lease liability, adjusted by any lease payments made at or before the commencement date and lease incentives, any initial direct costs incurred, and estimated costs of dismantling and removing the asset or restoring the site.

The Commission has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases and leases for which the underlying asset is of low-value. An asset is considered low-value when it is expected to cost less than \$10,000.

Right-of-use assets are depreciated over the shorter of the asset's useful life and the term of the lease. Where the Commission obtains ownership of the underlying leased asset or if the cost of the right-of-use asset reflects that the Commission will exercise a purchase option, the Commission depreciates the right-of-use asset over its useful life.

2023	Buildings	Plant, equipment & vehicles	Total
	\$'000	\$'000	\$'000
Carrying value at 1 July	416	214	630
Additions	...	188	188
Disposals/derecognition	...	...	...
Depreciation	(147)	(99)	(246)
Other movements	11	...	11
Carrying value at 30 June	280	303	583

2022	Buildings	Plant, equipment & vehicles	Total
	\$'000	\$'000	\$'000
Carrying value at 1 July	563	257	820
Additions	...	46	46
Disposals/derecognition	...	...	...
Depreciation	(155)	(89)	(244)
Other movements	8	...	8
Carrying value at 30 June	416	214	630

5.6 Superannuation

State Fire Commission Superannuation Scheme

Regulatory Framework

The State Fire Commission Superannuation Scheme (SFCSS) forms part of the Retirement Benefits Fund (RBF) and operates under the *Public Sector Superannuation Reform Act 2016*. The rules of the scheme are set out in the State Fire Commission Superannuation Scheme Trust Deed.

The Commission is responsible for funding the defined benefits component of the Scheme. The Commission's net obligation in relation to the Scheme is recorded in the SFC superannuation fund net liability if it is a liability or in the SFC superannuation fund net asset if it is an asset, and net movement in the obligation is recorded in the Statement of Comprehensive Income. Actuarial gains and losses in relation to this fund are recognised in Other Comprehensive Income in the year they are incurred. The Commission also makes employer superannuation contributions based as a minimum on the Commonwealth's Superannuation Guarantee rate for State Award employees. These employees may elect to have their contributions forwarded to any complying superannuation scheme.

Although RBF is not subject to the Superannuation Industry (Supervision) (SIS) legislation, the Tasmanian government has undertaken (in a Heads of Government Agreement) to operate the scheme in accordance with the principles of the legislation. As an exempt public sector superannuation Scheme (as defined in the SIS legislation), RBF is not subject to any minimum funding requirements. RBF is a complying superannuation fund within the provisions of the *Income Tax Assessment Act 1997*, and the fund's taxable income is taxed at a concessional rate of 15%.

The Superannuation Commission has fiduciary responsibility for and oversees the administration of the Scheme. The day-to-day running of SFCSS is managed by the Office of the Superannuation Commission within the Tasmanian Department of Treasury and Finance.

Scheme risks

The Commission is exposed to a number of risks from its requirement to fund the Scheme. The more significant financial risks relating to the defined benefits are:

- Investment risk - the risk that investment returns will be lower than assumed, requiring the Commission to increase contributions to offset this shortfall.

Salary growth risk - the risk that wages or salaries (on which future benefit amounts will be based) rise more rapidly than assumed, increasing defined benefit amounts and the associated employer contributions over the long term.

Legislative risk - the risk that legislative changes could be made which increase the cost of providing the defined benefits.

General plan information

The Scheme was closed to new members on 30 June 2005. At 30 June 2023 it had 74 members (78 at 30 June 2022). Members of the Scheme are entitled to receive lump sum benefits on resignation, retirement, death or invalidity. An actuarial investigation into the scheme was most recently performed on 19 April 2022 (as at 30 June 2021) by Mercer (Australia) Pty Ltd.

The financing objectives adopted in this actuarial investigation were:

- in the short term, to maintain the value of the scheme assets at 105% of the greater of actuarial value of accrued benefits and vested benefits; and
- to the extent possible, avoid significant fluctuations in the required employer contribution rate.

The actuary recommended that the Commission contributes to the scheme at the following rates:

- 11% of salaries until 30 June 2022; followed by
- 5% of salaries thereafter; plus
- any deemed member contributions, including allowance for 15% contribution tax.

The State Fire Commission has reduced its contributions to 5% of salaries from 1 July 2022.

The funding method used to make the contribution recommendation was the attained age normal method. Under this method, contributions are set with the aim of providing benefits in respect of future service for existing members, adjusted for any excess or shortfall of assets over liabilities in respect of service prior to the investigation date. The recommended contributions may be adjusted in the short-term to ensure that the Scheme's financing objectives are met.

There were no significant events during the year: i.e. no plan amendments, curtailments or settlements.

