FESA
Fire & Emergency Services
Authority of Western Australia

GOVERNMENT OF WESTERN AUSTRALIA

ANNUAL REPORT 2004-05

PRINCIPAL ADDRESS:
FESA House
480 Hay Street
Perth WA 6000

POSTAL ADDRESS:
GPO Box P1174
Perth WA   6844

TELEPHONE: [08] 9323 9300

FACSIMILE: [08] 9323 9470

E-MAIL: fesa@fesa.wa.gov.au

WEBSITE: www.fesa.wa.gov.au

TO THE HONOURABLE MICHELLE ROBERTS MLA

MINISTER FOR POLICE AND EMERGENCY SERVICES

In accordance with Section 66 of the *Financial Administration and Audit Act 1985*,
we hereby submit for your information and presentation to Parliament,
the Annual Report of the Fire and Emergency Services Authority of Western Australia
for the year ended 30 June 2005.

As well as the *Financial Administration and Audit Act 1985*, the report was prepared according
to the *Fire and Emergency Services Authority of Western Australia Act 1998*,
the *Fire Brigades Act 1942* and the *Bush Fires Act 1954*.

M Barnett
FESA BOARD CHAIR

RJ Mitchell
FESA CHIEF EXECUTIVE OFFICER

29 August 2005

GLOSSARY OF TERMS

AFAC	Australasian Fire Authorities Council
AWARE	All West Australians Reducing Emergencies
BRAG	Bush Fire Ready Action Group
CBR	Chemical, Biological, Radiological
COAG	Council of Australian Governments
DEMC	District Emergency Management Committee
CALM	Department of Conservation and Land Management
EMS	Emergency Management Services
ESC	Emergency Services Cadets
ESL	Emergency Services Levy
FESA	Fire and Emergency Services Authority of Western Australia
HAZMAT	Hazardous Materials
LEMC	Local Emergency Management Committee
SECG	State Emergency Co-ordination Group
SEMC	State Emergency Management Committee
SES	State Emergency Service
USAR	Urban Search and Rescue
VES	Volunteer Emergency Service
VFS	Volunteer Fire Service
VMRS	Volunteer Marine Rescue Services

FESA highlights 2004-05

COST OF FESA SERVICES

1 JULY 2004 TO 30 JUNE 2005
TOTAL: $171,720,185

Goods and Services Costs
$20,364,235

Employee Costs
$84,927,535

Property, Plant and
Equipment costs
$33,951,294

Grants and Subsidies Costs
$29,765,498

Borrowing Costs
$2,711,623
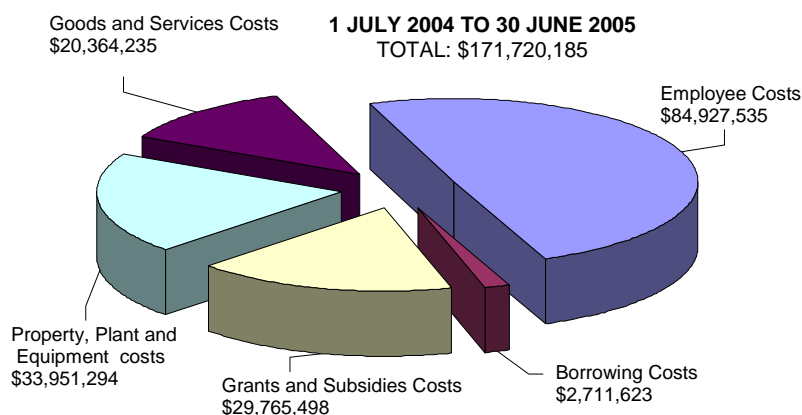
- The total cost of FESA services for 2004-05 was $171,720,185.
- The projected cost of services for 2005-06 is $178.1 million.
- In brief, in 2004-05 the Emergency Services Levy provided funding for:
  - 88 new firefighting appliances and other vehicles;
  - 10 State Emergency Service (SES) trailers;
  - four career Fire and Rescue Service (FRS) fire stations;
  - three new facilities supporting FRS, SES and Volunteer Emergency Service volunteers in regional WA and upgrades to three SES facilities;
  - one new regional office for FESA staff;
  - nine new fire stations and four station upgrades for local government volunteer bush fire brigades;
  - an estimated $720,000 worth of bush fire brigade personal protective equipment (protective clothing); and
  - total grant allocations for local government volunteer bush fire brigades and SES units amounting to approximately $15 million.
- Additional funding of $2.2 million for Volunteer Marine Rescue Services over the next five years.
- Approval of $20 million for the WA Emergency Radio Network.
- Establishment of a dedicated Volunteer and Youth Services branch.
- Consolidation of bush fire and associated environmental protection research through a range of scientific and operational research partnerships. At 30 June 2005, this included 14 research programs.

OPERATIONAL HIGHLIGHTS

- Career and volunteer firefighters responded to 3,271 structural fires and 8,925 bush fires. Total incidents decreased 12 per cent over 2003-04.
- Volunteers spent in excess of 20,000 hours responding to 370 storm-related incidents.
- SES volunteers spent a total of 760 hours undertaking cyclone-related activities.
- Career and volunteer firefighters attended a total of 980 hazardous materials incidents – a 14 per cent increase on 2003-2004.
- 92 incidents responded to by Helitacs – delivering approximately 3.25 million litres of water and 6,745 litres of foam in a total of 3,113 drops. Fixed-wing water bombers worked jointly with the Helitacs at 41 incidents.
- RAC Rescue 1 emergency rescue helicopter service undertook 190 missions – 125 of which were to attend rescue incidents.

FESA Chair's report

The year 2004-05 has been one of major strategic developments for the Fire and Emergency Services Authority of Western Australia (FESA). We have completed our organisation's second three-year planning cycle and early in 2005 the Board adopted our third strategic plan, which covers the years 2005 to 2007. It was gratifying to note after a review of the *FESA Strategic Plan 2002-2004*, that all nine key strategic objectives set by the FESA Board for that period have either been met or seen considerable progress.

In the new plan for the years ahead, the FESA Board has asked that the guiding principles at the heart of some of these objectives remain in the forefront of our planning processes. For example:
- Equitable and adequate funding for emergency services;
- Enhancement of support for all of our people - volunteers, career staff and cadets; and
- Endorsement of contemporary emergency services and emergency management legislation.

In all, 11 issues have been highlighted by the FESA Board for 2005-2007 and FESA's corporate executive team is already including these in divisional planning.

The FESA Board will continue to focus on strategic management issues and to this end has instigated a new reporting program for the corporate executive team. At each board meeting key personnel report on progress against our strategic goals, demonstrating their acceptance of accountability for the success of FESA as a leading emergency services provider. They are now working on the development of procedures to more clearly quantify our progress against our goals.

This is a challenge for all government agencies and FESA has been pleased to join the State Government's initiative for a more coordinated approach to strategic planning across the public sector. The *Better Planning - Better Services* initiative has resulted in FESA aligning its goals with those of the government, for more effective and efficient service provision to the community. The *FESA Strategic Plan 2005-2007* complies with the planning guidelines and is specifically targeted to contribute to the government's goal for people and communities: **To enhance the quality of life and wellbeing for all people throughout Western Australia**. The government's strategic outcome is: **Safe and secure Western Australian communities**. In addition, FESA is also one of the responsible agencies in relation to the **safe regional communities** outcome of the government's regional development policy.

Equitable funding, particularly in regional areas, has been an issue for Western Australian emergency services for decades. The past year saw the first budget process where FESA's funding, and that provided to local governments for emergency services, were based on a full year of the Emergency Services Levy (ESL). Elsewhere in this annual report there is considerable evidence of the enormous positive effect the ESL is already having on the equipping and training of Western Australia's emergency services family. While funding for volunteer marine rescue groups remains outside the ESL process, FESA secured an unprecedented level of funding for these volunteers this year through the State Government.

Through the Minister for Police and Emergency Services, FESA sponsored the tabling of the *Emergency Management Bill 2004* in State Parliament late last year. Unfortunately, because a State election was called, the Bill lapsed. However, this has enabled more time to be devoted to fine tuning the proposed legislation and to give more focused consideration to how Western Australia will provide for terrorist threats and other emergencies. The proposed legislation has been designed to formalise in law this State's emergency management arrangements. Currently, arrangements for preparing for and dealing with major emergencies and natural disasters are based on a Cabinet minute dating from 1985.

Over much of the past year, FESA has also been working on a comprehensive review of the 'emergency services Acts':
- *Fire and Emergency Services Authority of Western Australia Act 1998;*
- *Bush Fires Act 1954; and*
- *Fire Brigades Act 1942.*

The Minister for Police and Emergency Services recommended that a parliamentary inquiry review the legislation, independent of FESA. The Community Development and Justice Standing Committee of the Legislative Assembly undertook to conduct the review. However, the calling of the State election intervened and this inquiry halted. FESA established an internal Legislative Review Steering Committee to develop a submission to the inquiry and this committee and its executive officer have continued their work. It is hoped that a formal external inquiry will be reconstituted in the near future for this most important task. To this end FESA Board members have been working closely together on the development of their view of the future and the legislative framework we require. It is my expectation that a unanimous position will be attained, in spite of the many and varied stakeholders that FESA Board members represent. It is to their credit that they have conscientiously worked towards consensus and put the community first, rather than individual stakeholder objectives.

FESA's consultative structure, involving consultative committees, has continued to ensure stakeholder and community issues are constantly brought to our attention - particularly in relation to the many thousands of volunteers we support. Since our organisation's inception on 1 January 1999, we have been seen as a trend-setter in Australian emergency services and this consultative approach is one that other agencies are now emulating.

We have the opportunity to formulate new governing legislation to ensure that we stay at the forefront in this and other ways. Our commitment to continually improve our services means that we will continue to experience change. The FESA Board believes this adds to the vitality of FESA and the potential for us to enhance our trend-setting reputation in emergency services throughout Australasia and among our close Asian neighbours.

An example of this was the signing of a Memorandum of Understanding with the Singapore Civil Defence Force in March 2005. This agreement aims to facilitate the exchange of information and ideas; develop close collaboration in professional training for firefighting and emergency services; create opportunities for bi-lateral cooperation to improve service delivery; and to facilitate collaborative projects and activities.

Another example of our capacity to set high benchmarks was the outstanding convention and exposition run by FESA in Perth last October for the Australasian Fire Authorities Council. The Board pays tribute to the conference Chair, Bill Forbes, formerly FESA Executive Director Fire Services, for the success of this major event, which was attended by more than 1,000 national and international delegates.

FESA has achieved success in the Emergency Management Australia Safer Communities Awards through its joint project with Murdoch University – the Newsbug community alert system – winning the post-disaster category combination stream.

Our people have also most capably represented Western Australia at major national events, such as the Australian National Women in Firefighting Forum, in Sydney, in May 2005 and the Emergency Management Volunteers Summit 2005, held in Canberra in April.

On behalf of the FESA Board, I commend FESA's chief executive officer, corporate executive team, career staff and the volunteers we support, for their commitment and dedication to keep the community safe. FESA's successes are due to them.

Mike Barnett
FESA BOARD CHAIR

FESA Chief Executive Officer's report

IT is with great pleasure that I submit the seventh annual report of the Fire and Emergency Services Authority of Western Australia. Though I spent six months of the reporting period on secondment to the WA Police, I am pleased to report that the FESA corporate executive team maintained the organisation's momentum and kept us on course for another outstanding year.

While preventing, preparing for, responding to and assisting in recovery from emergencies is our core business, there are always disasters that stand out due to their magnitude, seriousness, or capacity to teach us more about best practice. The most notable of these in the past 12 months was an event unprecedented in magnitude – at least in living memory. For much of the world, in one fell swoop, it added a new word to everyday language – tsunami. It bought home the immense danger of this type of natural disaster and demonstrated the human, environmental and monetary cost they can inflict. It was, of course, the Boxing Day tsunami that devastated so much of southern Asia late in 2004. For us at FESA, it also provided a reminder about the potential for a significant impact on our coastline. As a result, FESA is actively working with Emergency Management Australia, the Bureau of Meteorology and Geoscience Australia to undertake a full risk assessment of the Western Australian coastline to determine communities' vulnerability. This will lead to a suitable alert and warning system being developed.

Two weeks later, we were faced with potential disaster of a different kind – the most serious wildfire in the Perth region for 40 years. This was a nine-day conflagration that posed a severe threat to hundreds of homes in the Pickering Brook, Karragullen and Mundaring areas. It was kept at bay thanks to an extraordinary response from more than 1,400 FESA, local government and Department of Conservation and Land Management staff and volunteers, as well as a myriad of support teams from across the State. It was infuriating to survey the 27,000 hectares of burnt out forest and reflect that the huge blaze came as a result of a series of deliberately lit fires. What a scandalous waste of our precious emergency resources.

In the north of the State, Tropical Cyclone Ingrid left a trail of destruction across Queensland and the Northern Territory before hitting Western Australia's coast on 15 March. Damage was recorded at Faraway Bay, Kalumburu and Wyndham. There was localised flooding at Packsaddle Springs, near Kununurra. The impact was minimised by excellent community preparedness programs and timely evacuation of vulnerable residents from Kalumburu before the cyclone hit.

April brought record rains and flooding to the Great Southern and in Esperance. However, there was more to come. Tens of millions of dollars worth of damage claims were to result from severe storms which hit the Perth metropolitan area, Bunbury and other parts of the south west region in mid-May. More than 1,300 damage call-outs were responded to by SES volunteers, well-supported by FESA career personnel, including the FESA urban search and rescue team.

One of the saddest tragedies of the year was the disappearance of a couple near Rottnest, in early January. They were not noticed missing after New Year until it was observed that their dinghy was not moored alongside their yacht. A search went on for days. The Two Rocks Marine Rescue volunteers were called in. An empty dinghy was located, then sadly, the body of a woman. The man was never found.

The services of helicopters and other aircraft have once again proved to be a major asset to our emergency response capability. Though expensive to operate, the helitacs more than proved their worth in our wildfire response over summer, particularly in the Perth hills, and the RAC Rescue 1 helicopter undertook 190 missions over the year.

Arrangements for one of the most important new initiatives of 2004-05 were completed as the financial year drew to a close. As a result of more than two years of ongoing research and consultation by FESA with a range of WA emergency service providers, radio equipment manufacturers and the Australian Communications Authority, the Minister was preparing to announce commencement of implementation of the

Western Australian Emergency Radio Network (WAERN). This $20 million project will provide a whole-of-government and all-hazards approach to emergency communications, enabling a broad range of service providers to communicate with each other in the field. This is such a vitally important project that the State Government will contribute $12.1 million over the next three years – over and above $7.9 million in funding from the Emergency Services Levy (ESL).

Added impetus for the WAERN project came in the form of the reports from two Coroner's Inquiries released during the year which related to tragedies at the Lancelin and Tenterden bush fires of 2003-04. A lack of radio communication inter-operability was noted in both reports. The same issue was also highlighted in the Office of the WA Auditor General's Report of 2004: *Responding to Major Bush Fires*.

Much has been written and said about the ESL since its introduction in 2003. I believe 2004-05 has been the watershed year that demonstrates to the WA community the enormously valuable contribution these new funding arrangements are making and will continue to make in protecting people, property and the environment in this state. In brief, in 2004-05 the ESL provided funding for:

- 88 new firefighting appliances and other vehicles;
- 10 SES trailers;
- four career Fire and Rescue Service (FRS) Fire Stations;
- three new facilities supporting FRS, SES and Volunteer Emergency Service volunteers in regional WA and upgrades to three SES facilities;
- one new regional office for FESA staff;
- nine new fire stations and four station upgrades for local government volunteer bush fire brigades; and
- an estimated $720,000 worth of bush fire brigade personal protective equipment (protective clothing).

Add to this list the new facilities and equipment proposed in the budget for 2005-06, and it is abundantly clear that the ESL is supporting a 'coming of age' for emergency services in Western Australia. Never before have the operational volunteer and career personnel across the services been so well equipped. There is still a way to go before we will be satisfied that services everywhere in the state are supported equitably but in a very short time we have demonstrated what these new funding arrangements and carefully coordinated planning can provide.

Provisions for local government bushfire brigades are a case in point. In general terms, while it is difficult to quantify exactly, it is estimated that the ESL is now contributing close to 30% more funds annually to local governments for bush fire brigade operations than they collectively spent prior to its implementation. The ESL is providing support to volunteers in line with community needs rather than a community's ability to pay. The ESL expenditure on personal protective equipment is almost four times that of the expenditure of local governments prior to the ESL. In addition, up to 198 vehicles will be replaced for bush fire brigades after the first three years of the ESL. However, there still remain more than 140 tankers that are 20 years old, or older. Considering that the effective life of appliances is generally accepted to be less than this, it is now clear that almost 30% of the local government bush fire brigade fleet was beyond its useful age, prior to the introduction of the ESL. This is a major backlog for us to overcome.

That notwithstanding, there is an exciting year ahead. My time at WA Police allowed me to reflect on ways that FESA could improve services to the community, to our operational staff and the volunteers we support. Since my return in January, the corporate executive team has worked with me to develop a new operational structural blueprint for FESA, that is not only innovative, but will genuinely improve emergency management in WA.

Details of the new structure are outlined elsewhere in this annual report, but at its basis will be the foundation, from 1 July 2005, of a single Operational Services division. This will support the operational activities of the on-shift career Fire and Rescue Service firefighters as well as the volunteer State Emergency Service units, volunteer Fire and Rescue Service brigades, local government volunteer bush fire brigades, Volunteer Emergency Service units, volunteer Fire Services brigades and Volunteer Marine Rescue Service groups.

In regional areas, support will be provided to career operational staff and volunteers on a geographic basis rather than by service. The volunteers and other stakeholders such as local governments will have one point of contact for FESA. This will ensure a consistency of communication and avoid duplication while providing greater efficiencies and improved accountability.

The new structure will reflect two objectives:
* better service delivery to the community and our diverse range of stakeholders; and
* clearer definition of the identities of the career Fire and Rescue Service and the 33,000 volunteers that FESA supports.

We recognise that for the volunteers and the on-shift career firefighters, the identity of their individual services is important. Maintenance of these identities is guaranteed in the new operational structure.

I doubt that when we were creating FESA in the late 1990s that anyone could have predicted just how quickly this organisation would develop and grow. That FESA is able to undertake such innovative operational reform is a tribute to the capacity and commitment of career and volunteer personnel in working together to improve community safety.

Though there were changes in leadership within FESA over 2004-05, as the FESA Chair has described, it was a year of strategic developments that have firmly established the way forward for our organisation. In 2005-06 we will be looking to the future – improving our services to meet the changing needs of the community through better coordination, cooperation and consultation; and through prudent application of the vastly improved funding now available to emergency services in WA.

Bob Mitchell
FESA CHIEF EXECUTIVE OFFICER

Special report

INTER-OPERABLE EMERGENCY RADIO COMMUNICATIONS

IN what is believed to be a world first, a technological initiative developed by FESA is set to revolutionise inter-operable emergency radio communications in Western Australia – and improve safety in the field for thousands of emergency services personnel.

The $20-million Western Australian Emergency Radio Network, will bridge a critical communications gap during the management of fires, floods and other disasters.

It is very rare that an emergency involves just one agency, and it is vitally important for all responding agencies and their crews to be in direct communication with each other. As they all developed as separate entities, WA fire services, marine rescue volunteers, the State Emergency Service (SES), Police and other emergency service organisations have not been able to use their operational radios to speak to one another during multi-agency incidents.

FESA has developed a network plan that uses existing technology and applies it in an innovative way, to enable unprecedented inter-operability capability right across the State – for all emergency service organisations. It provides for the first time, a whole of government, all-hazards approach to emergency radio communications and management.

The project has three components:
• Moving all FESA radio communications to the Very High Frequency (VHF) radio band for regional and remote areas and Ultra High Frequency (UHF) for the Perth central business district;
• Introducing a multi-functional dual-band mobile radio; and
• Implementing a Radio Over Internet Protocol network.

The innovation is the result of two years of ongoing research and consultation by FESA involving FESA operational personnel, emergency service organisations, radio equipment manufacturers and the Australian Communications Authority.

The project will provide inter-operability and direct radio communication between:
• Fire stations and brigades, State Emergency Service units, and volunteer marine rescue groups;
• Local government bush fire brigades;
• UHF CB channels (used extensively by local government bush fire volunteers);
• WA Police;
• St John Ambulance;
• Department of Conservation and Land Management;
• Fisheries;
• Mining organisations; and
• Customs.