A curtailment is an event that significantly reduces the expected years of future service of present employees or reduces the accrual of defined benefits for a significant number of employees, for some, or all, of their future services. A curtailment will occur when there is a significant reduction in the number of employees covered by the plan or where the plan is amended resulting in a reduction of benefits associated with the future service of current employees. Events causing a curtailment may include the termination or suspension of a plan.

A settlement occurs when an entity sponsoring a superannuation plan enters into an irrevocable transaction that eliminates all further legal or constructive obligation for all or a significant part of the benefits provided under the plan. Examples include the purchase of non-participating annuities for members or the payment of a lump sum payment to, or on behalf of, members in exchange for their right to receive benefits specified under the plan. The Commission is not aware of any assets and liability strategies adopted by the Scheme.

Significant actuarial assumptions

A report under Australian Accounting Standard AASB119 for the financial year ended 30 June 2023 was prepared by Mercer (Australia) Pty Ltd on 18 July 2023.

The following actuarial assumptions were used to calculate the value of assets and liabilities of the Scheme

	2023	2022
Assumptions to determine defined benefits cost		
Discount rate (active members)	3.7% pa	1.3% pa
Expected salary increase rate	3.5% pa	3.0% pa
Assumptions to determine closing defined benefits obligation		
Discount rate	4.0% pa	3.7% pa
Expected salary increase rate	3.5% pa	3.5% pa

Year end results

	2023	2022
Disclosure in Statement of Financial Position	\$'000	\$'000
Present value of defined benefit obligation	34,293	35,034
Fair value of Scheme assets	(40,925)	(38,906)
Net liability / (asset) recognised in Statement of Financial Position	(6,632)	(3,872)

	2023	2022
Disclosure in Statement of Comprehensive Income	\$'000	\$'000
<i>Service costs</i>		
Current service cost	805	970
Past service cost	...	...
Curtailment or settlement (gains) / losses	...	...
	805	970
<i>Net Interest</i>		
Interest expense	1,165	447
Interest income	(1,324)	(515)
	(159)	(68)
Net (income) / expense recognised	646	902

	2023	2022
Disclosure in Other Comprehensive Income / Changes in Equity	\$'000	\$'000
<i>Re-measurement of the defined benefit liability/asset</i>		
Actuarial (gains) / losses		
Actuarial (gains) / losses on the defined benefit obligation		
Actuarial (gains) / losses due to changes in financial assumptions	(441)	(4,016)
Actuarial (gains) / losses due to changes in experience	(893)	2,248
<i>Actuarial (gains) / losses due to changes in demographic assumptions</i>		
Less Actuarial (gains) / losses on fair value of Scheme assets less Interest income	(1,681)	2,870
Total Actuarial (gains) / losses	(3,015)	1,103
Total disclosures in Other Comprehensive Income / Changes in Equity	(3,015)	1,103

	2023	2022
Movement in Recognised Liability / (Asset)	\$'000	\$'000
Superannuation liability / (asset) at beginning of year	(3,872)	(5,016)
Add defined benefit cost recognised in operating statement	646	902
Estimated defined benefit cost (re-measurements) in Other comprehensive income	(3,015)	1,102
Less Employer contributions	(391)	(860)
Superannuation liability / (asset) at year-end	(6,632)	(3,872)

	2023	2022
Reconciliation of the fair value of Scheme assets	\$'000	\$'000
Fair value of Scheme assets at start of year	38,906	42,587
Interest income	1,324	515
Actuarial returns on Scheme assets less interest income	1,681	(2,870)
Employer contributions	391	860
Member contributions	399	386
Benefits paid	(1,717)	(2,442)
Taxes, premiums and expenses paid	(59)	(130)
Fair value of Scheme assets at end of year	40,925	38,906

	2023	2022
Reconciliation of the present value of the defined benefit obligation	\$'000	\$'000
Present value of defined benefit obligation at start of year	35,034	37,571
Current service cost	806	970
Interest expense	1,165	447
Member contributions	399	386
Actuarial (gains) / losses due to changes in financial assumptions	(442)	(4,016)
Actuarial (gains) / losses arising from liability experience	(893)	2,248
Benefits paid	(1,717)	(2,442)
Tax, premiums and expenses paid	(59)	(130)
Present value of defined benefit obligation at end of year	34,293	35,034

Fair value of Scheme assets as at 30 June 2023 ¹	Total	Quoted prices in active markets for identical assets	Significant observable inputs	Unobservable inputs
	\$'000	(Level 1)	(Level 2)	(Level 3)
Asset category				
Cash deposits	...	...	...	...
Australian equities	6,343	...	6,343	...
International equities	7,694	...	7,694	...
Infrastructure	6,506	...	1,595	4,911
Diversified fixed interest	9,658	...	9,658	...
Property	7,736	...	779	6,957
Derivatives	2,988	...	2,988	...
Total	40,925	...	29,057	11,868

Fair value of Scheme assets as at 30 June 2022 ¹	Total	Quoted prices in active markets for identical assets	Significant observable inputs	Unobservable inputs
	\$'000	(Level 1)	(Level 2)	(Level 3)
Asset category				
Cash deposits	...	...	...	...
Australian equities	6,770	...	6,770	...
International equities	8,209	...	8,209	...
Infrastructure	5,019	...	1,284	3,735
Diversified fixed interest	8,676	...	8,676	...
Property	7,275	...	661	6,614
Derivatives	2,957	...	2,957	...
Total	38,906	...	28,557	10,349

Note 1: Estimated based on estimated Scheme assets at 30 June 2023 and asset allocation of the RBF Scheme as at 30 June 2022.

The fair value of fund assets does not include any amounts relating to:

- any of the Commission's own financial instruments
- any property occupied by, or other assets used by the Commission.

Expected contributions and maturity profile

Based on the assumptions used in this report and the recommendations from the 2023 actuarial investigation, the expected contributions to the scheme and the maturity profile of the defined benefit obligation are detailed below.

	2024 \$'000
Expected employer contributions to defined benefits scheme	324

	\$'000
Expected benefit payments for the financial year ending on	
30 June 2024	5,031
30 June 2025	5,351
30 June 2026	3,451
30 June 2027	3,975
30 June 2028	4,201
Following five years	15,734

The weighted average duration of the defined benefit obligation is 5.5 years.

Sensitivity analysis

The table below shows how the defined benefit obligation would have been impacted by changes in the discount rate and salary indexation rate as at 30 June 2023, while retaining all other assumptions.

	Base case	Discount rate sensitivity		Salary increase rate sensitivity	
		Scenario A	Scenario B	Scenario C	Scenario D
Discount rate	4.00% pa	3.00% pa	5.00% pa	4.00% pa	4.00% pa
Salary increase rate	3.50% pa	3.50% pa	3.50% pa	2.50% pa	4.50% pa
Defined benefit obligation ¹ (\$'000)	34,293	35,847	33,019	33,004	35,836

Note 1: Includes defined benefit contributions tax provision.

Note 6 Liabilities

Liabilities are recognised in the Statement of Financial Position when it is probable that an outflow of resources embodying economic benefits will result from the settlement of a present obligation and the amount at which the settlement will take place can be measured reliably.

6.1 Payables

Payables, including goods received and services incurred but not yet invoiced, are recognised at amortised cost, which due to the short settlement period, equates to face value, when the Commission becomes obliged to make future payments as a result of a purchase of assets or services.

	2023 \$'000	2022 \$'000
Creditors	510	968
Accrued expenses	391	375
GST payable/(receivable)	43	188
Total	944	1,531
Settled within 12 months	944	1,531
Total	944	1,531

6.2 Lease liabilities

A Lease liability is measured at the present value of the lease payments that are not paid at that date. The discount rate used to calculate the present value of the lease liability is the rate implicit in the lease. Where the implicit rate is not known and cannot be determined the Tascorp indicative lending rate including the relevant administration margin is used.

The Commission has elected not to recognise right-of-use assets and lease liabilities arising from short-term leases and leases for which the underlying asset is of low-value. An asset is considered low-value when it is expected to cost less than \$10,000.

The Commission has entered into the following leasing arrangements:

Class of Right-of-use asset	Details of leasing arrangements
Plant and equipment	These leases are for the lease of equipment to build fire fighting appliances and apparatus. All leases are over a five-year term with fixed lease payments.
Buildings	These are for the lease of warehouses in Cambridge. One lease is over five years with variable annual increases and the other is three years with yearly CPI increases.
Land	The Commission owns Fire Station Buildings which are on land that is leased. The majority of these leases have no formal agreement, and are provided at no, or minimal cost. These blocks of land are owned by Councils, Government Departments, private land owners and community groups which place restrictions on what the land can be used for. Due to these restrictions, there is no active market and the land leases cannot be reliably measured. These have not been recorded as a right-of use asset.

	2023 \$'000	2022 \$'000
Current		
Lease liabilities	279	258
Non-current		
Lease liabilities	304	398
Total	583	656

The following amounts are recognised in the Statement of Comprehensive Income

	2023 \$'000	2022 \$'000
Interest on lease liabilities included in note 4.6	17	19
Lease expenses included in notes 4.3, 4.5		
Short term leases for bushfire fighting	57	294
Lease of low-value assets	45	52
Variable lease payments	...	...
Income from sub-leasing right-of-use assets	...	...
Net expenses from leasing activities	119	365

Maturity analysis of lease liabilities

	2023 \$'000	2022 \$'000
One year or less	279	258
One to five years	304	398
More than five years	...	...
Total	583	656

The lease liability in the maturity analysis is presented using undiscounted contractual amounts before deducting finance charges.