As well as radio inter-operability, other benefits of the project include:
• maximum safety for FESA and other emergency services personnel due to the increased number of people monitoring the radio network;
• improved effectiveness and reliability of the network;
• improved radio infrastructure as a result of removing duplication and overlap of existing equipment;
• in-vehicle cross-band repeating, which will aid incident communications management and minimise the impact of communications dead spots;
• incorporation of UHF CB channels into the network; and

- common equipment/training requirements and radio communications standing operating procedures for all FESA divisions.

The safety of career and volunteer personnel was a major factor influencing the decision to proceed with the project. FESA believes it will save lives.

A lack of radio communication inter-operability was noted in two Coroner's reports released in 2004 – relating to the Lancelin and Tenterden bush fires. The same issue was also highlighted in the Office of the WA Auditor General's Report of 2004 *Responding to Major Bush Fires*.

Funding for the project is based on a $12.1 State Government contribution over three years, with the remaining $7.9 million coming from the Emergency Services Levy.

Work on the new network commences in July 2005, with the roll-out in the field starting in Esperance in March 2006. It is expected to take approximately three years to implement.

About FESA

OUR VISION

A safer community

OUR MISSION

In partnership with the people of Western Australia to:
- improve community safety practices; and
- provide timely, quality and effective emergency services.

OUR VALUES

- Put the community first
- Work together as a committed team
- Respect and value each other
- Continuously improve our services
- Act with integrity and honesty
- Have open and honest two-way communications
- Strive to keep ourselves and others safe

FESA was established in 1999 to improve the coordination and planning of emergency services in Western Australia. It brought together the Fire and Rescue Service (FRS), the State Emergency Service (SES), the Bush Fire Service (BFS), Emergency Management Services (EMS) and Volunteer Marine Rescue Services (VMRS) under the auspices of one chief executive officer and one board of management.

We support response services to bush and structural fires, incidents involving hazardous materials, floods, storms, cyclones, road crash rescues and a range of search and rescue call outs.

FESA also undertakes wide-ranging prevention and preparedness programs and assists the community with recovery after emergencies.

Since its establishment FESA has:
- consolidated its corporate and operational structure and streamlined management and administrative procedures and policies;
- transformed its financial arrangements through the introduction of the Emergency Services Levy to provide more equitable funding for equipment and services state-wide;
- implemented a coordinated approach for the planning, management and delivery of operational emergency services;
- restructured services and service delivery to more specifically meet community needs;
- given stakeholders at all levels a voice in how we have developed the organisation and how we serve through community consultative processes embedded in FESA's structure. This has been recognised Australia-wide as exemplary in emergency service provision;
- devoted considerable resources and efforts to community awareness and emergency prevention and preparedness programs, bringing FESA to the forefront in Australian emergency risk management. New programs initiated by our people have won national acclaim and are being adopted by other states;
- completed two three-year planning cycles and introduced the FESA Strategic Plan 2005-2007; and
- continued to improve and enhance support for more than 33,000 volunteers across the state.

OUR STRUCTURE

In order to meet the evolving needs of the community, FESA recognises that its structure must be flexible. This is reviewed regularly to support our role, our strategic intentions and our programs.

As a result of a review undertaken in early 2005, preparations are well under way to restructure our operational divisions and to consider future changes that will result from the State Government's Functional Review, implementation of which is due to begin in 2005-2006.

In the reporting period FESA had six divisions:
• Fire Services division – incorporating the Fire and Rescue Service (FRS) and the Bush Fire Service (BFS);
• State Emergency Service (SES) and Volunteer Marine Rescue Services (VMRS) division;
• Emergency Management Services division;
• Community Safety division;
• Human Services division; and
• Business Services division.

FESA has a chief executive officer whose office is responsible for overall leadership, policy, performance reporting, legal issues and legislation, strategic planning, ministerial and board support and media and public affairs activities.

The FESA Chief Executive Officer works with the FESA Board of Management and its Chair to oversee the strategic planning and all operational and administrative functions of the organisation.

People from a broad cross section of volunteers, the general public and the local government sector, form the 13-member FESA Board, which is also supported by a number of individual consultative committees representing the BFS, FRS, SES and VMRS.

FESA STRUCTURE (by function)
as at 30 JUNE 2005
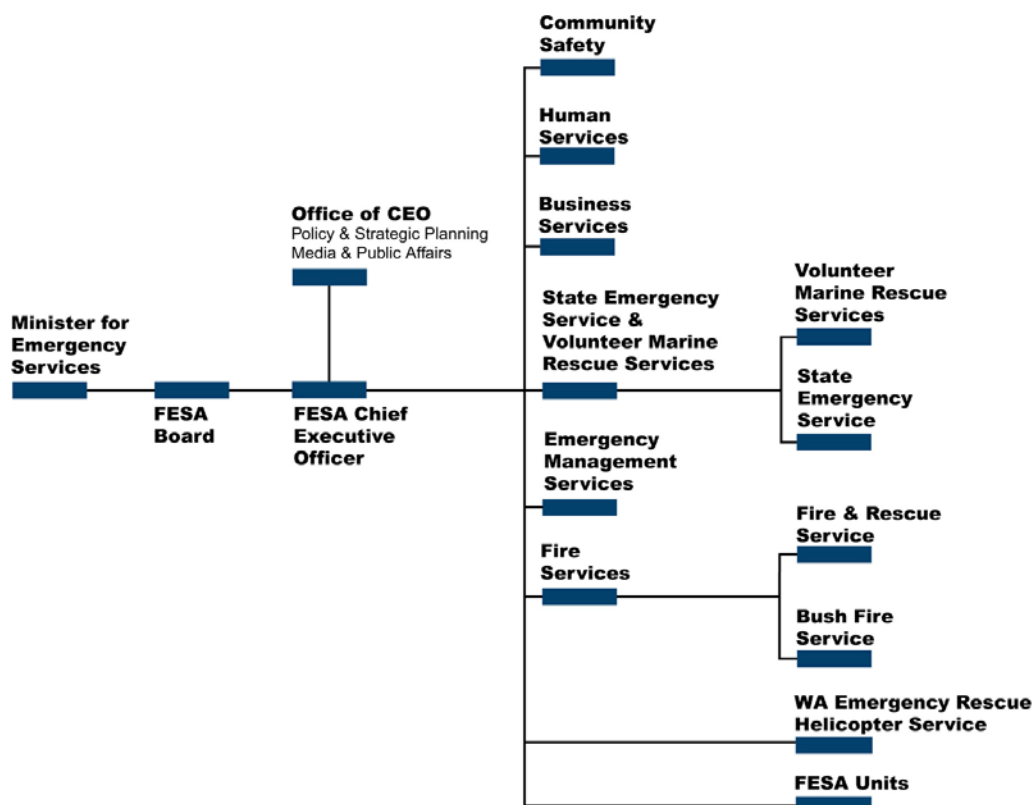
The proposed new structure is shown in the figure below. Further details are included on page .

PROPOSED FESA STRUCTURE
(by function) as at 1 JULY 2005

Minister for Emergency Services

FESA Board

Office of Chief Executive Officer

Chief Executive Officer

Media & Public Affairs

- Business Services
- Human Services
- Operational Services
- Community Safety
- Emergency Management Services

Operational Services:
- Fire Services
- State Emergency Service
- Volunteer Marine Rescue Services
- Volunteer Emergency Service Unit Coordination
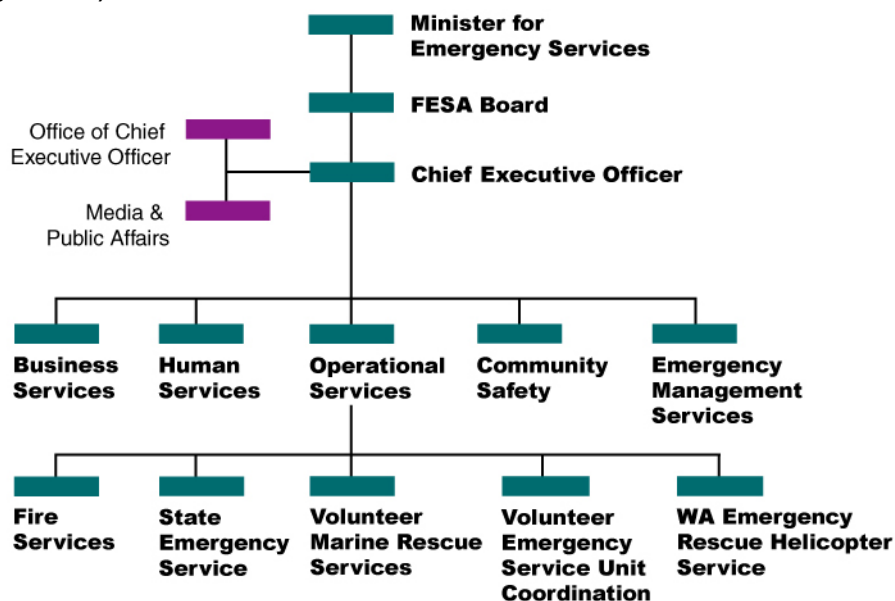- WA Emergency Rescue Helicopter Service

OUR OUTCOME STATEMENT

"The impact of human and natural hazards on the community of Western Australia is minimised."

This is the performance expectation placed on FESA by the Government of Western Australia and against which we report annually through key performance indicators.

ALL HAZARDS APPROACH
FESA has adopted an all hazards approach to emergency management, working in partnership with the community and other agencies to prevent, prepare for, respond to and recover from emergencies.

FESA is the recognised hazard management agency in Western Australia for:
- Fires – rural and urban fires in gazetted fire districts;
- Fires – on CALM managed land in gazetted fire districts;
- Hazardous materials incidents;
- Floods;
- Cyclones;
- Severe storms;
- Earthquakes;
- Tsunamis; and
- Landslides.

In addition FESA provides combat and support services, including communications, in relation to other incidents including:
- marine searches and rescues;
- land searches;
- air searches and rescues (including emergency casualty transport);
- urban search and rescues;
- cliff, cave and confined space rescues;
- road transport emergencies;
- rail transport emergencies; and
- animal disease outbreaks.

OUR STRATEGIC INTENTIONS

To help achieve our vision and mission and to endorse our commitment to continuous improvement in emergency service delivery, FESA's programs have been underpinned by three strategic intentions:

- **Community-centred emergency management** – This is achieved by working in partnership with the people of Western Australia, to create a safer community. This approach encourages communities to take greater responsibility for their own safety and to be more self-reliant and better prepared in case of emergencies.

  It also requires FESA to adjust its service delivery in keeping with social, economic, cultural, environmental, geographic and special needs of people. It has four principal components:
  - Prevention – providing a range of services to increase community awareness of hazards and involvement in their reduction;
  - Preparedness – providing and maintaining suitable infrastructure, equipment, skilled personnel and plans to enable effective response to emergencies;
  - Response – ensuring a rapid and comprehensive response to emergency incidents and containing and minimising the impact of hazards, performing rescues and preventing injury and loss; and
  - Recovery – assisting communities, employees and volunteers affected by major emergencies to recover from the event effectively and efficiently.

- **Quality people services** – Our people are vital to the success of FESA and the services we provide to the community. FESA affirms the importance of providing appropriate training, opportunities, recognition and support for our people. We will ensure FESA has:
  - Recruitment and retention strategies – including training and development opportunities – that attract, promote and retain the right people, who are committed to FESA, our values and our mission;
  - Competent, committed leadership and management; and
  - A safe and healthy work environment.

- **Sound business practices** – FESA believes that in order to meet our commitments to the community we must implement business practices that can be benchmarked against recognised standards of excellence. We commit to managing our financial and physical resources in a competent and accountable manner and maintaining a customer focus.

OUR PEOPLE

Collectively, FESA employs 1,168 full-time staff, 31 part-time staff and supports more than 33,000 volunteers. The full-time equivalent (FTE) staff complement for FESA was 1,161 as at 30 June 2005.

NUMBER OF VOLUNTEERS SUPPORTED BY FESA

Fire and Rescue Service	2,825
Bush Fire Service	25,000
State Emergency Service	2,015
Volunteer Marine Rescue Services	3,334
Volunteer Emergency Service	494
History Society	18
Total	33,686

Since 1 July 2000, FESA has been the host organisation to the Emergency Services Cadets in Western Australia. There are 45 cadet units with 1,660 cadets supported by 220 unit leaders and instructors.

OUR CUSTOMERS

The people of Western Australia.

In addition, we have special responsibilities in relation to:
- the Minister for Police and Emergency Services;
- the Western Australian Government;
- the Australian Government;
- other government departments and agencies;
- local governments;
- our staff;
- the volunteers we support;
- Emergency Services Cadets;
- the insurance industry;
- the building and construction industry;
- associated industry interest groups;
- associations that support our volunteers;
- unions that support our staff;
- community service groups and agencies;
- other Australian emergency services agencies;
- the communities of Christmas Island and the Cocos (Keeling) Islands; and
- visitors and travellers in WA.

The over-riding priority of FESA is to put the community first. We take pride in serving all of our customers to the best of our ability and we are committed to constantly improving, to ensure we achieve FESA's vision – a safer community – for all Western Australians.

A commitment to regionalisation has resulted in closer links with local communities enabling us to more readily identify our customers' needs and expectations.

Meeting State Government strategic objectives

FESA recognises that it has contributions to make in relation to all five of the strategic goals for Government outlined in the new Strategic Planning Framework: *Better Planning: Better Services.* In moving towards the new reporting framework, for 2004-05, FESA has adopted a new strategic plan for 2005-2007 which aligns with the Government's strategic goals.

In general terms, FESA sees its responsibilities as outlined in the following table.

MEETING THE GOVERNMENT'S STRATEGIC GOALS

GOAL	FESA'S RESPONSE
Goal 1: People and Communities *To enhance the quality of life and wellbeing of all people throughout Western Australia.*	FESA takes a community-centred approach, engaging communities in partnerships to provide prevention services and emergency services to enhance the quality of life and well being of all people throughout Western Australia. In particular, FESA acknowledges a responsibility to provide safety awareness programs for vulnerable members of the community who are particularly at risk. FESA has specific obligations in relation to Outcome No. 6: *Safe and secure Western Australian communities.* The sections of this Annual Report entitled *Community-centred Emergency Management, Quality People Services* and *Sound Business Practices* detail FESA's activities to this end in 2004-05.
Goal 2: The Economy *To develop a strong economy that delivers more jobs, more opportunities and greater wealth to Western Australians by creating the conditions required for investment and growth.*	FESA is committed to minimising the impact of human and natural hazards on the community of Western Australia. By working in partnership with communities to ensure safety plans and preparations are in place to combat emergencies, FESA contributes to the creation of the conditions required for investment and growth, and the development of a strong economy that delivers more jobs, more opportunities and greater wealth to Western Australians. As a direct strategy to support Western Australian enterprise, FESA commits the majority of its capital expenditure on firefighting appliances and other emergency equipment in regional WA, fostering local innovation, manufacturing, and employment opportunities. For this goal FESA will contribute to a number of outcomes. At this stage, these are not reported separately, but elements are contained in *Quality People Services, Sound Business Practices* and *Compliance Reports.*

Goal 3: The Environment *To ensure that Western Australia has an environment in which resources are managed, developed and used sustainably, biological diversity is preserved and habitats protected.*	A commitment to protection of the environment is one of the cornerstones of FESA's service delivery. FESA recognises the importance of the preservation of biodiversity, protection of habitats and river systems, and of urban air quality, particularly in relation to wildfire management. Our people strive to minimise the impact of emergencies on the environment through appropriate prevention, preparedness, response and recovery strategies. For this goal FESA will contribute to a number of outcomes. At this stage, these are not reported separately, but elements are contained in *Quality People Services*, *Sound Business Practices* and *Compliance Reports.* A report on FESA's commitment to bush fire and associated environmental protection research is provided in *Community-centred Emergency Management* in the Fire section of this annual report.
Goal 4: The Regions *To ensure that regional Western Australia is strong and vibrant.*	FESA acknowledges a key responsibility in increasing regional community capacity to prevent, prepare for, respond to and recover from emergency incidents. We take a decentralised community-centred approach in providing emergency services, with regional areas served by local volunteer units, brigades and groups, supported and trained by a network of regional staff. FESA also works in partnership with other government agencies, local governments and their communities to minimise the impact of emergencies. In this way, FESA makes a strong contribution to the maintenance of services in regional centres, helping to ensure regional WA is strong and vibrant. FESA is one of the responsible agencies in relation to Goal 4 Outcome No. 11: *Safe and Cohesive Regional Communities*. A separate regional report is provided in *Compliance Reports*.
Goal 5: Governance *To govern for all Western Australians in an open, effective and efficient manner that also ensures a sustainable future.*	As a values-driven organisation, FESA actively promotes open and honest communication and integrity in the workplace. FESA works in consultative, cooperative partnerships with the people of Western Australia to: • Improve community safety practices; and • Provide timely, quality and effective emergency services. It is FESA's role to ensure that this state has the appropriate legislative and policy framework to manage emergencies as efficiently as possible to encourage resilient communities and a sustainable future. Goal 5 relates to both whole of Government, inter-agency and individual agency governance. The majority of FESA's responsibilities in this area are covered in *Corporate Governance, Compliance Reports, Divisional Performance, Key Performance Indicators* and *Financial Statements.*

Meeting FESA's key strategic objectives

IN the *FESA Strategic Plan 2002-2004*, nine key strategic issues were highlighted for the three-year cycle:

- equitable and adequate funding for emergency services;
- enhancement of support for emergency services volunteers;
- enhancement of a supportive working environment for corporate and operational staff;
- enhancement of support for emergency services cadets;
- proactive encouragement of diversity and equal opportunity across FESA;
- endorsement of appropriate emergency services and emergency management legislation;
- continuing advancements in coordination and collocation of emergency services;
- the further development of information systems to support evidence-based decision-making; and
- continuation of the uptake and involvement of FESA staff and volunteers in community safety initiatives.

FESA has responded to all of these issues. Progress during 2004-05 is outlined here.

EQUITABLE AND ADEQUATE FUNDING FOR EMERGENCY SERVICES

In response to this issue, FESA has in 2004-05:
- completed the first full year of the new Emergency Services Levy (ESL) funding arrangements. In brief, the ESL provided funding in 2004-05 for:
    - 88 new firefighting appliances and other vehicles;
    - 10 State Emergency Service (SES) trailers;
    - four career Fire and Rescue Service (FRS) fire stations;
    - three new facilities supporting FRS, SES and Volunteer Emergency Service volunteers in regional WA and three SES facility upgrades;
    - one new regional office for FESA staff;
    - nine new fire stations and four station upgrades for local government volunteer bush fire brigades; and
    - an estimated $720,000 worth of bush fire brigade personal protective equipment (protective clothing).