6.3 Employee benefit Liabilities

Key estimate and judgement

Liabilities for wages and salaries and annual leave are recognised when an employee becomes entitled to receive a benefit. Those liabilities expected to be realised within 12 months are measured as the amount expected to be paid. Other employee entitlements are measured as the present value of the benefit at 30 June, where the impact of discounting is material, and at the amount expected to be paid if discounting is not material.

A liability for long service leave is recognised and is measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date.

	2023 \$'000	2022 \$'000
Accrued salaries	1,764	1,370
Annual leave	6,650	6,029
Accumulated leave scheme	209	258
Long service leave	11,481	10,685
Payroll tax ¹	1,106	1,019
Total	21,210	19,361
Expected to settle wholly within 12 months	19,194	17,447
Expected to settle wholly after 12 months	2,016	1,914
Total	21,210	19,361

Note 1: Provisions for Payroll tax relate to the provisions for Long service leave and Annual leave.

6.4 Other Liabilities

	2023 \$'000	2022 \$'000
Revenue received in advance		
Volunteer Brigade grants	691	557
Other liabilities		
Workers compensation	3,530	5,333
Employee benefit liabilities-on costs	375	349
Total	4,596	6,239
Settled within 12 months	802	1,104
Settled in more than 12 months	3,794	5,135
Total	4,596	6,239

Note 7 Commitments and contingencies

7.1 Schedule of commitments

Commitments represent those contractual arrangements entered by the Commission that are not reflected in the Statement of Financial Position.

Leases are recognised as Right-of-use Assets and Lease liabilities in the Statement of Financial Position, excluding short term leases and leases for which the underlying asset is of low value. These are recognised as an expense in the Statement of Comprehensive Income.

	2023 \$'000	2022 \$'000
By type		
Capital Commitments		
Property, plant and equipment	2,579	2,565
Total capital commitments	2,579	2,565
Other Commitments		
Operating	617	870
Total lease commitments	617	870
Capital Commitments		
One year or less	1,027	774
From one to five years	1,552	1,791
More than five years	...	...
Total capital commitments	2,579	2,565
Operating Lease Commitments		
One year or less	455	604
From one to five years	162	266
More than five years	...	...
Total operating lease commitments	617	870
Total	3,196	3,435

7.2 Contingent assets and liabilities

Contingent assets and liabilities are not recognised in the Statement of Financial Position due to uncertainty regarding the amount or timing of the underlying claim or obligation.

(a) Unquantifiable contingencies

On the 23 June 2021 a decision by the Full Court of the Supreme Court in *Gutwein v Tasmanian Industrial Commission* [2021] TASSC 2 determined that payments must be made to any former employees who are entitled to salary increases conferred by industrial agreements that had effect when any former employees were employed by the Tasmanian State Service. The decision means that where an Agreement is registered, former employees who left the Tasmanian State Service between the date of salary increase and the date of registration of the Agreement, are entitled to the payment of salary increases up to their date of cessation. Advice provided by the State Service Management Office on the 29 June 2023 is that an audit is to be undertaken of employees affected from 01 October 2014 and make payments to those affected employees by 31 December 2023.

Note 8 - Reserves

8.1 Reserves

2023	Land & Buildings \$'000	Total \$'000
Asset revaluation reserve		
Balance at the beginning of financial year	72,610	72,610
Revaluation increment/(decrement)	14,084	14,084
Balance at end of financial year	86,694	86,694

2022	Land & Buildings \$'000	Total \$'000
Asset revaluation reserve		
Balance at the beginning of financial year	45,698	45,698
Revaluation increment/(decrement)	26,912	26,912
Balance at end of financial year	72,610	72,610

(a) Nature and purpose of reserves

Asset Revaluation Reserve

The Asset Revaluation Reserve is used to record increments and decrements on the revaluation of non-financial assets.

Note 9 - Cash flow reconciliation

Cash means notes, coins, any deposits held at call with a bank or financial institution, as well as funds held in Specific Purpose Accounts, being short term of three months or less and highly liquid. Deposits are recognised at amortised cost, being their face value.

9.1 Cash and deposits

For the purposes of the Statement of Cash Flows, cash includes cash on hand and at bank. Cash at the end of the financial year shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:

	2023 \$'000	2022 \$'000
Cash at bank	36,298	25,206
Cash on hand	4	6
Total cash and deposits	36,302	25,212

9.2 Reconciliation of Net result to Net cash from Operating Activities

	2023 \$'000	2022 \$'000
Net result	10,339	7,888
Depreciation	7,542	6,984
SFCSS defined benefits fund movements in employee related expenses	255	42
(Profit) / Loss on disposal of assets	(539)	(69)
Bad and doubtful debts	30	52
Expected credit losses	(48)	11
Decrease (increase) in receivables	234	12
Decrease (increase) in inventories	(236)	240
Decrease (increase) in accrued revenue	(1,141)	(680)
Decrease (increase) in prepayments	(127)	482
Increase (decrease) in payables and accrued expenses	(559)	278
Increase (decrease) in employee benefits	1,849	(462)
Increase (decrease) in other liabilities	(1,643)	1,172
Net cash from (used by) operating activities	15,956	15,950

9.3 Reconciliation of Liabilities arising from financing activities

Liabilities arising from financing activities are liabilities for which cash flows were, or future cash flows will be, classified in the Statement of Cash Flows as cash flows from financing activities.

	Borrowings \$'000	Lease liabilities \$'000
2023		
Balance as at 1 July 2022	2,830	656
Acquisitions / New leases	...	188
Other movements	...	11
Changes from financing cash flows:		
Cash received	...	...
Cash repayments	(1,000)	(272)
Balance as at 30 June 2023	1,830	583

	Borrowings \$'000	Lease liabilities \$'000
2022		
Balance as at 1 July 2021	3,830	846
Acquisitions / New leases	...	46
Other movements	...	8
Changes from financing cash flows:		
Cash received	...	...
Cash repayments	(1,000)	(245)
Balance as at 30 June 2022	2,830	656

Note 10 - Financial instruments

10.1 Risk exposures

(a) Risk management policies

The Commission has exposure to the following risks from its use of financial instruments:

- credit risk,
- interest rate risk,
- liquidity risk,
- currency exchange rate risk, and
- other price risk.

The Accountable Authority has overall responsibility for the establishment and oversight of the Commission's risk management framework. Risk management policies are established to identify and analyse risks faced by the Commission, to set appropriate risk limits and controls, and to monitor risks and adherence to limits.

(b) Credit risk exposures

The largest exposure to credit risk to the financial assets of the Commission relates to trade receivables. This exposure relates to the risk of financial loss due to debtors failing to discharge their financial obligations. This risk is significantly mitigated by the nature of the Commission's revenue, most revenue is collected by the Commission or other Government agencies as a legislative requirement and has virtually no credit risk. Sales to the public which carry credit risk are a small part of the Commission's revenue and credit losses have been immaterial in the past.

The maximum credit risk exposure in relation to trade receivables is the carrying amount less the expected credit loss (Note 5.1).

The Commission is not materially exposed to any individual or group. Trading terms for the Commission's trade receivables is 30 days.

Expected credit loss analysis of receivables

The simplified approach to measuring expected credit losses is applied, which uses a lifetime expected loss allowance for all trade receivables.

The expected loss rates are based on historical observed loss rates adjusted for forward looking factors that will have an impact on the ability to settle the Receivables. The loss allowance for trade debtors as at 30 June 2023 is as follows:

Expected credit loss analysis of receivables as at 30 June 2023					
	Not past due	Past due >30 < 60 days	Past due > 60 < 90 days	Past due > 90 days	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Expected credit loss rate (A)	1.48%	5.93%	16.11%	25.00%	
Total gross carrying amount (B)	237	126	29	182	574
Expected credit loss (A x B)	3	7	5	46	61

Expected credit loss analysis of receivables as at 30 June 2022					
	Not past due	Past due >30 < 60 days	Past due > 60 < 90 days	Past due > 90 days	Total
	\$'000	\$'000	\$'000	\$'000	\$'000
Expected credit loss rate (A)	1.54%	6.41%	17.50%	25.00%	
Total gross carrying amount (B)	588	100	13	364	1,066
Expected credit loss (A x B)	9	6	2	91	109

(c) Interest rate risk

The Commission's exposure to interest rate risk, and the effective weighted average interest rate by class of asset or liability is set out in the table below. Exposure arises predominantly from assets and liabilities bearing variable interest rates as the Commission intends to hold fixed rate assets and liabilities to maturity.