    The total grant allocations for local government volunteer bush fire brigades and SES units amounted to approximately $15 million.
- established its cost of service for 2005-2006 at $178.1 million, of which $137.7 million will be supported by the ESL and the remaining funded through State and Commonwealth Government contributions and other revenue. FESA will expand its capabilities through the construction of three new career fire stations in the Perth metropolitan area, one in Albany and three volunteer Fire and Rescue Service fire stations in regional areas. Planning will also commence for the relocation of the career fire station in Perth. In addition, planning and/ or construction will begin for four collocated volunteer facilities and five Volunteer Emergency Service units have new facilities on the drawing board. The ESL Grant Scheme in 2005-06 will once again allocate approximately $15 million to local governments to fund volunteer bush fire brigades and State Emergency Service units. This will include three new SES facilities and upgrades for four others, and ten new volunteer bush fire brigade fire stations and upgrades for three others. Provision for personal protective equipment, including protective clothing for volunteer bush fire brigades will jump to an estimated $835,000. It is also anticipated that the ESL will provide for 90 new and refurbished firefighting appliances and 36 SES vehicles;
- sought additional Government funding for Volunteer Marine Rescue Services. The State Government announced in November 2004 that it would provide additional funding of $2.2 million for Volunteer Marine Rescue Services over the next five years.   In addition, a once-off $200,000 capital grant was provided in 2004-05 to fund the establishment of the Metropolitan Volunteer Sea Rescue Group;

ENHANCEMENT OF SUPPORT FOR EMERGENCY SERVICES VOLUNTEERS

In 2004-05 FESA has:

- formally established a Volunteer and Youth Services branch in February 2005 to improve strategic services for emergency service volunteers across the services supported by FESA. Additionally, services for the Emergency Services Cadets, as well as the juniors in brigades and cadets in other services, are incorporated within the branch;
- continued to provide support to the Minister for Police and Emergency Services in her initiative to seek taxation concessions for emergency services volunteers;
- created a new leadership skills training program for key volunteers, Discover the Leader in You. It is a two-day non-operational leadership development course that will provide volunteers in key leadership positions across the services, or future leaders, with an overview of the knowledge, skills and attitudes to effectively carry out their leadership roles;
- further refined the proposed FESA Reward and Recognition Policy. New awards include the FESA Outstanding Achievement Medal (for volunteers and staff) and a 60-year service medal for volunteers. An inaugural FESA Unit Awards was presented to volunteers in September 2004;
- endorsed the implementation plan of the Fire Services Volunteer Training Program and the operational role requirements, enabling development of training resources to suit the needs of volunteers;
- developed a system of readiness reviews to assess the level of preparedness and efficiency of volunteer Fire and Rescue Service brigades. The reviews are conducted in a 'no blame' environment and should areas for improvement be identified, the brigade leaders and their respective district managers will work together to implement the improvements;
- provided level 1 specialist skills training courses for 808 SES volunteers, using new training resource kits. Over the same period, 70 personnel completed the new level 3 trainer/assessor of specialist skills courses. In addition, 43 SES volunteers now have a nationally recognised qualification – 17 completed the Certificate II in Public Safety (SES Operations) and 26 completed the Certificate II in Public Safety (SES Rescue). This is the first time SES volunteers have had the opportunity to obtain nationally recognised qualifications;
- continued funding support for the independent associations which support emergency services volunteers; and
- supported the participation of volunteers and staff in the Emergency Management Volunteers Summit held in Canberra in April 2005. Volunteers were also sponsored to attend the Australasian Fire Authorities Council (AFAC) national conference and expo at Burswood in October 2004.

ENHANCEMENT OF A SUPPORTIVE WORKING ENVIRONMENT
FOR CORPORATE AND OPERATIONAL STAFF

In relation to this issue during 2004-05 FESA has:

- made further advancements in FESA Safe, a program designed to improve the safety culture of the organisation;
- held 16 management team briefings to make managers aware of significant changes to the *Occupational Safety and Health Act 1984*. Safety training targeted at motivating line managers and increasing their understanding of complex safety issues, was attended by 36 managers from metropolitan and regional areas;
- expanded the preventative physiotherapy program in the metropolitan area to include a second service provider and extended the program to Kalgoorlie and Bunbury through local health care providers;
- further advanced a three-year project to promote improved levels of integrity, leadership and organisational behaviour. The program is being conducted in partnership with the University of Western Australia;

- refined the proposed FESA Reward and Recognition Policy. Introduced the FESA Outstanding Achievement Medal and the Emergency Services Diligent Service Medal. The latter medal was established to recognise employees of FESA, both operational and non-operational, who have achieved 15 years of diligent service in the emergency services WA; and
- identified all of the employees that are likely to be affected by the Government's Shared Service Centre arrangements. Regular information sessions were held for staff and information bulletins were published on the FESA intranet during 2004-05.

ENHANCEMENT OF SUPPORT FOR EMERGENCY SERVICES CADETS

Achievements in this area over the past year included:
- an Introductory Cadet Leaders Course providing generic training in leadership and instructional techniques, was attended by 34 cadets and 10 instructors;
- forty cadets took part in a five-day training sail from Fremantle to Geraldton on the training ship Leeuwin; and
- Emergency Services Cadets were involved in multi-agency rescue exercises. Through their participation, the cadets developed a sound understanding of emergency service agencies and incident management principles.

PROACTIVE ENCOURAGEMENT OF DIVERSITY AND EQUAL OPPORTUNITY ACROSS FESA

In this area, FESA made a number of advancements in 2004-05:
- a two-phase strategy was developed to enhance FESA's organisational capacity to work with Indigenous people through acknowledgment of culture, language and community protocols;
- through participation in the Public Sector Traineeship Program, three Indigenous trainees are undertaking placements within FESA;
- recruitment procedures were implemented that aim to ensure FESA's workforce reflects the diversity of the community, by encouraging women, people from culturally and linguistically diverse backgrounds, as well as Indigenous people, to apply; and
- a major refurbishment project for the FESA Fire Safety Education Centre and Museum includes a detailed plan to enable a meaningful educational experience for people who have an impairment. This includes people who have sensory (hearing or visual) impairment and/or physical disabilities.

ENDORSEMENT OF APPROPRIATE EMERGENCY SERVICES &
EMERGENCY MANAGEMENT LEGISLATION

In relation to this issue in the past year FESA has:
- assisted the Minister for Police and Emergency Services in introduction of *Emergency Management Bill 2004* into Parliament. After the Bill lapsed due to the calling of a State general election in January 2005, further work was undertaken to enhance the draft Bill for reintroduction to Parliament in 2005-06; and
- undertaken a comprehensive internal review of the emergency services Acts in order to provide input to an independent review of the legislation by the Legislative Assembly's Community Development and Justice Standing Committee.

CONTINUING ADVANCEMENTS IN CO-ORDINATION &
COLLOCATION OF EMERGENCY SERVICES

There have been a number of major initiatives in this area.
- The Government has committed $20 million over three years to the development of a new state wide inter-operable emergency radio communications system. Known as the WA Emergency Radio Network, it will revolutionise emergency services radio communications in Western Australia – and bridge a huge coordination gap during the management of fires, floods and other disasters;
- A 'real-time' Australian Inter-service Incident Management System (AIIMS) validation process has been introduced to assess the competence of designated level 2 and 3 FESA Fire Services incident managers during actual emergencies;

- The multi-skilled FESA units adopted a new name for their groups – Volunteer Emergency Service units. New premises were opened for the Jerramungup unit and planning progressed for new facilities for the units in York, Coral Bay, Bremer Bay, Kondinin and Marble Bar;
- A new collocated facility for emergency services volunteers opened in Collie – housing Fire and Rescue Service and SES volunteers. Planning progressed for new collocated facilities for Manjimup, Beverley, Esperance and Derby; and
- A new collocated FESA regional office opened in Albany. Similar combined facilities are being developed in Geraldton and Bunbury.

THE FURTHER DEVELOPMENT OF INFORMATION SYSTEMS TO SUPPORT EVIDENCE-BASED DECISION-MAKING

Considerable advancements have been made in relation to this issue.

- A project to amalgamate the Emergency Management computing requirements of all FESA operational divisions into a single computing system has continued. The system will be accessible to staff, volunteers, local government and operations centre personnel;
- The re-engineering of FESA's operational dispatch system has progressed and implementation is on schedule to be in operation for the 2005-06 fire season;
- Installation commenced of replacement equipment in vehicles as part of a new automatic vehicle location and messaging system. The system will provide a text messaging service to career firefighting appliances and operates over the CDMA mobile phone data network. The system also incorporates the return of global positioning system data from the vehicle to the operations centre, providing automatic vehicle location;
- Further refinement of state-wide data in relation to volunteer resources was undertaken to assist with funding allocations under the new Emergency Services Levy arrangements;
- The FESA Training Centre now has just one training records management database – TRAIN. The State Emergency Service (SES) has moved all of its data across from its existing database to TRAIN;
- FESA has established significant short and mid-term involvement in bush fire and associated environmental protection research through a range of scientific and operational research partnerships. At 30 June 2005, FESA was involved in 14 research programs, with partners ranging from Western Australian universities, other WA government agencies, to the Bushfire Cooperative Research Centre and the private sector. Additional funding is being provided by the Australian Research Council and the Natural Disaster Mitigation Council;
- A five-year research and analysis program on fire fatalities in WA has continued, with preliminary findings providing input to community safety programs;
- New strategies developed as a result of the research conducted in cyclone prone communities, were incorporated into community safety programs, particularly the wet-season program during 2004-05; and
- A three-year project to promote improved levels of integrity, leadership and organisational behaviour continued, in partnership with the University of Western Australia's School of Psychology, Business School and School of Humanities.

CONTINUATION OF THE UPTAKE AND INVOLVEMENT OF FESA STAFF AND VOLUNTEERS IN COMMUNITY SAFETY INITIATIVES

FESA has responded to this issue by:

- continuing the Community Safety division's Targeted Bush Fire Arson Reduction program, involving staff, volunteers and other agencies, where bush fire arson has been identified as a problem;
- introducing in January 2005 a new system designed to alert the public quickly to significant emergency incidents. The alert system delivered alerts via radio, faxes to agency stakeholders, a 1 300 telephone message line, a community information telephone line and the FESA website;
- releasing as an educational tool on bush fire awareness, a DVD that offers a personal insight into how women reacted to the Tenterden bush fire emergency in December 2003 and the decisions they made based on their individual circumstances;
- developing and distributing display materials and community safety program resource materials to volunteer units and brigades; and

- training 29 new support officers from all areas of the state for the JAFFA program – Juvenile and Family Fire Awareness – which targets young firelighters through a mentoring and education program.

STRATEGIC ISSUES 2005-2007

The FESA Board has identified the following key strategic issues for 2005-2007 to enable us to meet our strategic intentions.

Community-Centred Emergency Management

For effective and efficient prevention, preparedness, response and recovery:

- increased engagement, consultation, cooperation and partnerships with our stakeholders;
- endorsement of emergency management and emergency services legislation that reflects contemporary best practice; and
- involvement of our staff and volunteers in community safety activities.

Quality People Services

For emergency services volunteers, corporate and operational staff and emergency services cadets:

- active development of a culture of safety and well being;
- enhanced support, training, leadership and vocational opportunities; and
- proactive encouragement of diversity and equal opportunity.

Sound Business Practices

For service improvement:

- equitable and adequate funding for prevention services and emergency services, with resources matched to risk;
- continued advancements in inter-operability, coordination and collocation of emergency services;
- adoption of an innovative approach to the application of telecommunications and information technology;
- participation in research and accumulation of information to support evidence-based decision-making; and
- completion of a comprehensive review of legislation related to FESA and its services.

Progress of activities in relation to these issues will be reported in 2005-06

Community-centred emergency management

WESTERN Australia is faced with a broad range of natural and man-made risks – fires, cyclones, severe storms, floods, chemical spills, vehicle crashes and marine hazards. As terrorism has escalated, so too has the risk of chemical, biological and radiological emergencies.

FESA embraces and actively promotes the concept of 'community-centred emergency management' to further bolster Western Australia's capacity to deal with these events. Community-centred emergency management requires working with the community to draw on the knowledge and experience of community members in planning for, and to minimise the impact of, emergencies.

FESA employs this concept in two ways. Firstly, it uses the community-centred concept as a foundation to shape its emergency management activities. It adjusts its service delivery in keeping with the social, economic, cultural, environmental, geographic and other special needs of people. FESA consults with the community to determine these needs.

Secondly, but equally important, FESA undertakes the community-centred approach by promoting and facilitating emergency risk management in communities in Western Australia so they can be more self reliant and better prepared in case of emergencies.

The community-centred emergency management concept is achieved using four components:

- **PREVENTION: a range of prevention services is provided to increase community awareness of hazards and involvement in minimising their impact;**
- **PREPAREDNESS: appropriate and adequate infrastructure, equipment, skilled personnel, plans and programs are provided and maintained in preparation for emergencies. The community is supported in its own preparations and planning for emergencies;**
- **RESPONSE: rapid and comprehensive response to emergencies is ensured to contain and minimise the impact of hazards and to perform rescues. The community is supported in its own response to emergencies; and**
- **RECOVERY: assistance is given to the community, FESA's employees and volunteers affected by major emergencies to facilitate effective and efficient recovery following an emergency.**

CONTENTS

EMERGENCY MANAGEMENT ARRANGEMENTS

FESA plays a pivotal role in improving the emergency management capability in Western Australia. It does this through providing capacity building services and advisory and support services to key stakeholders at local, state and national levels.

Capacity building activities are aimed at improving emergency management capability through training and development, policy and planning development and review, emergency management funding support programs and state mitigation development initiatives.

Advisory and support activities include secretariat services for the State Emergency Management Committee and the State Mitigation Committee. FESA also participates in strategic working and reference groups and undertakes research related to emergency management.

LOCAL COMMUNITY

THE AWARE PROGRAM

FESA has continued to engage the community in emergency management through the AWARE program (All West Australians Reducing Emergencies). The AWARE program aims to encourage communities to minimise the impact of local hazards through the emergency risk management process and local community emergency management training. The program has engaged Local Emergency Management Committees to assist local governments in taking ownership of emergency management for their communities.

The implementation of the AWARE program has seen an increase in the number of local governments participating in emergency risk management and emergency management activities. This year, the AWARE program has funded:

- AWARE scholarship holders   3
- AWARE emergency risk management projects   7
- AWARE training activities   17

For 2004-05 the total participation by local government officers in emergency management training through the AWARE Program was:

- Emergency Management for Local Government   23
- Introduction to Recovery Management   54
- Introduction to Emergency Risk Management   42

PLANNING ASSISTANCE FOR LOCAL GOVERNMENTS

FESA's Fire Services staff have worked closely with local governments throughout the State in the development of special emergency risk management plans.

The table illustrates the number of activities conducted.

LOCAL GOVERNMENT RELATED ACTIVITY BY FIRE SERVICES	TOTAL
Assist local governments undertake emergency risk assessments	72
Assist local governments develop fire prevention plans	130
Development of local wild fire risk plans	110

STATE

FESA's Emergency Management Services assisted hazard management agencies in completing the review of nine State emergency management hazard plans:

- *Westplan-Dambreak*
- *Westplan-Storm*
- *Westplan-Cyclone*
- *Westplan-Flood*
- *Westplan-Offshore Petroleum*
- *Westplan-Marine Transport Emergencies*
- *Westplan-WAMSAR (WA Marine Search and Rescue)*
- *Westplan-HAZMAT (Hazardous Materials)*
- *Westplan-Aircrash*

Function support agencies were assisted in completing the review of State emergency management function support plans:

- *Westplan-Health*
- *Westplan-Telecommunications (replacing Westplan-Communications)*

On behalf of the State Emergency Management Committee (SEMC), three policy statements were reviewed and amended to incorporate recommendations from the committee and to improve the State's emergency management arrangements and policies:

- *PS4 – Emergency Management in the Perth Metropolitan Area;*
- *PS7 – Western Australian Emergency Management Arrangements; and*
- *PS11 – Development and Promulgation of Hazard Management Agency Hazard Plans and Function Support Agency Plans.*

STATE EMERGENCY MANAGEMENT CONFERENCE

FESA hosted the 2005 West Australian Emergency Management Conference – titled Bridging the Gap between Crisis and Consequence Management – which was held from 16-18 March. The conference provided networking opportunities and essential information for emergency management practitioners within the State and across Australia.

Workshops and forum sessions covered presentations focusing on three streams:

- health / recovery management;
- chemical, biological and radiological materials / management of incidents; and
- local government / industry specialists.

In total, some 150 delegates attended, including local government representatives, district and local emergency coordinators, State Government agencies, members of Queensland and Victorian State Government departments, and industry specialists from Canberra, as well as FESA staff and volunteers.

The conference proved a success, building on attendance numbers from the last state conference held in WA in 2003. FESA Emergency Management Services will host the next state emergency management conference in 2007.

STATE EMERGENCY COORDINATION GROUP

The State Emergency Coordination Group was activated for:

- the Jarkarta Embassy bombing (September 2004);
- the Bassendean scrap metal yard fire (December 2004);
- the Perth Hills bush fires (January 2005);
- Tropical Cyclone Ingrid (March 2005);
- Tropical Cyclone Willy (March 2005).

STATE RECOVERY COORDINATING COMMITTEE

The State Recovery Coordinating Committee (SRCC) was activated for:

- the South East Asian tsunami (December 2004);
- the Perth Hills bush fires (January 2005);
- the Tropical Cyclone Ingrid (March 2005); and
- the Perth and South West severe storms (May 2005).

STATE MITIGATION COMMITTEE

The State Mitigation Committee was established to reduce the social, economic and environmental cost of natural hazards in Western Australia. It has been instrumental in promoting a unified approach to natural hazard mitigation under which all levels of government and the community work together to establish safer communities.

In 2004-05, the committee continued to work towards its aim of reducing the social, economic and environmental cost of natural hazards to the Western Australian community. The committee is chaired by the FESA Chief Executive Officer and its four working groups receive executive support from the FESA Manager Mitigation.

The following outcomes were achieved in 2004-05:

- Remote Indigenous Communities
  The working group formed to integrate emergency mitigation strategies into remote Indigenous communities, presented a suite of prevention, preparedness, response and recovery recommendations which were endorsed in principle by the committee in November 2004;
- Emergency Risk Management for Western Australia
  A State mitigation manual *Western Australian Emergency Risk Management Guide* was finalised. Principally for use by local governments, the guide will be launched in early 2005-06;
- Statement of Planning Policy for Natural Hazard Mitigation
  After gaining the committee's endorsement, a draft *Statement of Planning Policy* for natural hazard mitigation in WA was progressed towards approval by the Western Australian Planning Commission. This included extensive consultation with local governments and industry bodies. The draft policy applies to the planning and development of land that may be affected by natural hazards;
- Spatial Information
  The committee's Spatial Information Working Group is working to establish a framework for the effective use of spatial data infrastructure to support emergency management in Western Australia. Chaired by the FESA Manager Information Services, the working group is also coordinating development of the emergency management component of the Government's Shared Land Information Platform (SLIP). SLIP will provide 'fit for purpose' spatial information, web-based mapping, analysis, notification and inquiry services for emergency managers. In 2004-05, key planning phase activities have included:
  - An audit to identify priority spatial information resources being used by state emergency managers. These resources will form the basis of priority attention within the SLIP-Emergency Management initiative; and
  - Identification of the Search and Rescue, Bushfire, Hazardous Materials and Public Information Westplans as hazard issues, to develop initial functional requirements for SLIP-Emergency Management.

REMOTE INDIGENOUS COMMUNITIES

The engagement of remote Indigenous communities in emergency management is a key goal of FESA's Emergency Management Services division. Wherever possible, FESA seeks to integrate its objectives and activities within a whole-of-government perspective.

Developments in the reporting period included:

- development and implementation of the FESA Framework for Engaging Remote Indigenous Communities;
- launch of the Safer Country training program – an integrated emergency risk management program for remote Indigenous communities;
- facilitation of a recovery management training program for Indigenous environmental health officers (see below); and
- in conjunction with the Natural Disasters Mitigation Program, commencement of a project to establish the potential for land use planning, to reduce the high level of vulnerability to natural hazards that typifies remote Indigenous communities. FESA is undertaking this project as part of its involvement in the Department for Planning and Infrastructure Planning for Aboriginal Communities Project.

RECOVERY MANAGEMENT FOR INDIGENOUS ENVIRONMENTAL HEALTH OFFICERS

A customised two-day *Recovery Management for Environmental Health Officers* training workshop was facilitated in Port Hedland in May 2005, specifically for environmental health officers. Environmental health officers have been recognised as the recovery coordinators for Indigenous communities through the recently-endorsed General Framework for Recovery Management in Remote Indigenous Communities. The workshop provided the first training of this type delivered to environmental health workers, with 27 participants attending from across the Goldfields, Pilbara and Kimberley emergency management districts.

EMERGENCY MANAGEMENT LEGISLATION

Western Australia is the only State or Territory that does not have emergency management legislation. Current emergency management arrangements are derived from a 1985 Cabinet Minute, which approved the reorganisation of emergency services in the state. These arrangements form the basis of Policy Statement No. 7: *Western Australian Emergency Management Arrangements*, issued by the State Emergency Management Committee.

FESA has been assisting the Minister for Police and Emergency Services in advancing the development of appropriate legislation. The *Emergency Management Bill 2004* was introduced into Parliament on 27 October 2004. The Bill was drafted based upon drafting instructions recommended by the Community Development and Justice Standing Committee of the Legislative Assembly following its inquiry into emergency management in Western Australia. The Bill lapsed as a result of the dissolution of Parliament prior to the State election of February 2005. The Minister is committed to the reintroduction of the Bill in the Spring Session of Parliament in 2005.

NATIONAL

NATIONAL INQUIRY ON BUSHFIRE MITIGATION AND MANAGEMENT

The long-awaited report of the Council of Australian Governments (COAG) Inquiry on Bushfire Mitigation and Management was released on 24 January 2005, along with the COAG response. The inquiry was established in 2003. Its terms of reference focused on issues related to:

- bush fire mitigation and management that are of national significance;
- opportunities for enhanced cooperation; and
- the adoption of national best practice.
-

The inquiry also took account of the work and findings of other bush fire inquiries across Australia.

Prior to its release, the report was reviewed by a working group from Australian fire services jurisdictions. The group considered the recommendations in relation to their strategic importance and urgency. It also considered potential impacts on existing bush fire management and mitigation programs of the various jurisdictions. The Western Australian representatives were Craig Hynes of FESA and Alan Walker, of the Department of Conservation and Land Management.

The Western Australian response to the report was, in the main, supportive of the recommendations, However, it raised concerns with respect to the level of recognition of the significant commitment and

contribution that volunteers make to bush fire management in this state and the rest of Australia. Of particular note was the working group's reluctance to support the tax concessions initiative developed and promoted nationally by the WA Minister for Police and Emergency Services.

Similarly, WA raised concerns regarding the report's recommendation to replace the well established 'all hazards' approach to emergency management – of prevention, preparedness, response and recovery (PPRR) – with an alternative risk management framework known as the '5 Rs' – research, information and analysis; risk modification; readiness; response and recover. While supporting and embracing the concept of a structured risk management process, WA considers that the promotion of an alternative model needs to take into consideration the existing PPRR model that applies across all hazards nationally. This currently forms the basis of current reporting to the annual national COAG *Report on Government Services*, through the Productivity Commission.

The recommendations from the COAG Bushfire Mitigation and Management report are now included in FESA's operational review system that tracks FESA's implementation progress on all relevant recommendations from sources such as coronial inquests, post incident analyses and other relevant inquiries.

Additionally, FESA is represented on a Governance Committee convened by the Australasian Fire Authorities Council to similarly promote and track appropriate action on the COAG recommendations.

AUSTRALIAN SAFER COMMUNITIES AWARDS

Emergency Management Australia coordinates the Australian Safer Communities Awards each year, with assistance from each state to manage local components of the awards. The awards are designed to recognise best practice and innovation by organisations and individuals that help to build safer communities across Australia. The awards cover all aspects of emergency management – in risk assessment, research, education and training, information and knowledge management, prevention, preparedness and recovery.

In 2004, awards submissions from WA were diverse and innovative. Entries from three state winners went to the national judging panel. Two of these were declared worthy of an award as national winners in their categories. The City of Bayswater won the pre-disaster category – local government stream – for its *Aged Care Facilities Emergency Recovery Planning* entry. Murdoch University and FESA won the post-disaster category – combination stream – for the Newsbug public alert system.

NATIONAL AND STATE LIAISON

Liaison between Emergency Management Australia and FESA provides a link between Federal and State departments in emergency management. The liaison is an effective way of maintaining relationships between the two levels of government. This occurs through a number of strategies such as participation on national working groups, committees, reference groups and the provision of advice and recommendations to the Australian Government.

FESA has participated in a number of initiatives supporting this liaison and this is evidenced by the representation on the following committees and working groups for 2004-05:
- Augmented Australasian Police Ministers Council;
- Australian Emergency Management Committee (AEMC);
- Australian Safer Communities Awards review group;
- AusDIN Working Group;
- Catastrophic Disasters Emergency Management Capability Working Group (CDEMCWG);
- Emergency Management Sector Working Group;
- Remote Indigenous Communities Advisory Committee;
- National Risk Assessment Working Group;
- Natural Disaster Relief Arrangements (NDRA) Review and Reform Working Group;
- NDRA Review Economics Finance Team;
- NDRA Review - Infrastructure Team;
- NDRA Review – Data and Information Team; and

- Emergency Management State Operational Group (Vector Command Simulation Development).

NATURAL DISASTER MITIGATION PROGRAM

Following FESA's successful negotiation of a more equitable share of the national Natural Disaster Mitigation Program funding, the State's notional allocation rose from 6 to 11 per cent, or $1.65 million, in 2004-05.

Twenty Western Australian projects were considered to meet the eligibility criteria with a total value of more than $4.5 million, of which the State successfully sought more than $2.1 million from the Australian Government. The projects are as listed in the table below.

Shire of Ashburton
• Onslow Evacuation Centre project.
City of Bunbury
• Bunbury Emergency Risk Management, Planning and Recovery Management project.
Shire of Denmark
• Bush Fire Build Safe seminar 2004.
City of Kalgoorlie-Boulder
• Ponton Creek Causeway, trans access road, flood protection (design only).
City of Rockingham
• Kwinana Beach erosion protection works – construction of rock armoured headlands.
City of Wanneroo
• Community and Fire Safety Education Day.
Department of Land Information
• Real-time burnt area and flood mapping from satellite, for emergency management in regional and remote communities.
• Emergency services directories.
• Incorporating remote sensing technologies in an emergency risk management approach to flooding in Australia.
• Disaster mitigation support data – building footprints dataset.
• Establishment of structured access to key spatial information for emergency mitigation.
• Towards a National Bushfire Warning and Management System, based on near real-time satellite earth observations.
FESA
• Visual determination of fuel loads for the principal vegetation types in the northern jarrah forest rural / urban interface, Swan Coastal Plain, Geraldton Sand Plain and the Leeuwin Ridge.
• Planning for Bush Fire Protection – land development and bush fire protection, and identifying suitable building protection zone dimensions and characteristics.
• Profiling of bush fire arsonists in Western Australia.
• FESA Indigenous Community Risk Management Officer.
Department of Environment
• Wagin Floodplain Management study.
Main Roads WA
• North West Coastal Highway – Robe River flood damage mitigation works (Gascoyne region).
• Nanutarra-Munjina road – floodway and bridge damage mitigation works (Gascoyne region).
Department of Agriculture
• Capturing small landholdings information for disaster mitigation and management.

CYCLONE

THE northern coastal region of Western Australia is one of the most cyclone-prone areas in the world. This region experiences cyclonic winds and associated flooding, high seas and – in rare cases – storm surge (which resembles a large, sudden tidal movement).

FESA is the hazard management agency for tropical cyclones that have crossed the Western Australian coast. This means it is responsible for the overall management of cyclones in the areas of prevention (mitigation), preparedness, response and recovery activities. FESA State Emergency Service (SES) and Volunteer Emergency Service units have prime responsibility for ensuring coordinated, timely and effective help is provided to communities threatened or impacted by cyclones.

PREPAREDNESS

PLANNING

A review of the emergency management plan related to cyclones in Western Australia, *Westplan Cyclone*, was completed and the plan updated and approved during the reporting period.

RESEARCH INTO COMMUNITY ATTITUDES

During the year, the second stage of a research program was conducted to determine the knowledge, attitudes and behaviour among communities in the north of Western Australia in regard to cyclone preparation.

Research results from the program's first stage were reviewed and fed back to the communities, as well as to emergency services personnel and key stakeholders. The feedback was provided through the distribution of the research report and specialised summaries, visits to local SES units and interviews with local community members.

A principle outcome of the research has been recognition of the importance of effective community engagement in the emergency preparation process – whether for a cyclone or any other emergency event.

New strategies developed as a result of the research were incorporated into community safety programs, particularly the 2004-05 wet-season program.

One of the report's key messages was the importance of the community being psychologically prepared as well as physically prepared. This has now been incorporated into public information distributed in cyclone areas. Significantly, this was also adopted for information distributed to Perth Hills communities during bush fires that occurred during the summer of 2005.

Other new strategies developed from the research findings included:
- emphasis was placed on the importance of local government activities such as road-side clean-ups in triggering the community into action;
- government departments and private sector organisations were made aware of the role of organisational staff induction as a preparedness tool; and
- the critical importance of customising the content and style of programs to districts and towns was reflected in community meetings and written material provided to residents.

RESPONSE

SES volunteers spent a total of 760 hours responding to cyclone-related activities during 2004-05.

NOTABLE INCIDENTS

TROPICAL CYCLONE RAYMOND – 2 January 2005

Tropical Cyclone Raymond crossed the West Australian coastline between Kalumburu and Mitchell Plateau on 2 January as a category one cyclone. The Bureau of Meteorology placed a cyclone watch on the WA coastline between Kuri Bay and Kalumburu on 31 December 2004 to ensure that boaters, campers, holiday makers and residents in the area were aware of the potential development of a cyclone in the Indian Ocean. The cyclone developed over a number of hours on 2 January and it crossed the coast late that day. There was no damage reported, but as it was the first cyclone for the 2005 season, the SES took the opportunity to advise the community to be prepared for future cyclones.

TROPICAL CYCLONE INGRID – 14-15 March 2005

Tropical Cyclone Ingrid impacted the coast of Queensland and the Tiwi Islands before crossing the Western Australian coast on 15 March 2005. SES staff from the Pilbara and Kimberley monitored the system during its passage from Queensland and across the Northern Territory, before commencing formal operations on 14 March. An operations area management centre was set up in Broome and incident management centres located in Kununurra, Wyndham Kalumburu and Oombulgurri. FESA staff and more than 40 emergency services volunteers were deployed from Perth, the Great Southern, South West and throughout the Kimberley. On the evening of 15 March, the cyclone crossed over Kalumburu before decaying into a rain depression below Wyndham. Damage was recorded at Faraway Bay, Kalumburu and Wyndham. There was localised flooding at Packsaddle Springs, near Kununurra. The impact was minimised by excellent community preparedness programs and timely evacuation of 18 vulnerable residents from Kalumburu and one from Packsaddle Springs before the cyclone hit.

RECOVERY

Following the impact of Tropical Cyclone Ingrid on 15 March 2005, FESA monitored the recovery process in Kalumburu and supported the Chair of the Local Recovery Committee, the Kalumburu acting chief executive officer. SES volunteers undertook re-supply of essential commodities to the Glen Hill community and Diggers Rest station.

EARTHQUAKE

FESA is the hazard management agency for earthquakes in Western Australia – it has responsibility for emergency management of earthquakes in the areas of prevention (mitigation), preparedness, response and recovery. FESA's State Emergency Service (SES) is responsible for the development of the State Earthquake Emergency Management Plan, which determines overall management and coordination of response to earthquake emergencies.

Generally, State Emergency Service (SES) volunteers undertake activities related to earthquakes. In some areas Volunteer Emergency Service units may also take on responsibilities related to earthquakes.

PREPAREDNESS

CITIES PROJECT

FESA partnered Geoscience Australia in its reappraisal of the potential impact of earthquakes in Perth and the State's Wheatbelt region. It has been reported as the most rigorous assessment of seismic risk posed to Perth. The study found that the area with relatively high seismic activity east of Perth in the central Wheatbelt was more extensive than previously thought. It also assessed that 75 per cent of the earthquake risk to Perth would be in the form of rare but major impacts. Perth's eastern suburbs would have the highest risk of earthquake due to their closer proximity to the main seismic zone. A gradual reduction was assessed to occur across Perth in a south-westerly direction from this zone.

The report concluded that the most effective means of mitigation would be appropriate building design and construction standards. The earthquake study was also accompanied by updated evaluations of the likely impact of floods, severe winds and coastal erosion due to sea level rise from climate change.

RESPONSE

In the reporting period, there were 159 earthquakes recorded in Western Australia, nine of which had a magnitude of more than 4 on the Richter scale. The SES was required to report on three earthquakes.

NOTABLE INCIDENTS

HALLS CREEK – 23 November 2004
An earthquake of 4.1 magnitude was recorded 130km north west of Halls Creek. No damage was reported.

MIDLANDS REGION – 1 May 2005
FESA was required to liaise with WA Police and WESTRAIL to determine if any damage was caused by this 4.5 to 5 magnitude earthquake. No damage was reported.

PORT HEDLAND – 19 May 2005
An earthquake measuring 4.5 on the Richter scale was recorded 50km north east of Port Hedland. No damage was reported.

FIRE

EACH year thousands of fires impact on man-made structures, bushland and rural properties in Western Australia. FESA is the hazard management agency for fires in gazetted fire districts in both urban and rural areas. This includes fires on land managed by the Department of Conservation and Land Management that fall within gazetted fire districts. Local governments are responsible for fire management in other areas of the state.

A hazard management agency has responsibility to ensure emergency management activities related to prevention of, preparedness for, response to and recovery from designated emergencies are undertaken.

Career and volunteer sections of the Fire and Rescue Service of Western Australia, volunteers in Volunteer Fire Services brigades and Volunteer Emergency Services units combat fires in urban and urban-rural fringes. Volunteer bush fire brigades, managed by local governments combat fires in other areas of the state. As funds for local government bush fire brigades are provided by the Emergency Services Levy, data about local government fire incidents is also included in this chapter.

PREVENTION

NEW EDUCATIONAL TOOL

A DVD that offers a personal insight into how five women reacted to the Tenterden bush fire emergency in December 2003 and the decisions they made based on their individual circumstances, has been released as an educational tool on bush fire awareness.

FESA produced the DVD in a collaboration between FESA Community Safety division, FESA Media and Public Affairs branch and FESA Operations Manager BFS Great Southern, John Tonkin.

The 20-minute DVD – also available in VHS or mpeg format – was launched in April 2005.

BUSH FIRE ARSON REDUCTION

FESA has continued its highly successful community-centred targeted bush fire arson prevention activities. As a result, responses to bush fire across the state have again decreased for 2004-05 when compared with previous years.

FESA commenced the community-centred targeted bushfire arson prevention activities in December 2001. Bushfire attendance for 2001-02 covered 13,245 incidents across eleven categories. In 2003-04, the number of incidents recorded across those categories declined to 8,371. In the year to 20 June 2005, there was a further decline to 7,603 responses. This is 5,640 less incidents compared with firefighter responses to the same categories of fires prior to the commencement of the arson reduction activities. Less natural environment is being burnt and the aesthetics of bushland are not being as badly affected.

While the number of annual bushfires may be affected by the number of ignitions influenced by the weather, particularly by lightning, it is believed to be highly unlikely that a decrease in lightning strikes and other weather-caused fires would account for the magnitude of the reduction in bush fire incidents.

The activities have been modified to meet the needs of local communities, both to ensure that residents are aware of the arson problem and to provide them with some options to resolve the problem in their area.

RESEARCH

FESA has established significant short and mid-term involvement in bush fire and associated environmental protection research through a range of scientific and operational research partnerships.

In its formative years FESA, was a minor partner in many areas of research, but not a significant contributing partner to bush fire and associated environmental protection scientific research. Following a strategic decision in 2003-04, considerable efforts have been made over the past 12 months to increase participation.

At 30 June 2005, FESA was involved in 14 research programs. Partners range from Western Australian universities, other WA government agencies, to the Bushfire Cooperative Research Centre (Bushfire CRC) and the private sector. Additional funding is being provided by the Australian Research Council and the Natural Disaster Mitigation Council.

Subjects include:
- Bushfire threat analysis;
- Visual determination of fuel loads;
- Building protection zone – the 20-metre 'circle of safety';
- Impact of fire fighting suppressants on native vegetation;
- Minimising environmental and health risks from hydrocarbon-foam mixture handling;
- Organic soils, fire and acid sulphate soils on the Swan Coastal Plain;
- Profiling of bush fire arsonists;
- Evaporative air conditioner bush fire ember protective screen;
- Roadside mulch fires;
- Effectiveness of helicopters in bush fire suppression;
- Planning for bushfire protection;
- Swan Coastal Plain wetlands; and
- Bushfire mitigation mapping.

Details of some of the projects are included under the heading *Preparedness*.

FESA's association with the Bushfire CRC is as a nominated end user partner in relation to seven projects. In addition, FESA, the University of Western Australia and the Northern Territory and Queensland rural fire services have submitted a funding application to the Bushfire CRC for an analysis of fire management in northern Australia, concentrating on aerial ignition, firebreaks, curing and impact of fire on the environment.

DRY SEASON FIRE SAFETY

There have been improvements in the fire safety knowledge of tourists, travellers, residents, pastoralists and children in the Pilbara and Kimberley. There have also been improvements in the recording of fire incident information in these areas, following implementation of the *Dry Season Program*.

Community safety activities targeted identified community groups and included school visits by volunteers, promotion of the *Fire Inside Out* program, and various displays, events and media opportunities. Key tools included a fire incident tracking map, tourist brochures, car litterbags, consequences of fire activity kits for teachers and a newsletter for schools.

More than 5,000 tourist brochures and litterbags were distributed through 103 businesses. Laminated maps were sent to 17 brigades and units to keep a simple visual record of fire incident locations and types. The information on these maps will assist with FESA's targeted community safety initiatives. A sample newsletter article was sent to 80 schools and teachers were provided with nine activities they could use with their students.

A post program survey was conducted to determine the success of each initiative. Almost half of the schools in the region (46%) published the newsletter article and 83% of the schools surveyed used the suggested consequences of fire activities with their students.

JUVENILE AND FAMILY FIRE AWARENESS

A review was completed during the year of the FESA Juvenile and Family Fire Awareness (JAFFA) Program, which has successfully targeted young firelighters through a mentoring and education program since 1999.

The program has become increasingly popular with referrals coming from other government agencies and members of the community. The Children's Court has also recognised the program as an effective tool.

The review recommended the development of:
- agency referral procedures;
- a JAFFA Support Officer Manual;
- new teaching aids, including a specialised DVD and DVD players, photo albums and specialised garments used by burns victims;
- new brochures and flyers appropriate to the identified audiences;
- partnerships through the Department of Community Development with juveniles who have disabilities; and
- more recruitment and training of JAFFA support officers, particularly in regional areas.

All of the review recommendations were adopted. Subsequently, 29 new JAFFA support officers from all areas of the state have been trained. JAFFA cases now have target completion times of six weeks from the date of referral. All cases have met this target since it was adopted.

JAFFA assisted 137 cases during the year, including 72 referrals from other agencies and 65 direct from the community. This compares with 120 cases in 2003-04.

SENIORS

To meet challenges created by an aging population, a special project has been completed to develop a more 'senior-friendly' presentation of fire prevention information. It was devised because seniors are already over-represented in fire statistics, particularly in winter house fires.   Aging baby-boomers may add to these numbers unless safety information is appropriate to them.

Three key elements were part of the improved approach:
- focus groups were conducted with seniors to identify appropriate issues and methods of presentation;
- presentations sessions were validated; and
- a 'safety audit' visit was conducted in a retirement village to gauge the merit of on-site visits.

The presentation program was delivered to seniors during Seniors' Week. A full-day session was delivered at the FESA Museum and included presentations delivered by retired and volunteer firefighters. The presentations took a historical view of fire incidents in the home and led on to safety information. This included demonstrations on current fire incidents and the ten steps to home safety for seniors. On the same day, the FESA History Society opened its Forrestfield workshop to seniors for conducted tours. The tour leaders, who were retired firefighters, discussed the risks that seniors need to be aware of in the home. A multi-agency home safety audit was then conducted at the Mertome Retirement Village in Bassendean. The audit identified a number of security issues in retirement villages including the need to plan for emergency access when planning security.

The information gained during these activities has now been incorporated into mainstream FESA programs and publications.

FIREFIGHTER COMMUNITY SAFETY ACTIVITIES

Fire and Rescue Service firefighters continue to undertake a broad range of fire prevention activities in their local communities. The following table indicates the range and number of activities undertaken across the state in 2004-05.

CATEGORY	TOTAL
School fire safety education visits	368
Home safety audits conducted	159
Senior citizen centres educational visits	231
Smoke alarm installations/battery replacement	719
Building inspections completed	2,256
Fire hydrant inspections completed [1]	40,147
Backpacker hostel inspections	53
Nightclub inspections	77
Community safety displays/open days/seminars	539

[1] Includes 4,180 inspections carried out by volunteer firefighters.

PREPAREDNESS

BUILDING SAFETY

A comprehensive review of the FESA Fire Safety Branch, regional FESA staff and firefighter involvement in building plan assessments, building inspections and planning and subdivisions, has been completed and is now in the implementation phase.

The review, conducted by a private consultancy group, included an examination of other Australian models, previous reviews, and FESA's corporate plans as well as an assessment of FESA's statutory responsibilities.