Interest rate risk sensitivity analysis for 2022-23					
	Carrying amount \$'000	Interest rate risk			
		-1%		+1%	
		Impact on operating result \$'000	Impact on equity \$'000	Impact on operating result \$'000	Impact on Equity \$'000
Financial assets					
Cash	36,302	(363)	(363)	363	363
Total Financial assets	36,302	(363)	(363)	363	363
Financial liabilities					
Interest bearing liabilities	1,830	18	18	(18)	(18)
Total Financial liabilities	1,830	18	18	(18)	(18)

Interest rate risk sensitivity analysis for 2021-22					
	Carrying amount \$'000	Interest rate risk			
		-1%		+1%	
		Impact on operating result \$'000	Impact on equity \$'000	Impact on operating result \$'000	Impact on Equity \$'000
Financial assets					
Cash	25,212	(252)	(252)	252	252
Total Financial assets	25,212	(252)	(252)	252	252
Financial liabilities					
Interest bearing liabilities	2,830	28	28	(28)	(28)
Total Financial liabilities	2,830	(28)	(28)	(28)	(28)

(d) Liquidity risk

Liquidity risk is the risk that the Commission will not be able to meet its financial obligations as they become due. The cash inflow stream of the Commission is very consistent with some seasonality relating to quarterly collections. The major cash outflow is salaries which is also consistent. The Commission's approach to managing liquidity is to ensure it will always have sufficient liquidity. It monitors its cash flows and utilises an overdraft when needed.

(e) Currency exchange rate risk

There is no material currency exchange rate risk.

(f) Other price risk

The only sensitivity analysis performed on financial assets and liabilities is interest rate risk. Other price risks are not considered material.

10.2 Categories of financial assets and liabilities

	2023 \$'000	2022 \$'000
Financial assets		
Cash and deposits	36,302	25,212
Financial assets measured at amortised cost	5,876	5,179
Total	42,178	30,391
Financial liabilities		
Interest bearing liabilities	1,830	2,830
Financial liabilities measured at amortised cost	1,535	1,900
Total	3,365	4,730

Financial liabilities

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. They are subsequently measured at amortised cost using the effective interest method, with interest recognised on an effective yield basis. The effective interest method is a method of calculating the amortised cost of a financial liability and allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability, or where appropriate, a shorter period. The Commission manages trade creditor accounts to ensure timely payments and no material interest is paid on these liabilities.

10.3 Comparison between Carrying amount and Net fair value of Financial assets and liabilities

	Carrying amount 2023 \$'000	Net fair value 2023 \$'000	Carrying amount 2022 \$'000	Net fair value 2022 \$'000
Financial assets				
Cash and deposits	36,302	36,302	25,212	25,212
Other financial assets	5,876	5,876	5,179	5,179
Total financial assets	42,178	42,178	30,391	30,391
Financial liabilities (recognised)				
Payables	1,535	1,535	1,900	1,900
Borrowings	1,830	1,775	2,830	2,758
Total financial liabilities (recognised)	3,365	3,310	4,730	4,658

10.4 Investments and borrowings

The Commission conducts its investment and borrowing programmes with the Tasmanian Public Finance Corporation (Tascorp) and private investment managers.

Loans

Since 1986, all fixed rate loan raising has been arranged through the Tasmanian Public Finance Corporation. All loans are recorded in Australian dollars. The loan amount in current liabilities comprises the portions of the loans payable within one year. The non-current loan balance represents the portion of the loans due later than one year.

Borrowing terms and arrangements

Borrowings from Tascorp are secured by a Government guarantee over the Commission's revenue and a maximum term of 10 years applies to borrowings. Other borrowings are unsecured. All Tascorp arrangements are reviewed annually.

	2023	2022
	\$'000	\$'000
Borrowing facility		
Total facility (secured and subject to an annual review)	10,000	10,000
Fixed rate borrowing	(1,830)	(2,830)
Unused facility	8,170	7,170

10.5 Capital management

The Commission is a Statutory Authority created under the Fire Service Act 1979 and does not have any externally imposed capital requirements. However, the Commission's four year Corporate Plan including its finances and capital plan must be approved by the Minister in consultation with the Treasurer each year. The Commission does not have any issued capital and its capital structure consists of equity (retained surpluses and reserves) and net debt or net cash (borrowings offset by cash and bank deposits). The Commission is a not-for-profit organisation and aims to break even or have a small net surplus each year. The government and the community fund it principally through contributions, grants and taxes. Its funds are expended on operating expenses, community awareness and safety and the construction or purchase and maintenance of assets such as fire trucks and fire stations.

Management monitors cash flows to ensure adequate liquidity and the Commission's ability to operate as a going concern.

Senior management considers the capital structure when the corporate plan is prepared each year.

Note 11 - Events Occurring After Balance Date

At the date of signing, there were no events subsequent to balance date which would have a material effect on the Commission's financial statements.

12 - Other Significant Accounting Policies and Judgements

12.1 Objectives and funding

The State Fire Commission is a non-profit statutory corporation created under Section 7 of the *Fire Service Act 1979* (the Act) of Tasmania. The Tasmania Fire Service (TFS) was created under Section 6 of the Act and is under the control of the Commission.