As a part of this process, a broad range of key stakeholders was consulted and many took part in a series of workshops. All other state and territory fire services were included in the consultation. Following the consultative sessions, an ideal service delivery model was developed which identifies the work activities necessary to achieve FESA's business goal and objectives.

The review was completed in February 2005, with 29 recommendations being presented for further action. The review has been endorsed by the FESA CEO and recommendations are now being implemented. It is envisaged that full implementation of the recommendations will be completed by the middle of 2006.

Important recommendations related to:
- the need for amendments to Western Australia's Building Regulations to clarify and provide certainty to those involved in the approval process regarding their roles and responsibilities;
- the development of clearly documented policies and procedures to ensure consistency of plan assessments, together with a fee for service for this process;
- the out-sourcing of fire hydrant booster system testing;
- the need for additional resourcing to manage plan lodgment processes and provide administrative support to the Fire Safety Branch; and
- the need for further development of information technology services related to records management and plans receival.

URBAN BUSHLAND PLANS

There has been a continued improvement in the Urban Bushland Fire Response Plans program which assists Fire Services in meeting community needs and expectations when suppressing bush fires in urban bushland areas.

The program is a cooperative effort between FESA Community Safety staff, FESA Fire Services, 'friends' of bushland groups and local governments. It assists in reducing potential conflict between these partners over fire suppression objectives and strategies for precious bushland in built up areas.

The plans have proved to be key documents in bush fire planning, suppression and prevention activities, taking into consideration community and environmental values, as well as suppression support requirements. The quality of the plans, both in written text and maps, is continuing to improve and better meet the needs of all partners.

FUEL LOADS

A review has been conducted of 90 bushland areas in the Perth metropolitan area to ascertain the bush fire fuel loads and potential threat to neighbouring homes and community developments.

Until this project commenced there had been no systematic analysis of bush fire fuel loads within the metropolitan area. Sites have been photographed and physically sampled to obtain tonnes per hectare fuel loads. The illustrations and data will be published in an operational guide, due to be completed in August 2005.

FIRE SCAR MAPPING

Improvements have been made in the past year to FESA's use of bush fire mapping and the application of the information for fire management in the Kimberley

The bush fire mapping is based on satellite technology provided through the Department of Land Information Remote Sensing Section. While FESA has always been a key user of the technology, it has not always utilised the technology to its optimum.

Fire scar data is now being supplied by FESA to pastoralists when developing their annual aerial burning program. In addition, running fires are now plotted in real time to assist fire suppression managers in planning for a range of fire suppression options and consequences.

BUSHFIRE INVESTIGATION

FESA is now an industry leader in bushfire investigation training and maintenance of bushfire investigation skills as a result of the introduction of a new course and competency standards.

Prior to 2001, FESA was a minor contributor to nationally-accredited bushfire investigation training within Western Australia. The Department of Conservation and Land Management (CALM), assisted by the Police, developed and ran the course. As a result of staff movements, the FESA Bushfire and Environmental Protection branch took on the role of coordinating and conducting the bushfire investigation training within FESA for all WA state agencies in 2001. In 2004, FESA developed the training to new standards and delivered a nationally-accredited course.

To maintain competency, a refresher course was also conducted by FESA, with attendees from FESA, CALM and the Police. A photography training course was held to improve the competency of bush fire investigators.

STRUCTURE FIRE INVESTIGATION

A review of fire investigation policy, procedures and practices has commenced to align with a revised FESA Policy for Standing Operating Procedures.

Planning was completed to deliver for the first time a Diploma of Fire Investigation for FESA fire investigators under agreement with the Queensland Fire and Rescue Service. The course will be run in August 2005 and dovetails into a plan for training developed by the FESA Fire Investigation and Analysis unit for fire investigation officers. The training aligns to Australasian Fire Authorities Council and WA Police direction for training and increases fire investigation qualifications and standards.

The Fire Investigation and Analysis unit is in the final year of a five-year review of fatal fires in Western Australia. To assist this review, FESA has recently commissioned the addition of a fatal fire module on the fire incident reporting system within the operational management system suite of data collection tools that FESA uses.

This module and associated training for fire investigation officers will see, for the first time, fatal-fire related information being stored in one secure location, only available for access by staff from the Fire Investigation and Analysis unit. The module captures a range of information on fire fatalities which can be used for further analysis and prevention strategies.

INCIDENT MANAGEMENT VALIDATION

A real-time Australian Interservice Incident Management System (AIIMS) validation process has been introduced to assess the competence of designated level 2 and 3 FESA Fire Services incident managers during actual emergencies.

Assessment by credible and experienced peers has provided Fire Services managers with the opportunity to validate their performance against a checklist of desired behaviours. The checklist, based on the standard AIIMS role cards, details expectations for each role and identifies outputs or outcomes for each listed task on the cards.

The process, introduced in March 2005, has proven successful and the aim is to progressively assess the competence of all FESA Fire Services managers in the roles being undertaken.

OPERATIONAL READINESS

Under the *Fire Brigades Act 1942*, section 33, the director of operations has a statutory obligation to *"inspect all fire brigades and report to the Authority"* on their state of efficiency, and to make recommendations in relation to any issues discovered during the inspection process.

A system for regional preparedness reviews has been established to ensure FESA Fire Services regions maintain a standard of readiness to respond to and coordinate major emergencies. These reviews form part of the Fire Services operational improvement system and will enable FESA to report on the readiness of the state operational coordination centre and regional coordination centres.

Centres will be reviewed annually against endorsed minimum standards, which will allow them to demonstrate their operational readiness and compliance with key parts of Westplan Wildfire. Recommendations related to continuous improvement are being implemented following this year's reviews. This program will continue and report annually.

VOLUNTEER READINESS REVIEWS

To meet statutory requirements, FESA needs to ensure that all volunteer brigades meet minimum standards in terms of readiness and efficiency.

The system of readiness reviews has been developed to assess the level of preparedness and efficiency of volunteer Fire and Rescue Service brigades. The reviews are conducted in a 'no blame' environment and should areas for improvement be identified, the brigade leaders and their respective district managers will work together to implement any improvements.

The system has been trialed and endorsed for implementation. The intention is to assess 20 per cent of volunteer Fire and Rescue Service brigades annually across the State. During the trial period, positive feedback was received from the brigades involved and other key stakeholders. The system will enable a report to be made to the FESA Board on the state of efficiency of brigades.

COMPARTMENT FIRE TRAINING FOR CAREER AND VOLUNTEER FIREFIGHTERS

The introduction of a compartment fire training simulator at the FESA Training Centre has created the opportunity for firefighters to observe fire behaviour in a compartment and test modern fire suppression techniques in a realistic environment.

Compartment fire training has been completed for all career firefighters. In addition, 30 volunteers from the Pilbara/Kimberley region have used the simulator as part of their annual training and further opportunities for volunteer training are being explored.

The skills gained will enhance firefighter safety through an increased understanding of the warning signs of flash over and back draft, and training in preventing these phenomena occurring. The training will also assist in damage reduction through the application of modern techniques for compartment fire suppression.

REAL TIME INFORMATION

The additional State Government contributions of $1.75 m for the 2004-05 fire season enabled the trial and purchase of the Forward Looking Infra Red / Aerial Video Mapping System for air reconnaissance aircraft.

The new mapping capability, used in air reconnaissance aircraft, is an invaluable tool for bushfire management. It transfers 'real time' mapping data from an aircraft to management teams in the field. Geographic Information Systems allow this data to be overlayed on to location maps, producing accurate fire shape maps. These maps indicate the exact location of the fire and assist in identifying vulnerable community assets.

The provision of this information has greatly enhanced the ability of incident management teams to view hotspots, and predict the fire shape and escalating threat. This allows for early community warnings to occur, more effective protection of community assets and ensures a greater level of firefighter safety.

The aerial reconnaissance helicopter attended a total of 62 incidents.

RESPONSE

STRUCTURAL FIRES

In 2004-05, a total of 3,271 structural fires were suppressed by FESA's career firefighters or volunteer firefighters supported by FESA.

BUSH FIRES

Over the year, a total of 8,925 bush fires were responded to by FESA's career firefighters or volunteer firefighters supported by FESA.

AERIAL FIREFIGHTING

Since their introduction during the 2002-03 fire season, the integration of helicopters with firefighting equipment (Helitacs) and fixed-wing water bombers has proved very successful. The fire knockdown capacity of the fixed-wing aircraft, combined with the fast turn around times of the Helitacs, provides formidable fire protection to Perth's rural-urban fringe. The Helitacs are now considered an essential firefighting tool in WA, complementing firefighters on the ground.

Prior to the 2004-05 fire season, the use of Helitacs outside the immediate Perth area was not possible because it removed the only aerial resource that could operate over the built up areas of Perth. However, State Government contributions of $1.75 million for the 2004-05 fire season allowed FESA to double its helicopter response capability from two to four Helitacs.

As a result, the response area was expanded from 80km to 120km and the Zone 2 automatic response area was increased to Chittering in the north and Serpentine in the south. Zone 2 automatic responses comprised the dispatch of two Helitacs and two-fixed wing water bombers with the remaining two Helitacs available at Perth airport if required.

With the expansion of the response area, additional collar tanks for water resupply to the Helitacs have been sourced and strategic locations have been identified. The additional collar tanks are due to be in place by the commencement of the 2005-06 fire season.

In 2004-05, 92 incidents were attended, with the Helitacs delivering approximately 3.25 million litres of water and 6,745 litres of foam in a total of 3,113 drops. Fixed-wing water bombers worked jointly with the Helitacs at 41 incidents.

NOTABLE INCIDENTS – STRUCTURAL FIRE

WESTRAC, GUILDFORD – 23 July 2004
A damage bill of $4 million resulted from this paint factory fire. The fire covered a 1,500 square-metre area and destroyed earth moving machinery housed in the factory.

HAYSTACK, WONGAN BALLIDU – 27 December 2004
A fire in a haystack on Glenvar farm containing 40,000 hay bales, each of 3 cubic metres, burnt for more than a week. An incident management team and fire crews remained at the scene for the first three days. Hay worth $1 million was destroyed.

WANDENA APARTMENTS, SUBIACO – 11 March 2005
A man died in this domestic fire in a block of apartments. A concerted response by firefighters contained the fire to the room of origin. It was believed that the resident had been smoking in bed.

NOTABLE INCIDENTS – WILDFIRE

KUKERIN – 2 December 2004
Pasture and stock were destroyed and unallocated Crown land burnt in this 11,550 hectare wildfire at Kukerin in the Shire of Dumbleyung. A multi-agency response was required. The cause of the fire was not determined.

MUNGLINUP – 30 December 2004
A fire started by lightning on unallocated Crown land spread to private property. Before it could be contained it consumed an area of 65,000 hectares in the Ravensthorpe and Esperance shires, destroying fences, pasture and stock. FESA personnel and local government bush fire brigade volunteers joined with the Department of Conservation and Land Management in responding.

YANCHEP – 6 January 2005
Fire investigators found multiple ignition points and determined this fire was deliberately lit. Two major fires combined to eventually cover 1,600 hectares and caused closure of the Yanchep National Park. One home was destroyed and another damaged in the fire, which was responded to by Fire and Rescue Service firefighters, local government bush fire brigades, the Department of Conservation and Land Management (CALM) and Forest Products Commission personnel. A CALM firefighter sustained head injuries.

PERTH HILLS, PICKERING BROOK – 15 January 2005

While property damage was contained to a minimum, this wildfire burnt over nine days through the urban-rural fringe in the Pickering Brook, Karragullen and Mundaring areas. This was the most serious wildfire in the Perth region for 40 years. It had a fireline perimeter of 160km and more than 27,000 hectares of state forest, national park and bushland burnt. The fire was the result of several deliberate ignitions on the evening of 15 January and was originally responded to by CALM. Ultimately, a state-level response was required – with 750 FESA and local government staff and volunteers, 670 CALM staff, 63 Forest Products Commission staff and 80 contractors. Personnel from 10 metropolitan and 28 regional local governments contributed. The response also involved: eight fixed wing water bombers, four Helitacs, three aerial attack supervisory helicopters, one spotter plane, one aircraft fitted with line-scanning thermal imaging equipment, 25 bulldozers and front end loaders and 200 firefighting appliances. Further support was provided by FESA SES volunteers, Salvation Army volunteers and representatives from the WA Police, Western Power, Water Corporation and the departments of Health and Community Development.

ARALUEN – March 2005

Multi-agency fire services took three days to bring a wildfire under control in the Araluen area. The fire covered more than 300 hectares and threatened a number of residential properties. An intense response averted any structural damage. This was the first incident where more than two Helitacs were utilised at once, demonstrating that more than two could successfully and safely work together in close proximity.

RECOVERY

IMPROVEMENT IN FIRE INVESTIGATION PROCEDURES

FESA's Fire Investigation and Analysis unit continued to improve a range of fire investigation services during the year to ensure it can provide timely and quality fire scene examinations from within FESA and in collaboration with our partners.

One key achievement was the development of an arson intelligence and information gathering network between the Department of Conservation and Land Management (CALM) and the WA Police. This network provides a medium for the sharing of data between the agencies to ensure fire data from CALM and FESA is distributed to local Police and the Arson Squad in a timely manner. This achievement saw a number of prosecutions for deliberate fires over the summer period.

LANCELIN CORONIAL FINDINGS

FESA endorsed the findings of State Coroner Alastair Hope QC, announced on 8 July 2004 into the death of former Ocean Farms Volunteer Bush Fire Brigade Captain Craig Sandy.

FESA had conducted a thorough review into the incident and had already implemented or commenced implementation of many of the actions recommended by the coroner.

These included:
- an enhanced maintenance program of radio communication repeater stations;
- re-issuing of advice about the dangers of riding on the back of appliances;
- a review of the Bush Fire Act;
- development of protocols to improve transfer of incident control from local government to FESA;
- further encouragement of the adoption of a nationally-endorsed incident control system for the effective management of bushfire emergencies (including the keeping of logs and records);
- discontinuation of supply of slip-on firefighting units. FESA has encouraged local governments to ensure any slip-on units currently in use are appropriately secured to the tray on firefighting vehicles; and
- FESA and CALM collaboration on development of radio channel coverage maps to be included in an emergency service atlas.

Over the year, FESA has continued to work with local governments and other stakeholders in a collaborative manner to improve the processes of emergency management. This includes taking a 'no blame' approach to incident reviews and providing advice on a range of measures to improve bush fire service delivery to the community.

TENTERDEN CORONIAL FINDINGS

The findings of State Coroner Alastair Hope QC in relation to the deaths of two women in the Tenterden Bush Fire of 27 December 2003, were released on 11 March 2005.

His recommendations in three areas were of particular relevance to FESA Fire Services, local governments and the Department of Conservation and Land Management (CALM):

- radio communications;
- command structure and issues relating to change of control; and
- notification of CALM and FESA about major incidents.

At the time the report was released, work was already in train in relation to a number of the recommendations. FESA has been working closely with local governments and CALM to ensure all of the recommendations are implemented.

Some of the major initiatives include:

- regular upgrades and maintenance of all local governments radio communication infrastructures, including back-up batteries, to ensure their reliability and their ability to perform for a significant period of time in the absence of mains power;
- the development of communication plans which include contingency plans in the event of repeater failure; and
- introduction of a compatible system of radio communication.

The coroner also recommended that:

- local governments adopt and implement the *State Wildfire Emergency Management Plan*, especially those aspects of it referring to the Australian Inter-service Incident Management System, as the management plan for bush fire control and that they liaise with FESA to obtain the relevant training;
- state-wide implementation of the *State Wildfire Emergency Management Plan* be ensured through legislation; and
- the *Bushfires Act 1954* be reviewed with a view to amending section 13(4) to provide FESA with the power to take control of a bush fire in appropriate circumstances.

Mr Hope also proposed that local governments work together with CALM and FESA to develop and implement a process whereby CALM and FESA would be notified of potentially major bush fires as quickly as possible.

PERTH HILLS FIRE REVIEW

The Perth Hills bush fire in January that smoke-logged the metropolitan area, extended over ten days. The original blaze on 15 January was determined to have involved several deliberate ignitions.

With a fire line perimeter of 160km and more than 27,000 hectares of state forest, national park and bushland burnt, this was the most serious wild fire in the Perth region for 40 years. It threatened a number of communities in the urban rural fringe area including Mundaring, Karragullen and Pickering Brook.

As a result of the diversity and magnitude of the emergency, the post incident review process to identify positive aspects and, importantly, areas of improvement, was completed at a number of levels and functional areas, including a specific session for volunteers. Improvement opportunities identified at the individual debrief sessions were consolidated and culminated in a joint agency review process with the Department of Conservation and Land Management (CALM).

The fire was largely under the control CALM, however, one of the key elements leading to fact that communities were saved from direct impact by the fire, was the large number of firefighters, both career and volunteer, that responded over the ten day duration. In particular, the contribution of volunteer firefighters from both the metropolitan and regional areas was a major success factor. Volunteer bush fire brigades from 38 local governments across the state, fought the blaze alongside Fire and Rescue Service volunteer brigades from FESA.

In total, more than 670 CALM personnel and 750 FESA and local government staff, and volunteers, 63 Forest Products Commission staff and 80 contractors participated. They were supported in the attack by eight fixed-wing water bombers, four rotary winded Helitacs, three aerial attack supervisory helicopters, one spotter plane and one plane fitted with thermal imaging equipment.

The review identified the following positive aspects:
- co-ordination by State Emergency Service volunteer and career personnel in the administration and logistics related to management of the event;
- mobilising of large volunteer and career contingents to provide support and assistance to CALM firefighters;
- effective interaction with local governments impacted by the fire;
- FESA Technical Services providing a site-based service centre, maintaining in operational condition a large firefighting fleet from a number of locations and agencies;
- the use of aviation resources fitted with thermal imaging and GIS equipment to plot the fire and transmit information to the ground-based incident management teams; and
- utilisation of water bombing resources to control the spread of fire and protect buildings under direct threat of the fire.

Opportunities for improved operational effectiveness included:
- reinforcement of the need to embrace communications planning in extensive bushfire incidents to ensure effective communication is maintained with all crews;
- improvements in fire ground administration, particularly in the areas of crew briefings, facilities required to underpin effective management and incident planning documentation;
- consideration of the establishment of pre-formed incident management teams within a FESA/local government context and inter-agency context, between FESA and CALM;
- development of workable fatigue management arrangements, particularly for volunteers;
- better integration of GIS spatial information to aid timely and effective decision making in bush fire management.

FLOOD

Many parts of Western Australia are prone to flooding at different times of year. Floods have caused significant disruption to road, rail, and communications and damage other community infrastructure.

FESA is the hazard management agency for flood in Western Australia with responsibility for emergency management of flood in the areas of preparedness, response and recovery. State Emergency Service units and Volunteer Emergency Service units undertake the primary response roles.

PREPAREDNESS

JOINT FLOOD WARNING SERVICE

FESA has worked with State and Federal government agencies to improve flood warning alerts and advices to the community and emergency managers. In the past, it has been common for agencies to independently disseminate community messages that, at times, conflicted with each other. This led to confusion.

It was identified that there was a need for consistency in the way real-time and historical flood data and information was collected, organised and disseminated in a timely manner. A meeting in December 2004 of the key agencies – the Bureau of Meteorology, the Department of Environment, Main Roads of Western Australia and FESA – led to the concept of a joint flood warning service.

A memorandum of understanding is awaiting one signatory to finalise the memorandum of understanding. Operations personnel will develop and trial processes in the 2005-06 financial year.

NEW FLOOD EMERGENCY ARRANGEMENTS FOR METROPOLITAN AREA

Emergency response arrangements have been developed by FESA's SES Metropolitan Region for emergency events caused by riverine flood and backwater flooding in the Perth metropolitan area.

The arrangements focus on the hazard management agency response to a flood emergency being managed from the FESA operations management centre. The arrangements allow for principle support to be provided from SES units based in the metropolitan area, with backup being provided by other SES units from around the state. A FESA-appointed operations area manager will manage the strategic direction of response to the flood event, at the local and district levels.

The arrangements place a large emphasis on early warning, and it is anticipated that a timely warning will be received by the FESA from the WA Joint Flood Warning Centre.

Pre-impact operational priorities for FESA SES will be:
- an immediate threat assessment;
- dissemination of information; and
- implementation of pre-impact arrangements.

Post-impact operational priorities will be to ensure:
- the provision of the immediate needs of the community;
- the emergency repair and/or restoration of critical infrastructure essential to the health, safety and welfare of the community; and
- an ongoing community recovery program is implemented.

The main post-impact tasks will be to conduct a damage assessment, rescue isolated people and arrange for treatment of the injured.

The arrangements also make provision for tactical decisions to be made about the evacuation of residents prior to, or after a flood impact, in consultation with key stakeholders, including the affected community.

PLANNING

A review of the emergency management plan related to floods in Western Australia, *Westplan - Flood,* was completed and the plan updated and approved during the reporting period.

RESPONSE

NOTABLE INCIDENTS

GREAT SOUTHERN TO ESPERANCE – 1-3 April, 2005

Volunteers from the State Emergency Service, bush fire brigades and marine rescue groups helped residents throughout the Great Southern and in Esperance to mitigate the effects of flooding. Unprecedented rains were recorded at Broomehill (142mm in one day, breaking a 100-year record) and Albany (217mm over three days), while flooding caused extensive damage to roads and property in Kojonup, Cranbrook, Tambellup, Broomehill, the Porongurup Ranges and Esperance.

Five thousand sandbags were trucked from Perth to the Great Southern region to help protect homes and properties from floodwaters. Volunteers responded to about 160 call-outs in Albany. Shire of Katanning workers and bush fire brigade volunteers rescued five people trapped in a bus in a flash flood just north of Broomehill.

More than 50 SES volunteers in the Albany area sandbagged properties, pumped water from homes, fixed broken roofs and attended to fallen trees during wild rains. Narrogin SES volunteers travelled the three-hour drive to Albany in difficult conditions, to help. Bush fire brigades were also called on to assist. The storms and flooding were declared a natural disaster under the State's Natural Disaster Relief Arrangements.

Heavy rainfall created flash floods that hit streets and properties in Esperance. Even the Esperance SES unit's building was flooded to a depth of 30 centimetres. But this did not stop response efforts – more than 30 Esperance volunteers helped residents deal with roof damage, fallen trees and water inundation.

HAZARDOUS MATERIALS

(INCORPORATING CHEMICAL, BIOLOGICAL AND RADIOLOGICAL THREATS)

HAZARDOUS materials are widely used and transported throughout Western Australia. Wherever they are used within the community, there is a risk of an emergency occurring. They include explosives, compressed gases, corrosive substances, poisons, radioactive materials, infectious substances and flammable liquids and gases.

As the designated hazard management agency in WA, FESA has responsibility for the management of emergency incidents involving hazardous materials. These include chemical, biological and radiological incidents – ever present threats in a changing global environment in relation to terrorism. Because of the unique circumstances of chemical, biological and radiological incidents, a separate emergency management plan, *Westplan – CBR,* has been developed. This outlines the consequence management role for incidents involving chemical, biological and radiological materials. Generally, career and volunteer firefighters manage these incidents.

PREVENTION

The WA Hazardous Materials Coordinating Committee, made up of representation from government agencies, the community and industry, investigates all major hazardous materials incidents in the state with a view to preventing any recurrence of the cause of the incident. This proactive approach has resulted in WA having one of the lowest incidences of hazardous materials emergencies in Australia.

PREPAREDNESS

The following developments over the past year have resulted in an enhanced capability for FESA to respond to and combat incidents arising from industrial accidents, natural disasters and terrorist activities.

Multi-purpose specialised equipment tender
Resources have been doubled for hazardous materials/chemical, biological and radiological materials combat with the construction of a specialised multi-purpose equipment tender. The tender has been delivered to the southern metropolitan area.

The appliance has four main functions:
- delivers equipment for chemical, biological and radiological materials incidents;
- provides enhanced hazardous materials response capability;
- provides breathing apparatus and confined space rescue equipment; and
- provides salvage and recovery equipment.
-

Enhancement of field liaison officer roles and responsibilities
The main roles of the field liaison officer includes provision of:
- technical support and information to incident controllers; and
- detection equipment for hazardous materials/chemical, biological and radiological materials incidents.

<u>Enhancement of technical knowledge for State agencies</u>
A training program jointly run by FESA and Emergency Management Australia has been designed to give managers the necessary skills and knowledge to control chemical, biological and radiological materials incidents. It involves participants from WA Police, Chemistry Centre of WA, Department of Health, Department of Environment, Water Corporation, Department of Agriculture and St John Ambulance.

<u>Specific incident management training for senior officers</u>
The course is designed to give senior officers from FESA and WA Police the necessary knowledge for managing chemical, biological and radiological materials incidents. Senior officers from FESA also attended a Police-run Cadre of Commanders course to promote the inter-operability required between the emergency services in the event of a major hazardous materials or terrorist attack.

<u>Introduction of a mass decontamination facility</u>
Enhanced mass decontamination capability has been implemented through the supply of dedicated equipment and the training of firefighters at two fire stations. It was tested at Exercise Canister in March 2005 and performed well.

<u>Dissemination of information on specialist standard operating procedures</u>
Videos and DVDs have been produced and distributed state wide to demonstrate hazardous materials/ chemical, biological and radiological materials procedures.

<u>Improved training resource kits</u>
Improved training resource kits have been developed for the following operational areas:
- rapid decontamination;
- chemical, biological and radiological materials detectors and operational procedures;
- the wearing and operating environment for breathing apparatus and the use of resuscitation tools such as the Oxy-Viva™; and
- hazardous materials operational procedures (for both career firefighters and volunteers).

<u>New equipment</u>
This includes:
- stage 2 breathing apparatus control board;
- hazardous materials identification board;
- breathing apparatus torches; and
- hazardous materials spill recovery equipment.

<u>Enhanced inter-operability</u>
Inter-operability with other stakeholders has been enhanced through:
- training agencies such as St John Ambulance and WA Police in the wearing, operation and maintenance of breathing apparatus and chemical protective suits;
- continued multi-agency training for specialised equipment tender crews in all aspects of chemical, biological and radiological materials detection; and
- inter-agency exercises conducted between FESA, WA Police Forensic and the Bomb squad, and Chemistry Centre of WA.

MAJOR INTER AGENCY OPERATIONS
Exercise Canister was held in March 2005 and was the largest multi-agency chemical, biological and radiological materials exercise to be conducted in Western Australia. It tested Western Australia's emergency management arrangements as well as capabilities and procedures for the preparedness, response and recovery operations for all participating agencies.

FESA-trained special operations paramedics from St John Ambulance operated for the first time within a designated hot zone, conducting triage and casualty clearance operations. From this exercise all agencies will review and modify existing protocols and procedures for the management of chemical, biological and radiological materials incidents.

RESPONSE

Career and volunteer firefighters attended a total of 980 hazardous materials incidents during the reporting period, a 14 per cent increase on 2003-2004. The majority of these incidents (913) involved petrol or other flammable liquid spills.

NOTABLE INCIDENTS – HAZARDOUS MATERIALS

KELMSCOTT DRYCLEANERS – 20 July 2004

Perclean vapors began leaking from a dry cleaning machine and into a shopping centre. The centre was evacuated and nine people were taken to hospital. Fire services ventilated the centre and made the area safe.

TRUCK ROLLOVER, GOLDFIELDS HIGHWAY, LEONORA – 29 July 2004

A tanker trailer ruptured after a traffic accident spilling 20,000kg of sodium nitrate onto the highway. Vacuum tankers were sent from Perth to assist with the clean up.

TRAILER ROLLOVER, GREAT NORTHERN HIGHWAY, MT NEWMAN – 27 September 2004

Thirty tonnes of ammonium nitrate were spilt after a truck rollover. A side road was used to divert traffic until clean-up operations were completed.

TRUCK ROLLOVER, MOORA – 23 January 2005

This incident involved the release of 30 tonnes of ammonium nitrate as the result of a truck rollover. Volunteers swept the road while company crews cleaned up the verge.

TRUCK ROLLOVER, KWINANA – 27 January 2005

Fire and Rescue Service crews and Department of Environment personnel assisted a company crew in cleaning up 25 tonnes of di-ammonium phosphate, which had been released when a truck rolled over in Kwinana.

NOTABLE INCIDENTS – HAZARDOUS MATERIALS FIRES

SMORGON STEEL FIRE, BASSENDEAN – 6 December 2004

This major fire involving hazardous materials involved the loss of a 5,000 square metre property and a damage bill of $3,000,000. The incident lasted three days and more than 200 firefighters from 10 metropolitan stations were involved in the around-the-clock operation to contain and extinguish the fire. Due to the scale of the incident, a multi-agency response was required. An operations area management group was formed and briefings were delivered to the State Emergency Management Group on the progress of the response. The departments of Health and the Environment monitored toxin levels of the plume produced by the fire. Levels were detected that could cause health problems. Respite centres were established in surrounding local government areas where members of the public could report if they were experiencing any respiratory or other health problems. The Department of Health liaised with general practitioners, schools and aged care centres to provide advice on health issues associated with the blaze.

SPRAY PAINTING SHOP, MORLEY – 8 February 2005

Crews from Bassendean, Malaga, Belmont and Perth Fire and Rescue Service attended a fire started accidentally in a spray painting shop. Prompt action restricted damage to two of four units in the factory complex. The fire generated a plume of smoke affecting nearby homes. Department of Environment personnel monitored pollution levels in the air and sampled water run-off to ensure there was no long-term residue. The fire left a damage bill of $1 million.

KONDININ – 3 May 2005

A fumigation chemical aluminium phosphide became wet after heavy rain, at an open grain storage facility in Kondinin. The wetting of the chemical caused an ignition, releasing phosphine gas. Kulin and Corrigin volunteer Fire and Rescue Service brigades turned out to assist at the incident.

RECOVERY

REVIEW OF MAJOR INCIDENT

A major incident review was conducted after a $3 million hazardous materials fire at Smorgon Steel, Bassendean on 6 December 2004. The incident lasted three days and more than 200 firefighters from 10 metropolitan stations were involved in the around-the-clock operation to contain and extinguish the fire.

The review sought to determine both positive aspects of the response, in addition to opportunities for improvement. These are outlined here.

Positive aspects:

- effective interaction between FESA, government agencies and local government. Early focus during incident to potential health impacts;
- use of public information lines and local government officers to maintain flow with the community on the likely impacts to the adjacent community; and
- successful transition from emergency response to ensuring community and business recovery activities were initiated.

Opportunities for improvement

- greater emphasis on information needs of adjacent business houses on potential for commercial disruption to aid in business continuity planning;
- improve planning considerations for traffic management issues for long duration emergencies; and
- development of planning protocols with owners of bulk waste metal facilities to achieve storage restrictions by the implementation of compartmentation to manage fuel loads and implement more stringent fire safety requirements in these storage facilities.

SEARCH / RESCUE

FESA provides a variety of search and rescue services, primarily in support of the WA Police.

These range from operation of the state's only dedicated emergency rescue helicopter service to marine search and rescue, in addition to a recently-enhanced capability to deal with casualties of terrorist activities.

CONTENTS

Aerial rescue

FESA operates RAC Rescue 1, Western Australia's only dedicated emergency rescue helicopter service.

The service provides:

- **emergency rescues, in relation to a broad range of incidents – including car crashes, cliff rescues and farming accidents;**
- **ship-to-shore rescues, including response to emergency position indicating radio beacons (EPIRBs); and**
- **hospital transfers for critically ill patients.**

PREPAREDNESS

RAC Rescue 1 is crewed by a pilot, rescue crewman (both supplied under contract by CHC Helicopters Australia) and a St John Ambulance critical care paramedic. The helicopter and its highly trained crew are on standby, ready to fly 24 hours a day, 365 days a year.

Stationed at Jandakot Airport, RAC Rescue 1 typically operates within a 200km radius, covering 90 per cent of Western Australia's population or 1.7 million people.

The emergency rescue helicopter service is managed by FESA and is funded by the State Government and principal sponsor, the Royal Automobile Club of Western Australia (RAC).

Call outs are usually initiated by, or through St John Ambulance, or at the request of the WA Police. Critical lifesaving missions take precedence over any other call out.

RESPONSE

In 2004-05, the RAC Rescue 1 emergency rescue helicopter service undertook 190 missions. Of these:
- 65% (125) were primary taskings, attending on scene at rescue incidents;
- 13% (24) were for retrievals of critically ill patients from regional hospitals to metropolitan tertiary hospitals; and
- 21% (40) were search and rescue missions, most often in response to the activation of an EPIRB or a ship-to-shore rescue. These missions were requested either by the Australian Maritime Safety Authority through the Australian Search and Rescue Coordination Centre in Canberra or the Western Australia Police.

Of all missions, approximately 65% were in response to motor vehicle and motor cycle accidents. The busiest time of the week for the rescue helicopter was Saturday and Sunday, and the quietest Wednesday and Thursday

NOTABLE INCIDENTS – AIR RESCUE

DOUBTFUL ISLAND, NEAR BREMER BAY – 28 July 2004
Two fishermen were forced to abandoned their boat and swim to Doubtful Island after the boat took on water. Local volunteer rescue boats were unable to reach them due to reef surrounding the island. RAC Rescue 1 landed on the island and transferred the men to the mainland.

FOUR CAR CRASH, OLD COAST ROAD, SOUTH OF MANDURAH – 5 September 2005.
RAC Rescue 1 transferred two people to Sir Charles Gairdner Hospital, then returned and transported another person to Royal Perth Hospital.

AERIAL BIRTH – 19 September 2004.

Tisha Grubi was just 24 weeks pregnant and in the process of being transferred from Collie Hospital to King Edward Memorial Hospital by RAC Rescue 1 when she gave birth. The baby – named Skye after her unusual birthplace – weighed just 575 grams at birth.

BLUFF KNOLLL – 21 October 2004

In extremely trying weather conditions, RAC Rescue 1 rescued a bushwalker suffering a fractured ankle. Without RAC Rescue 1, it would have taken 50 SES volunteers 10 to 15 hours of extremely hard and dangerous footwork to stretcher the injured person down.

LESMURDIE – 15 April 2005

Two 18 year-olds were winched to safety after being lost in bushland in Lesmurdie for eight hours overnight.

CATABY BUS ACCIDENT – 7 May 2005

RAC Rescue 1 was used to transport two people with serious injuries after a tour bus rolled near Cataby. Fifteen people were on board the bus, with a number requiring medical treatment.

DARLING RANGE – 28 June 2005

A woman with suspected spinal injuries was airlifted out of rugged terrain in the Darling Range area after a horse riding accident. Vehicle access was not possible.

Cliff and cave rescue

VOLUNTEERS from State Emergency Service units and some Volunteer Emergency Services units are trained to undertake vertical rescues on cliffs and in caves. These volunteers provide a support role for WA Police, the hazard management agency for land search and rescue.

PREPAREDNESS

Vertical rescue equipment has been permanently positioned at the gorges at Kalbarri National Park and key recovery sites for vertical rescue have been identified to improve rescue services in the area.

Falls from the cliffs or walk-trails at the national park are now frequent events. In the past, the responding SES unit has had to carry in heavy rescue equipment, often at night. The task has been cumbersome strenuous to undertake prior to a rescue. It has also increased rescue response times.

With the new equipment placement, a vertical rescue team can rapidly respond with personal equipment and grab bags only, position a Larkin frame and heavy ropes on pre-established sites, and carry out the rescue far more expeditiously and efficiently. Time is reduced in reaching the casualty, recovering them and transporting them to hospital.

RESPONSE

SES volunteers undertook 13 cliff rescues during the reporting period. No cave rescues were required.

NOTABLE INCIDENTS

ESPERANCE PORT – 17 MARCH, 2005

The Esperance SES unit was called to assist on a ship in port. One of the crew had fallen 5m into a hold and sustained serious injuries to both legs and an arm. A Larkin frame was set up on the ship's hold cover and a rescue was successfully preformed.

STIRLING RANGES – 29 MARCH 2005

Fourteen volunteers from Gnowangerup and Albany SES units recovered an injured hiker from top of Mt Talyuberlup, in the Stirling Ranges.

Z-BEND GORGE, KALBARRI – 17 MAY, 2005

A vertical rescue was undertaken after a walker fell and was injured at the base of Z-Bend Gorge. Ten SES volunteers responded and were able to safely rescue the casualty. From the initial call-out, the time taken for all units being on site was about 6 hours 30 minutes due to the logistics of getting the Karratha vertical rescue team to the scene.

HANCOCK GORGE, KARIJINI – 20 MAY, 2005

The Tom Price SES Unit responded to a vertical rescue for a 23-year-old female German tourist who had fallen four metres from an access ladder into Hancock Gorge and received possible back and shoulder injuries. Because of the seriousness of the incident, the response was raised to a regional level with the Newman and Karratha SES units also responding.

MITCHELL FALLS, KIMBERLEY – 20 JUNE, 2005

Kununurra State Emergency Service Unit vertical rescue team responded to assist the Department of Conservation and Land Management and WA Police recover the body of a male tourist who had died after falling 10m down the Mitchell Falls. This was the first recorded SES vertical rescue team response to an area rapidly increasing in popularity amongst tourists.

Land and air search

WA Police is responsible for managing land and air search and rescue but FESA's State Emergency Service (SES) and Volunteer Emergency Service units provide skills and resources to assist.

Assistance is in the form of fully trained and self-contained teams of volunteers who work under the leadership of volunteer field search controllers. Most of the searches are for missing people but they also have sought criminal evidence such as murder weapons. Air search can also be conducted in support of marine rescue.

Among the resources made available to Police are a horse-mounted section and tracker dogs.

PREPAREDNESS

LOCATION-SPECIFIC COMMUNICATION PLAN

FESA's review of a major search and rescue operation in Karijini Gorge on 1-3 April 2004, identified difficulties encountered by emergency responders in establishing and maintaining effective communications between the scene and Tom Price and/or Port Hedland.

A location-specific communication plan involving three options – VHF and HF radio, and satellite telephones – has now been developed, implemented and tested to provide communication between an incident scene, the incident centre and/or operations centre.

The communication plan will ensure improved information management at all levels, providing a more timely, quality and effective emergency service.

LIFE VESTS

Personal self-inflating life vests have been provided to SES coastal search rescue teams in Albany and Denmark. The vests are now used when SES volunteers undertake coastal searches in rocky and dangerous terrain, providing a safer operational environment.

RESPONSE

SES volunteers spent a total of 6,345 hours undertaking 134 searches during the reporting period.

NOTABLE INCIDENTS

Mitchell Falls – 22 July 2004
Kimberley SES units and Volunteer Emergency Service units responded to assist the Department of Conservation and Land Management and WA Police in the search for an experienced bush walker who had separated from a small party near the Mitchell Falls. The woman was located two days later, safe but dehydrated.

BEACON – 2 APRIL, 2005
Police requested SES search teams to assist with the search for a person reported missing 30km west north-west of Beacon. SES units volunteers from Northam, Koorda, Merredin and Kalgoorlie-Boulder were called to assist. Twenty five SES volunteers assisted 60 other people in the search. The missing person was found almost 12 hours after the search began.

Marine search and rescue

FESA supports 33 volunteer marine rescue groups that are formally approved under legislation. It has also established a service delivery arrangement with the Metropolitan Volunteer Sea Rescue Group which has three member groups operating in the Perth metropolitan region.

More than 3,300 active and associate volunteers are involved in a wide variety of marine emergency management activities. These include:

- **assisting WA Police to search for missing people or vessels;**
- **providing help to drifting vessels;**
- **assisting in operations to remove grounded or submerged vessels;**
- **providing a 'sail plan' notification service for boat owners;**
- **monitoring marine radio services;**
- **providing training in small-craft proficiency courses, communications and safety; and**
- **providing information to boat owners on appropriate actions to take during an emergency at sea.**

PREPAREDNESS

MAN OVERBOARD SECURITY PENDANTS

All approved Volunteer Marine Rescue Services groups that have a dedicated rescue vessel have been provided with an award-winning 'person overboard' alert system at a cost of more than $100,000.

Widely accepted within the marine industry, the system works by using miniature radio transmitters to maintain a constant link with a central control unit mounted on each rescue vessel. Once all the crew are wearing the devices, they are under constant electronic surveillance.

The instant a crew member moves outside a pre-determined safety zone, an audible alarm alerts the skipper, and their position is automatically logged on the system's console. Should this be the result of a crew member falling overboard, the information on the console enables the vessel to be guided back to the position where the crew member disappeared.