The role of the Commission is to protect life, property and the environment from the impact of fire and other emergencies. It delivers its services through its operational arm, the Tasmania Fire Service, which also operates under the business names of TasFire Equipment and TasFire Training. Its principal activities are emergency response (fire, vehicle accidents, biological and chemical hazards, etc.), preventative fire safety through community education and training, sales and servicing of fire protection equipment and administration of the General Fire Regulations including such activities as approving building plans in relation to fire safety and issuing various permits.

The Treasurer, in accordance with Section 101 of the Act, must pay to the Commission such an amount as the Treasurer determines is appropriate towards defraying the operating costs of the Commission.

12.2 Basis of accounting

The Financial Statements are a general purpose financial report which has been prepared in accordance with

- Australian Accounting Standards issued by the Australian Accounting Standards Board and Interpretations,
- The Treasurer's Instructions issued under the provisions of the Financial Management Act 2016, and
- *The Fire Service Act 1979*.

The Financial Statements were signed by the Commission on 10 October 2023.

Compliance with the Australian Accounting Standards may not result in compliance with International Financial Reporting Standards, as the AAS include requirements and options available to not-for-profit organisations that are inconsistent with IFRS. The Commission is considered to be not-for-profit and has adopted some accounting policies under the AAS that do not comply with IFRS.

The Financial Statements have been prepared on an accrual basis and, except where stated, are in accordance with the historical cost convention. The accounting policies are generally consistent with the previous year except for those changes outlined in Note 12.6.

The Financial Statements have been prepared as a going concern. The continued existence of the Commission in its present form, undertaking its current activities, is dependent on the government and community principally through contributions, grants and taxes.

The Commission has made no assumptions concerning the future that may cause a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

12.3 Reporting entity

The Commission reports to the Minister for Police, Fire and Emergency Management and the Chief Officer of SFC reports to the Secretary of the Department of Police, Fire and Emergency Management for administrative matters. The Executive Director of the State Emergency Service and Volunteers reports to the Chief Officer.

12.4 Judgements and assumptions

In the application of Australian Accounting Standards, the Commission is required to make judgements, estimates and assumptions about carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods. Judgements made by the Commission that may have significant effects on the financial statements are disclosed in the relevant notes to the financial statements.

12.5 Functional and presentation currency

These financial statements are presented in Australian dollars, which is the Commission's functional currency.

12.6 Changes in accounting policies

(a) Impact of new and revised Accounting Standards

In the current year, the Commission has adopted, all, of the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board that are relevant to its operations and effective for the current annual reporting period.

(b) Impact of new and revised Accounting Standards yet to be applied

The following applicable Standard has been issued by the AASB and is yet to be applied:

AASB 1059 Service Concession Arrangements: Grantors – This Standard prescribes the accounting for a service concession arrangement by a grantor that is a public sector entity. Service concession arrangements are contracts between an operator and a grantor, where the operator provides public services related to a service concession asset on behalf of the grantor for a specified period of time and manages at least some of those services.

Where AASB 1059 applies, the grantor recognises the service concession asset when the grantor obtains control of the asset and measures the service concession asset at current replacement cost. At the same time, the grantor recognises a corresponding financial liability or unearned revenue liability or a combination of both.

AASB 1059 is expected to apply to the Commission's 2023-24 financial statements, resulting in a recognition of a service concession asset and a liability of a service concession arrangement. Comparatives for the year ended 30 June 2023 will be prepared under a modified retrospective approach as per AASB 1059.

In 2020-21 the Department of Police, Fire and Emergency Management signed a contract with Telstra Corporation Limited for the Tasmanian Government Radio Network (TasGRN) project. The TasGRN will be funded by both recurrent and non-recurrent funding from the Department of Treasury and Finance and contributions from user organisations.

Current forecast value of TasGRN funding is \$732 million (GST inclusive). This value includes current CPI adjustment factors applied to user organisation payments during the operational phase of the agreement (12 years). The Commission will make annual contributions for its access to TasGRN.

The aim of TasGRN project is to transition eight core government organisations, from five separate networks, onto one unified, digital and secure radio network.

TasGRN will be utilised by Tasmania Police, Tasmania Fire Service, State Emergency Service, Ambulance Tasmania, Department of Natural Resources and Environment Tasmania, Sustainable Timber Tasmania, Tasmanian Networks Pty Ltd and Hydro Tasmania.

TasGRN users will be coming online in stages from July to November 2023.

12.7 Foreign currency

Transactions denominated in a foreign currency are converted at the exchange rate at the date of the transaction. Foreign currency receivables and payables are translated at the exchange rates current as at balance date.

12.8 Comparative figures

Comparative figures have been adjusted to reflect any changes in accounting policy or the adoption of new standards. In 2020-21, the SFC financial statements were remodelled based on the Department of Treasury and Finance's model statements.

12.9 Rounding

All amounts in the financial statements have been rounded to the nearest thousand dollars, unless otherwise stated. As, a consequence, round figures may not add to totals. Amounts less than \$500 are rounded to zero and are indicated by the symbol "...".