EMERGENCY POSITION INDICATING RADIO BEACON

FESA has supplied Volunteer Marine Rescue Services groups with hand-held radio direction finders which allow the volunteers to quickly and precisely determine the direction from which a distress signal is being transmitted by an emergency position indicating radio beacon.

They can track the signal source once the basic location has been provided from the Canberra-based AMSA/AUSSAR. For example, when a signal comes from a user out to sea, a rescue vessel can be deployed in the appropriate direction, and continually monitor the signal en route, thereby resulting in less time to recover the person in distress.

A beacon that is transmitting a distress signal must be quickly located and turned off, as any one signal has the ability to mask other similar signals in the immediate area. Consequently, malicious or accidental activations can place legitimate users of the distress beacons at risk.

In a number of incidences volunteers have been able to determine the approximate location on land of a transmitting beacon without the costly exercise of deploying aircraft, vessels and their crews into what can sometimes be dangerous conditions. As an increasing number of people in the community obtain these beacons, the potential increases for accidental and malicious activation of the devices.

METROPOLITAN AGREEMENT SIGNED

A service-level agreement was signed between FESA and the newly-formed Metropolitan Volunteer Sea Rescue Group on 13 November 2005, for the provision of services in waters near the Perth metropolitan area.

The group is an alliance of the Cockburn, Fremantle and Whitfords volunteer sea rescue groups and now covers the coastline from Kwinana in the south to the Alkimos wreck in the north, the Swan River and to the west of Rottnest Island.

RESPONSE

NOTABLE INCIDENTS

ROTTNEST TO LEDGE POINT SEARCH – 5 January 2005
Early in the New Year at Thompson Bay, Rottnest, a couple returning to their yacht in the evening failed to board the vessel and were swept out to sea. It was not noticed that they were missing until some time later, when it was observed that their dinghy was not moored alongside their yacht.

When it was determined that they had not boarded the yacht, an extensive search was begun. This was to go on for days, involving a number of volunteers assisting the Water Police and officers of the Department of Planning and Infrastructure.

Due to deteriorating conditions in the search area that precluded assistance from smaller vessels, the Two Rocks volunteers were called upon to cover a large portion of the search area. Following a positive identification of the couple's dinghy the search was widened and this eventually led to the location of the body of the woman near Ledge Point. Her husband's body has not been recovered.

Road crash rescue

WHILE WA Police is the hazard management agency for road transport emergencies, the extrication of casualties of vehicle crashes is undertaken by emergency services supported by FESA.

Career and volunteer firefighters from the Fire and Rescue Service predominantly provide this service throughout the State. However, volunteers from State Emergency Service (SES) units and Volunteer Emergency Service units also undertake this often lifesaving task in areas where Fire and Rescue Services are unavailable.

PREPAREDNESS

NEW APPLIANCES DELIVERED

With the rapid expansion of Perth, the Fire Services *Metropolitan Resources Plan* identified the need for heavy rescue capability to be dispersed across the metropolitan region and for the current heavy rescue tender to be replaced. Four medium pump heavy rescue appliances are now equipped and located at fire stations across the metropolitan area.

EQUIPMENT MAINTENANCE

With the support of FESA's Business Services division, the State Emergency Service is consolidating the purchase and maintenance of its road crash rescue equipment with that of the Fire Services division. This not only ensures that the equipment keeps pace with industry developments, but also includes a strict maintenance schedule to ensure the equipment operates to the highest standard at all times. The consolidation with Fire Services will provide economies of scale that will assist in keeping costs down and, most importantly, will include SES equipment in a structured budgeting and planning process for replacement programs and maintenance schedules.

RESPONSE

In 2004-05, emergency services in Western Australia extricated 503 people from vehicles involved in road crashes. Of the total, career and volunteer Fire and Rescue Service firefighters extricated 490 people. State Emergency Service volunteers attended 43 incidents and extricated 13 people.

NOTABLE INCIDENTS

WANDERING – 12 December, 2004
Pingelly SES volunteer road crash rescue team was activated to extricate a trapped person from a badly damaged vehicle 30km east of Wandering. Extrication was extremely difficult due to the nature of the victim's injuries and extensive damage to the vehicle. Once removed, the victim was transported to Perth via the RAC Rescue 1 helicopter.

MT BARKER, TRUCK AND CAR CRASH – 20 APRIL 2005
One person was killed in an incident involving a car and a truck carrying 80 tonnes of blue metal. It took volunteer firefighters five hours to extricate the casualty.

Urban search and rescue

(INCORPORATING CONFINED SPACE AND HEAVY RESCUE)

AS a combat authority, FESA has developed a capability to deal with the rescue of casualties trapped by buildings, landfall or slippage which collapse as a result of industrial accidents, explosions, natural disasters and terrorist activity.

Additional funding in the past three years has allowed significant advances to be made in the State's preparedness, response and recovery capabilities in relation to urban search and rescue.

Career personnel along with volunteers from State Emergency Service (SES) units, volunteer fire brigades and multi-skilled Volunteer Emergency Service (VES) units provide this service throughout the state.

PREPAREDNESS

The following developments over the past year have resulted in an enhanced capability for FESA to respond to and combat incidents requiring the application of specialised rescue personnel and equipment.

Multi-purpose specialise equipment tender
Resources have been doubled for hazardous materials/chemical, biological and radiological materials combat with the construction of a specialised multi-purpose equipment tender and its delivery to the southern metropolitan area.

The appliance has four main functions:
- delivers equipment for chemical, biological and radiological materials incidents;
- provides enhanced hazardous materials response capability;
- provides breathing apparatus and confined space rescue equipment; and
- provides salvage and recovery equipment.

New medium pump heavy rescue appliances
With the rapid expansion of Perth, the Metropolitan Resources Plan identified the need for heavy rescue capability to be dispersed across the metropolitan region and the current heavy rescue tender to be replaced. Four medium pump heavy rescue appliances have now been equipped and are located at selected fire stations across the metropolitan area. These are designed to assist in road crash and other incidents requiring heavy duty rescue equipment.

Confined space training
FESA has continued to develop its confined space rescue procedures to meet the requirements of the Australian Standards. New equipment and training has been supplied to four stations in the metropolitan area. This has involved 105 career FRS firefighters in over 1,300 hours of training. The supply of equipment and training has been delivered in seven regional country locations with 130 career staff and volunteers being trained, representing over 1,500 training hours, to ensure regional coverage and consistent standards state wide.

Training of assessors
As part of the continuing upgrade of skills within FESA, training has been provided for 11 heavy rescue and 15 confined space rescue trainer/assessors in the field. This represents a significant number of training and assessment hours and places FESA in an excellent position to deliver quality training in these specialised skills across the state.

<u>Urban search and rescue category 2 training</u>
During 2004-05, 21 FESA personnel – 19 career fire fighters and two State Emergency Service volunteers – travelled to New Zealand and Singapore to train as category 2 urban search and rescue technicians and specialist equipment officers respectively. Three senior category 2 technicians also took part in a pilot category 3 course in New Zealand, aimed at management of an urban search and rescue taskforce.

<u>Urban search and rescue category 1 training</u>
More than 60 SES volunteers are now trained at urban search and rescue category I level. One SES volunteer has been appointed urban search and rescue logistic officer.

RESPONSE

NOTABLE INCIDENTS

EXPLOSION, YOKINE – 3 April 2005
A major explosion occurred in the early hours of a Sunday morning, virtually demolishing a ground floor unit at 19 Raymond Street, Yokine. The blast severely damaged the other seven units in the block and caused extensive damage to surrounding blocks of units and houses. Seven people were injured in the explosion. This incident saw the first full turn out of the FESA urban search and rescue taskforce. The team performed the initial assessment and shoring to make the units safe and then continued on site until 7 April. Members of the team worked with WA Police and insurance representatives to ensure ongoing safety during police investigations and early stages of recovery.

PICKERING BROOK FIRE – January 2005
The training and expertise of the FESA urban search and rescue taskforce was used in an unforeseen way during the response to the extensive bushfires that raged through the Pickering Brook area during summer of 2005. Taskforce members with specific skills in tree felling were extensively utilised to ensure the safety of firefighters and the community by felling burnt out and dangerous trees along roadways affected by the fires, prior to reopening the roads to the public.

STORM DAMAGE – 16 May 2005
Perth and the South West region of the state experienced extensive storm damage. A severe storm front ripped through the suburbs of Bicton and Melville. The FESA urban search and rescue taskforce, deployed to assist FESA SES, was involved in immediate assessment of structural damage and then set about making safe any structures in imminent danger of collapse.

STORM

FROM May – and sometimes earlier – through to September rain, gale force winds and severe thunderstorms are characteristics of weather experienced by residents from Geraldton to Esperance. In Western Australia each year, storms generally cause more damage than cyclones, floods, bush fires or earthquakes.

FESA has overall responsibility for emergency management of storms in the areas of prevention (mitigation), preparedness, response and recovery. State Emergency Service (SES) units, and in some areas Volunteer Emergency Service units, are responsible for responding to call outs in relation to storm damage. After some severe storms they may also call for assistance from other FESA services and local governments.

PREPAREDNESS

PLANNING

A review of the emergency management plan related to storms in Western Australia, *Westplan Storm,* was completed and the plan updated and approved during the reporting period.

MEETING SPECIAL NEEDS

FESA, SES units and the Department of Health continue to work together to provide a priority assistance program to frail, aged and people with disabilities before, during and after storms in the Great Southern. People with special needs are invited to take advantage of the service, which provides them with notification of impending severe storms and priority assistance from SES volunteers during and after storms.

STORM SAFE PROGRAM

The SES and FESA's Storm Safe program sponsor SGIO began the 2005 storm season community safety program in early May.

SES volunteers identified local issues and methods of disseminating Storm Safe information in their communities. In the South West region it was determined that a high proportion of storm damage occurred to rental properties. Subsequently, SES volunteers embarked on a drive to raise the awareness of local rental property owners of their responsibility to prepare the homes for storms.

The community safety initiatives were complemented by a two-phase media and advertising campaign:
- posters were featured at bus shelters at sites around the metropolitan area for a fortnight; and
- two community service announcements were aired on radio stations throughout the South West.

Other promotional initiatives included:
- a Storm Safe rain poncho promotion and half-time activities at the West Coast Eagles vs St Kilda football game on 14 May;
- radio station giveaways containing storm preparation tools and information;
- programs for schools; and
- a range of media opportunities with SES volunteers and sponsor SGIO.

RESPONSE

In 2004-05, more than 2,580 emergency services volunteers spent in excess of 20,000 hours responding to 370 storm-related incidents.

NOTABLE INCIDENTS

BUNBURY – 11 August 2004.
A small tornado caused significant damage to a number of properties in Bunbury. The local Naval Cadet building was substantially damaged – half of its roof was blown off (parts which were found 700m from the building) and glass doors, including aluminium frames, were ripped out. The tornado was so powerful it blew a half-tonne boat on to a fence and dislodged another from its trailer and on to a beach 400m away. SES volunteers from Australind, Bunbury and Waroona provided temporary repairs to buildings.

SOUTH WEST – 25 August 2004
Following strong squalls along the coast and inland of the South West region, 72 SES volunteers were activated to attend to more than 70 calls for assistance. The worst damage occurred in Bunbury's city centre, where two hotels and a block of flats lost their roofs. SES volunteers from Australind, Boddington, Busselton, Collie, Donnybrook, Harvey, Mandurah and Murray were called for assistance.

ALBANY – 30 March-2 April 2005
Volunteer bush fire brigades were called on to help SES volunteers mitigate the impact of severe storms and localised flooding in Albany. SES resources were placed under pressure by the storms and flooding. A natural disaster was declared under the State's Natural Disaster Relief Arrangements. Positive FESA inter-divisional cooperation was achieved and there was greater understanding amongst other volunteers and staff of SES combat roles.

PERTH AND BUNBURY – 16-17 May 2005
More than 500 volunteers and staff from various emergency services responded to 1,300 call-outs over eight days following two severe storms in Perth and the South West. The number of call-outs following these storms was triple that attended in the previous storm season, and placed resources under considerable strain. While there was widespread damage across the southern half of the state, the storms were characterised by two tornadoes. One cut a swathe through the Perth suburb of Bicton and the other hit Bunbury's central business district. Some of the buildings at the Bicton primary school were levelled and many nearby homes were severely damaged. Downed power poles cut electricity to 100,000 households in Perth. Significant structural damage was caused to 77 commercial buildings in Bunbury. The Bunbury Roman Catholic Cathedral was subsequently demolished because storm damage made it structurally unsafe. The clean-up effort involved volunteers from the SES, bush fire brigades, FESA's urban search and rescue team and crews from the Fire and Rescue Service. A professional call centre was engaged to assist with the large number of phone calls for assistance from the public. A natural disaster was declared, allowing the community to apply for assistance under the State's Natural Disaster Relief Arrangements. It was reported that more than 11,000 insurance claims were lodged seeking over $27 million in damages.

TSUNAMI

TSUNAMIS are surges of water in the ocean that can be generated by earthquakes, volcanic eruptions, landslides or meteorite impacts. Most tsunamis that reach the Australian coastline are too small to have any noticeable effect, or even be seen by people. On average, a local tsunami occurs once every two years in Western Australia.

The biggest tsunami reported in Western Australia occurred in August, 1977, at Cape Leveque and reportedly reached ground six metres above sea level. In June, 1994, a tsunami struck coastline in the north of Western Australia including Broome, King Bay, Onslow and Carnarvon. In some places fish and other ocean creatures were carried inland for 300 metres. The same tsunami had killed 200 people four hours earlier in Java.

The severity of any impact will depend on the nature, intensity and location of the earthquake and the physical characteristics of the coastal zone in its path. It is not just beaches that can be affected by tsunamis. Bay mouths or tidal flats and the shores of large coastal rivers are especially vulnerable to tsunamis.

As the hazard management agency for tsunamis in Western Australia, FESA is responsible for community preparation, response and recovery in relation to this hazard.

PREPAREDNESS

The overall preparation and planning for tsunami events has been significantly enhanced since the devastating impact of the December 2004 tsunami on coastlines in the Indian Ocean. Previous to the major tsunami late last year, it was believed this hazard posed a low threat to coastline south of Coral Bay. This is now known not to be the case. While a tsunami may be a rare occurrence, any area on Western Australia's coastline may be affected (generally Cape Leeuwin to Kuri Bay) by the threat, dependant on the location, magnitude and direction of any tsunami-generating earthquake.

To improve the emergency management planning processes, FESA has researched and analysed the effects of the 26 December tsunami on coastlines both in Western Australian and overseas. Awareness has been raised at regional and local levels and it is intended to foster local emergency management committees to produce their own local tsunami threat plans in the future.

FESA is currently reviewing the State Tsunami Emergency Management Plan, working closely with other agencies and ensuring operational procedures for tsunami emergencies are in place. FESA is also working with Emergency Management Australia, the Bureau of Meteorology and Geoscience Australia to review the way the public is warned of any impending tsunami and the appropriate actions to take. The Bureau of Meteorology, in consultation with FESA, has drafted tsunami warnings which include community action statements. These are awaiting approval from a national committee. A community education program will be rolled out once the appropriate actions have been agreed upon.

RESPONSE

NOTABLE INCIDENTS

SUMATRA, INDONESIA – 26 December, 2004
An earthquake measuring 9.0 on the Richter Scale generated one of the most devastating tsunamis within living memory on December 26, 2004. It killed more than 270,000 people and made millions homeless along the coastline of 11 Indian Ocean countries from Africa to Thailand.

In WA, FESA and emergency services volunteers responded quickly to the threat of the tsunami impacting WA. The Bureau of Meteorology had notified FESA of a tsunami risk to the North West coastline, with

special concern for the area from Kuri Bay to Coral Bay. FESA conducted a risk analysis and worked closely with the Bureau of Meteorology and local incident managers to monitor the area. State Emergency Service and Volunteer Emergency Service units were also on standby, ready to take any required action.

The impact on the state was minimal. Only minor environmental and property damage was reported.

SUMATRA, INDONESIA – 28 March, 2005
A sub-sea earthquake registering 8.7 on the Richter Scale near northern Sumatra lead to a tsunami warning for coastlines 1,000km from the earthquake's epicentre. FESA responded to the alert using newly developed standing operating procedures.

FESA worked closely with the Bureau of Meteorology to manage all available information, while volunteers from SES and Volunteer Emergency Service units and volunteer marine rescue groups monitored areas along the coast for unusual tidal movements. Minor effects on the WA coastline were reported, including an unexpected swell of 15cm to 20cm in Geraldton Harbour, and 50cm tidal variation at Penguin Island, Safety Bay. After the first tsunami surge rolled more than 300 metres past Fisherman's Harbour and into Geraldton, the local SES unit was activated to provide warning patrols along vulnerable locations, collect and report information regarding further surges and be prepared to provide rescue services if required.

The Sumatran earthquake tested FESA's response procedures and highlighted the close working relationship between agencies, including Bureau of Meteorology, Geoscience Australia, Emergency Management Australia, port authorities, CALM and WA Police.

RECOVERY

In the aftermath of the 26 December Tsunami, in order to oversee recovery arrangements for Western Australians returning from affected areas and to coordinate welfare arrangements for those in need, FESA facilitated meetings of two top-level WA committees – the State Recovery Coordinating Committee and the State Welfare Emergency Group.

As a result, a coordinated approach was achieved between State and Federal agencies. An example of this was when representatives from the Department for Community Development, Red Cross. Centrelink, Salvation Army and the Department of Health were all present to meet travellers returning from tsunami affected areas. Together, they were able to provide information on available services and offer counselling if required.

FESA also worked with the WA Police major incident team and coronial unit to ensure an effective process was in place for repatriation of the deceased.

Quality people services

FESA employs 1,168 full-time staff, 31 part-time staff and supports more than 33,000 volunteers (see page 16 for full breakdown of volunteer numbers). The full-time equivalent staff complement for FESA was 1,161 as at 30 June 2005.

Our people are vital to the success of FESA and the services we provide to the community. FESA affirms the importance of providing appropriate training, opportunities, recognition and support for our people.

We will ensure FESA has:

- **recruitment and retention strategies, including training and development, that attract, promote and retain the right people, who are committed to FESA, our values and our mission;**
- **competent, committed leadership and management; and**
- **a safe and healthy work environment.**

CONTENTS

IN order to enable FESA to meet the strategic intention of providing Quality People Services, the FESA Board has determined that over the next three years we will focus on three key strategic issues in relation to emergency services volunteers, corporate and operational staff and emergency services cadets:

- active development of a culture of safety and well being;
- enhanced support, training, leadership and vocational opportunities; and
- proactive encouragement of diversity and equal opportunity.

OCCUPATIONAL SAFETY AND HEALTH

FESA SAFE PROGRAM

Following the identification of deficits in the organisational safety system, the FESA Safe program was developed to improve the culture in relation to safety. The three-year, five-phase implementation plan commenced in 2004.

The FESA Safe program underwent a year of consolidation in 2004-05, with indicators highlighting an increased awareness and participation by employees and managers in safety programs.

Following amendments to the *Occupational Safety and Health Act 1984*, 16 management team briefings were held to make managers aware of the significant changes under the legislation. Safety training aimed to motivate line managers and increase their understanding of complex safety issues was attended by 36 managers from metropolitan and regional areas.

A number of key safety policies and procedures were reviewed and updated, including FESA's Occupational Safety and Health and Accident /Hazard Reporting and Investigation policies. Development has also begun of a draft occupational safety and health workplace investigations policy.

In collaboration with FESA, important research into the respiratory health of firefighters and the onset of adult asthma was commenced by the University of Western Australia, producing significant preliminary findings. Changes to FESA's personal protective equipment matrix have already been made following feedback from the university researchers that firefighter respiratory health can be better protected with different filter masks. The research into adult onset asthma is in its early stages, with the initial results of a survey of participants currently being collated.

PREVENTATIVE PHYSIOTHERAPY PROGRAM

The preventative physiotherapy program continued to be well utilised in 2004-2005, with 237 employees accessing treatment. The program has been expanded in the metropolitan area to include a second service provider and has also been extended to Kalgoorlie and Bunbury through local health care providers.