12.10 Goods and services tax

Revenue, expenses and assets are recognised net of the amount of Goods and Services Tax, except where the GST incurred is not recoverable from the Australian Taxation Office. Receivables and payables are stated inclusive of GST. The net amount recoverable, or payable, to the Australian Taxation Office is recognised as an asset or liability within the Statement of Financial Position.

In the Statement of Cash Flows, the GST component of cash flows arising from operating, investing or financing activities which is recoverable from, or payable to, the Australian Taxation Office is, in accordance with the Australian Accounting Standards, classified as operating cash flows.

Independent Auditor's Report
To the Members of Parliament
State Fire Commission
Report on the Audit of the Financial Statements

Opinion

I have audited the financial statements of the State Fire Commission (the Commission), which comprises the statement of financial position as at 30 June 2023 and statements of comprehensive income, changes in equity and cash flows for the year then ended, notes to the financial statements, including a summary of significant accounting policies, other explanatory notes and the statement of certification signed by the Chair of the Commission and Acting Chief Officer.

In my opinion, the accompanying financial statements:

- (a) present fairly, in all material respects, the Commission's financial position as at 30 June 2023 and its financial performance and its cash flows for the year then ended
- (b) are in accordance with the *Fire Service Act 1979*, the *Financial Management Act 2016* and Australian Accounting Standards.

Basis for Opinion

I conducted the audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Commission in accordance with 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 my audit of the financial statements in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

The *Audit Act 2008* further promotes the independence of the Auditor-General. The Auditor-General is the auditor of all Tasmanian public sector entities and can only be removed by Parliament. The Auditor-General may conduct an audit in any way considered appropriate and is not subject to direction by any person about the way in which audit powers are to be exercised. The Auditor-General has for the purposes of conducting an audit, access to all documents and property and can report to Parliament matters which in the Auditor-General's opinion are significant.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My audit is not designed to provide assurance on the accuracy and appropriateness of the budget information in the Commission's financial statements.

Responsibilities of the Chief Officer for the Financial Statements

The Chief Officer is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, and the financial reporting requirements of *the Fire Service Act 1979* and *Financial Management Act 2016*. This responsibility includes such internal control as determined necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Officer is responsible for assessing Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Commission is to be dissolved by an Act of Parliament, or the Chief Officer intends to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my 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 the financial statements.

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

- Identify and assess the risks of material misstatement of the financial statements, 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 my 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 Commission's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Chief Officer.
- Conclude on the appropriateness of the Chief Officer'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 Commission's ability to continue as a going concern. If I conclude that a material

uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusion is based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Commission to cease to continue as a going concern.

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

I communicate with the Chief Officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Jeff Tongs
Assistant Auditor-General
Delegate of the Auditor-General
Tasmanian Audit Office

11 October 2023
Hobart

Abbreviations and Acronyms

AFAC	Australasian Fire and Emergency Services Authorities Council
AFDRS	Australian Fire Danger Rating System
AIRS	Australian Incident Reporting System
AML	Advanced Mobile Location
AWS	Australian Warning System
BES	Business and Executive Services
BRN	Bushfire-Ready Neighbourhoods program
BRMP	Bushfire Risk Management Plan
BRS	Bushfire-Ready Schools program
DBA	Direct Brigade Alarm
DPFEM	Department of Police, Fire and Emergency Management
ECU	Edith Cowan University
ELT	Executive Leadership Team
FMA	Fire Management Area
FMACs	Fire Management Area Committees
FPP	Fire Protection Plan
FPU	Flood Policy Unit
FRP	Fuel Reduction Program
FTE	Full-Time Equivalent
ITLMS	Integrated Training Learning Management System
JFLIP	Juvenile Fire Lighter Intervention Program
KPI	Key Performance Indicator
LAT	Large Air Tanker
MoU	Memorandum of Understanding
NRE	Department of Natural Resources and Environment Tasmania
PETRA	People, Education, Training, Reporting and Assessment
PFAS	Per- and polyfluoroalkyl substances
PPC	Personal Protective Clothing
PPS	Property and Procurement Services
PWS	Parks and Wildlife Service
R4R	Ready for Response
RAT	Remote Area Team
RCR	Road Crash Rescue
RoGs	Report on Government Services
SCC	State Control Centre
SES	State Emergency Service
SFMC	State Fire Management Council
SOC	State Operations Centre
SSODP	Senior Station Officer Development Program
STT	Sustainable Timbers Tasmania
TasGRN	Tasmania Government Radio Network
TFE	TasFire Equipment
TFS	Tasmania Fire Service
UFUA	United Firefighters Union
WOG	Whole of Government



Tasmania Fire Service

State Fire Commission

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