The program was introduced to provide physiotherapy intervention for reported musculo-skeletal symptoms affecting FESA employees that had the potential to adversely affect employees' performance during work and increase the risk of lost-time injury. Speedy intervention and rehabilitation has been shown to decrease recovery time and increase the availability of staff to deliver services.

REHABILITATION AND WORKERS' COMPENSATION

FESA strives to minimise the financial and personal impact of workplace injury on the organisation. This includes the on-going goals of reducing the number of workers' compensation claims received and workers' compensation costs.

FESA has continued to achieve a reduction in the number of workers' compensation claims for 2004-05. A total of 108 claims were received in 2004-2005, 39 less than in 2003-04.

While FESA's average costs of claims increased in 2004-05, costs are still below the fund average. The poorer-than-expected outcome in relation to costs has occurred due to a small number of complex, and therefore costly, claims.

The FESA health and safety and workers' compensation staff are continuing to work with managers and employees to promote employee safety and better management of claims to ensure a reduction in lost time through injury to FESA employees and, therefore, a reduction in workers' compensation costs.

Incident reporting within FESA continues to improve, providing greater opportunity to remedy safety concerns and improve overall safety performance. While reports have increased, FESA has recorded a decrease in its lost-time injury frequency rate from 38.35 to 34.81. FESA encourages incident and 'near miss' reporting in a 'no blame' atmosphere to improve the organisational culture in relation to safety.

Number of occupational safety and health incident reports by financial year

Financial Year	Number
2001/2002	264
2002/2003	253
2003/2004	317
2004/2005	420
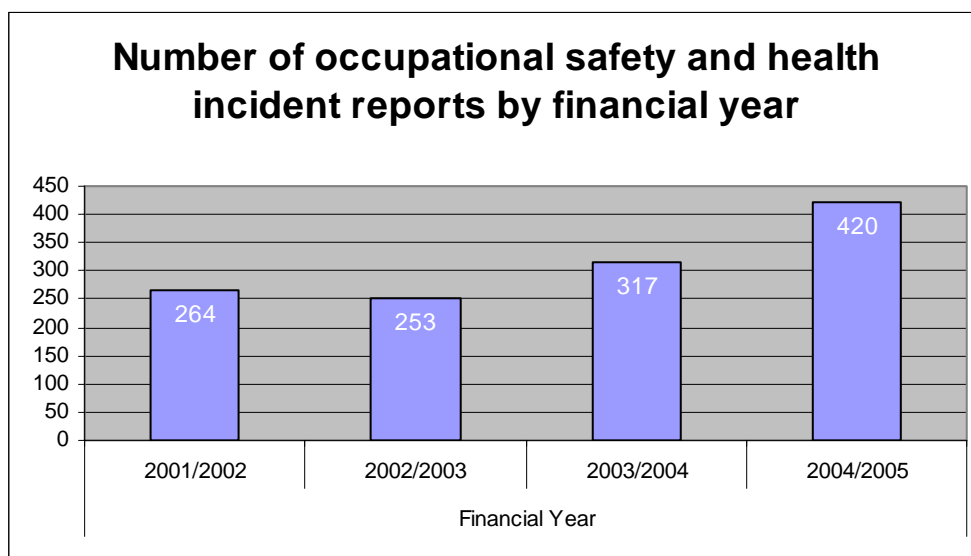
FESA SUPPORT PROGRAM

During 2004-05, progress has been made in further developing and promoting the strategies and initiatives that form the FESA Support Program, resulting in an improved awareness and utilisation of the services available to FESA employees and volunteers.

Welfare support has continued to be provided through the Employee Assistance Program. FESA's two service providers, Occupational Services Australia and the Wasley Institute, have assisted employees and volunteers with a range of concerns including work related issues, family matters and cumulative/critical incident stress. The development of new programs is currently being investigated by FESA to add to the support already available to FESA employees and volunteers involved in critical incidents.

CHAPLAINCY

FESA welcomed new chaplain Ron Wingate in December 2004. He replaced Darryl Rawlings, who held the position for 10 years. Mr Wingate, formerly Associate FESA Chaplain, provides welfare and spiritual support to FESA employees and volunteers. In 2004-05, the chaplaincy service has been further integrated into the overall FESA Support Program with the chaplain working closely with peer supporters and members of the FESA Human Services response team to ensure a coordinated approach to promoting employee and volunteer welfare.

Through FESA's relationships with the Salvation Army and the Anglican Diocese of North Western Australia, FESA has continued to expand its network of chaplains and assistant chaplains to ensure the availability of support to FESA employees and volunteers in metropolitan and regional areas.

PEER SUPPORT PROGRAM

In 2004-05, further steps have been taken to rebuild the profile and recognition of the peer support network as part of the FESA Support Program. An audit and review of the peer supporter database has now been completed and refresher training delivered to employee and volunteer peer support officers.

The 1800 free call number has continued to be well utilised as a means of providing immediate contact for confidential advice and assistance. The service is being accessed by managers, employees and volunteers across FESA and the volunteer units, demonstrating an increased awareness of the assistance available under the FESA Support Program.

The promotional materials used for the service have been refined and updated, and now reflect all of the volunteer units supported by FESA. In 2005-06, FESA will continue to identify ways to further promote the 1800 free call number to volunteers as a way to access the services available under the FESA Support Program.

TRAINING AND DEVELOPMENT

TRAINING

The FESA Training Centre now has just one training records management database – TRAIN. The State Emergency Service (SES) has moved all of its data across from its existing database and is now using the current version of TRAIN. It has taken considerable resources for all areas including FESA's Information Services branch to transfer different records to one database.

The FESA Training Centre has created an induction video for its Applied Training Area. This video ensures a standardised approach in relation to the dissemination of information, particularly safety information, to anyone being trained in the Applied Training Area.

LEADERSHIP SKILLS FOR VOLUNTEERS

FESA has created a new leadership skills training program for key volunteers, Discover the Leader in You.

It is a two-day non-operational leadership development course that will provide volunteers in key leadership positions across the services, or future leaders, with an overview of the knowledge, skills and attitudes to effectively carry out their leadership roles. The course consists of eight sessions:

- leadership and management;
- motivation;
- communication / interpersonal skills and equal employment opportunity / diversity;
- decision-making and problem-solving;
- team building and group dynamics;
- conflict resolution and negotiation skills;
- delegation; and
- organisational skills.

SES TRAINING

In a consultative process undertaken in 2000, the SES identified the training resource kits that would be required to meet its operational role profiles. These were outlined in the SES Training Pathway.

Over the past four years the SES Training section has designed, developed, piloted, finalised and implemented all key role training resource kits and the majority of the key operational training resource kits have now also been completed and implemented.

During 2004-05, the Training Pathway was reviewed to confirm that it still met the operational requirements and needs of volunteers and was updated as required.

The Land Search training resource kit created by FESA for use in Western Australia, received considerable acclaim from other agencies and the SES in other states and has now been adopted nationally. It is the first WA-produced training resource kit to achieve national acceptance.

In the past year, 808 SES volunteers have completed level 1 specialist skills training courses using new training resource kits. Over the same period, 70 personnel have completed the new level 3 trainer / assessor of specialist skills courses. In addition, 43 SES volunteers now have a nationally recognised qualification – 17 completed the Certificate II in Public Safety (SES Operations) and 26 completed the

Certificate II in Public Safety (SES Rescue). This is the first time SES volunteers have had the opportunity to obtain nationally recognised qualifications for the training they undertake.

VOLUNTEER FIREFIGHTER TRAINING

The implementation plan of the Fire Service Volunteer Training Program and the operational role requirements have been endorsed after a consultative approach with key stakeholders. This endorsement has now allowed meaningful and relevant development of training resources to suit the needs of volunteers. Pilot courses have been delivered and feedback from participants has been positive. The feedback received clearly indicates a requirement for ongoing development and support for these initiatives.

CAREER FIREFIGHTER TRAINING

Two Recruit Firefighter Schools were completed in 2004-05 – schools 55 and 56. A third school was nearing completion at 30 June 2005.

School 55 was concluded on 23 July 2004 and had 20 graduates. There were 18 firefighter graduates from school 56, which ended on 26 November 2004 and a further 17 new firefighters were in training during June 2005 and due to graduate in school 57 on 1 July.

The introduction of a compartment fire training simulator at the FESA Training Centre has created the opportunity for firefighters to observe fire behaviour in a compartment and test modern fire suppression techniques in a realistic environment.

Compartment fire behaviour training was undertaken as part of the FESA Skills Enhancement Program, with 542 Fire and Rescue Service firefighters successfully completing the program in 2004-05.

TRAINING OF ASSESSORS.

As part of the continuing upgrade of skills within FESA, training has been provided for 11 heavy rescue and 15 confined space rescue trainer / assessors in the field. This represents a significant number of training and assessment hours and places FESA in an excellent position to deliver quality training in these specialised skills across the State.

MAJOR INCIDENT TRAINING

FESA created and implemented the 2005 Vector Command Incident Management Training Plan which consisted of two different training programs tailored to meet the needs of targeted, key fire service personnel involved at different levels of incident management. The programs are designed to develop their incident management and leadership skills relevant for Level 2 and Level 3 incidents. Both programs have two phases that enable a clear evaluation of each participant's development throughout the program.

A new five-day FESA Incident Planning (formerly AFC Module 5.02) course and a new FESA four-day Logistics Management (formerly AFC Module 5.03) course were created, piloted and implemented.

Over the past year there have been two Incident Command courses held, each with eight participants completing the five-week programs.

SPECIALIST TRAINING

In keeping with the State Government's undertaking to enhance WA's counter terrorism capabilities, Fire Services managers undertook an Emergency Management Australia chemical, biological and radiological anti-terrorism training program.

In addition, 21 Fire Services personnel completed urban search and rescue category 2 technician training.

EMPLOYEE RELATIONS

ENTERPRISE BARGAINING

Following negotiation and finalisation of new enterprise bargaining agreements to cover FESA Technical Services employees and FESA Fire and Rescue Service career firefighters, the FESA Employee Relations section has provided support and assistance to progress and implement a number of the key initiatives and changes to conditions of employment included in these agreements.

A new enterprise bargaining agreement, the *Government Officers Salaries, Allowances and Conditions General Agreement 2004*, was also registered in August 2004. This agreement has provided salary increases as well as some significant changes to conditions of employment for FESA's government officers.

The *FESA Agency Specific Agreement 2005* was also negotiated with the Civil Service Association. This agreement was lodged for registration in May 2005 and will enable the continuation of flexible working hours for FESA's government officers.

RECRUITMENT

FIREFIGHTER RECRUITMENT

Each year FESA strives for continual improvement in the firefighter recruitment campaign. This is achieved by evaluating past and present campaigns; providing information sessions on the requirements to become a firefighter; conducting feedback sessions and providing candidates with individual results. By adopting this approach, positive feedback has been received with the number of breach claims drastically reduced.

NATIONAL WOMEN IN FIREFIGHTING FORUM

Three representatives from FESA were among 130 delegates from across Australia and New Zealand who attended the inaugural National Women in Firefighting Forum in Sydney on 12-13 May 2005.

Organised by the Fire Services Research Program at the University of Western Sydney's Centre for Learning and Social Transformation, the forum aimed to:
- discuss issues faced by women in firefighting;
- develop strategies and support networks;
- encourage greater participation of women in all aspects of firefighting and fire management; and
- recognise and celebrate the contribution of women to firefighting in Australia.

A popular theme was the need to change attitudes in the community and remove the barriers that discourage women from viewing firefighting as a career option.

The delegates voted to form a national association to help develop strategies aimed at increasing the representation of women in fire services.

WORKFORCE PLANNING

WORKFORCE ANALYSIS AND MANAGEMENT REPORTING

Ongoing analysis of the FESA workforce has continued particularly in the operational areas with preliminary emphasis on age and length of service. Further analysis and profiling of the workforce is to be conducted over the coming year.

Management reporting has continued to be developed with particular emphasis on equal employment opportunity and rank establishment. FESA is also participating in a public sector benchmarking program which will enable further evaluation of organisation effectiveness.

SYSTEMS MANAGEMENT AND ADMINISTRATION

During the year there have been hardware and software upgrades to accommodate a new version of the human resource information system. This will provide benefits to employees including additional features within the employee self service kiosk. Further opportunities will be assessed to deliver additional information directly to staff.

CORPORATE SERVICES REFORM

FESA has continued to play an active role in preparations for the State Government's corporate services reform and establishment of Shared Services Centres.

Representatives have participated in a number of committees and working groups in relation to both human services and financial services.

All of the employees that are likely to be affected by Shared Service Centre arrangements have been identified. FESA continued to liaise closely with the Office of the Shared Service Centres to ensure up-to-date information is available to these employees. Regular information sessions were held for staff and information bulletins were published on the FESA intranet during 2004-05.

In line with the State Government's procurement reform, FESA and the Department of Treasury and Finance signed a Procurement Services memorandum of understanding in September 2004.

VOLUNTEERS AND YOUTH

The Volunteer and Youth Services branch was established in February 2005 to improve strategic services for emergency service volunteers across the services supported by FESA. Additionally, Emergency Services Cadets as well as the juniors in brigades and cadets in other services will benefit from youth development incorporated within the branch.

Through a 'one-stop shop' concept for volunteers, managers and their communities, the Volunteer and Youth Services branch now addresses a range of volunteer issues that in the main are generic and produce benefits for volunteers as well as related divisions across FESA. The branch does not become involved in volunteer operational activities. These responsibilities will rest with the new Operational Services division and regional management structures.

The establishment of the branch has created the platform for FESA to substantially improve its service to emergency services volunteers. Open communication, innovative solutions and provision of information to adequately plan for the future of volunteers in WA are key requirements.

RECOGNITION

FESA staff and volunteers are eligible for a comprehensive range of awards and medals that acknowledge the contributions they make towards the achievement of a safer community. These include medals awarded at a national level and a series of medallions, certificates and trophies awarded by FESA and community stakeholders.

AUSTRALIAN FIRE SERVICE MEDAL

This medal is awarded for service distinguished by a high degree of resource and devotion above and beyond normal work. Recipients in 2004-05, announced as part of the Australia Day and Queen's Birthday Honours lists, were:

- Lindsay John Cuneo (Fire and Rescue Service);
- Murray John Horbury (Fire and Rescue Service);
- Graham Walker Farrow (volunteer, Katanning Fire and Rescue Service);
- Keith Charles Pears (volunteer, Nannup Fire and Rescue Service);
- Brian Victor Hammence (volunteer, Hester Brook Bush Fire Brigade);
- William Edward Power (volunteer, Bassendean Fire and Rescue Service); and
- David John Stewart (volunteer, Mt Barker Fire and Rescue Service).

AUSTRALIAN EMERGENCY SERVICES MEDAL

Awarded to those who have demonstrated distinguished service as a member of the emergency services. Recipients for 2005-05, announced as part of the Australia Day and Queen's Birthday Honours lists, were:

- Wayne Harry English (Boddington State Emergency Service)
- Christopher Michael Stickland (Mandurah State Emergency Service)
- Phillip Lawrence Petersen (Gosnells State Emergency Service)

NATIONAL MEDAL

The National Medal is awarded to career and volunteer firefighters and SES volunteers who have served for a period of 15 years. A Service Clasp is awarded for every 10 years thereafter. Nominations for the National Medal and Service Clasps are processed by FESA Human Services and sent to the Governor-General in Canberra for approval and issuing.

In the reporting period, a total of 350 National Medals and/or relevant Service Clasps were awarded. These comprised:

- 254 bush fire brigade volunteers;
- 36 Fire and Rescue Service volunteers; and
- 60 State Emergency Service volunteers.

FESA held two volunteer National Medal presentation functions in Perth in November and June and a number of local governments held local presentations for their volunteers.

STATE EMERGENCY SERVICE AWARDS 2005

Peter Keillor Award
The SES Peter Keillor Award is presented to a SES volunteer who has achieved a high level of service in an operation, in the development or promotion of a community safety initiative, or in raising their unit's profile or capabilities. The 2004 winner was Siegmund Belczowski of the Mandurah SES Unit.

SES Team Achievement Award
As teamwork is a vital part of SES operations, this category recognises the efforts of SES units or teams who have initiated a new idea, worked collectively to achieve outstanding results in a particular area, or undertaken a community safety project. The 2004 winner was the Rockingham-Kwinana Tracker Dog team.

Youth Encouragement Award
This award recognises, rewards and encourages the special contributions of youth to the community. The 2004 winner was Harold Nicholson of the Collie SES Unit.

RAC INSURANCE AND ROTARY CLUB OF WHITFORDS FIREFIGHTING AWARDS 2004

Career Fire and Rescue Service of WA Award
Robin Rogers, FESA Commercial Training Unit, received this award for delivering education courses to Australian Army Cadets as well as training he provided at a juvenile maximum detention centre.

Volunteer Fire and Rescue Service Award
Brett Finlay, Greg Buckley, Matt Sangston and John Jarrett of the Wundowie volunteer Fire and Rescue Service brigade won this award for the heroic efforts of team members during a major bush fire, when they pulled a driver to safety after his truck had caught alight.

Murray Lang Volunteer Bush Fire Service Award
Sandy Lehmann of Cranbrook Central Bush Fire Brigade received this award for playing a major role in the clean-up and recovery of the Plantagenet and Cranbrook communities after a devastating wild fire.

Volunteer Firefighter Youth Encouragement Award
Tod Bergersen of Armadale volunteer Fire and Rescue Service received this award for his commitment to the Armadale Volunteer Fire and Rescue Service. He took on the role of lieutenant during the last financial year and attended 79 incidents. He was officer-in-charge at 41 of these turnouts.

In 2004-05, a decision was made to include two youth categories in future awards, one each for the Bush Fire Service and volunteer Fire and Rescue Service. Nominations for these two new categories will be sought in the 2005 Firefighting Awards.

FESA UNIT AWARDS

The inaugural FESA Unit Awards were held in September 2004 to recognise the outstanding contributions of members of these ground-breaking, multi-skilled groups in providing a comprehensive range of emergency services to their local communities. Early in 2005, the FESA units adopted the new name Volunteer Emergency Service units. From 2005-06 the awards will be re-named accordingly.

Bob Mitchell Award
Named in honour of the FESA-founding chief executive officer, this award is presented to a volunteer in recognition of outstanding service. This may be within their unit, and/or across the emergency services sector and it may encompass actions performed over a number of years. The award is not necessarily made every year. The 2004 winner was Ray McNamara of the Wyndham FESA Unit.

Outstanding Unit Member Award
This award is made for outstanding service within a FESA unit. The 2004 winner was Trevor Diver of the Trayning FESA Unit.

Youth Achievement Award
A nominee for this award must be aged 25 years or less and have demonstrated a commitment to emergency services in the area of prevention, preparedness, response or recovery. The 2004 winner was Jad Vidler of the Marble Bar FESA Unit.

Outstanding FESA Unit Award
This award is designed to recognise the exceptional efforts of FESA units that use teamwork to work together to achieve outstanding results in a particular area of emergency services. This may be in any of the areas of prevention, preparedness, response or recovery. The 2004 winner was the Fitzroy Crossing FESA Unit.

NEW DIVISIONAL AWARDS

Annual divisional awards for Volunteer Marine Rescue Services and the Emergency Services Cadet Corps are currently being developed and will be introduced in 2005-06.

NEW MEDALS OF RECOGNITION

Volunteers from round the state received medallions in recognition of long-term commitment to the community through their active association with either Volunteer Emergency Service units (formerly FESA units), Fire Services units, Fire and Rescue Service brigades, bush fire brigades, volunteer marine rescue groups or SES units.

The Volunteer Marine Rescue Services and Bush Fire Service medallions, introduced during the reporting period, are similar in design. They are based on the same design as long-service medallions produced for Volunteer Emergency Service units. A proposed version for SES volunteers has been endorsed by the SES Consultative Committee to replace the current long-service medallion.

The FESA Outstanding Achievement Medal has also been established as the most prestigious internal FESA award. This will recognise extraordinary contributions made by FESA staff and volunteers. The medal is for outstanding achievement that would not be eligible for nomination under the Australian Honours and Awards system. The FESA Outstanding Achievement Medal replaces the FESA Outstanding Service Medal, which has been awarded on two occasions: to Christine Horton, Bush Fire Service and Ronald Geoffrey Panting, State Emergency Service. Both Christine Horton's family and Ronald Panting have been awarded the new FESA Outstanding Achievement Medal.

The FESA Commendation Certificate has been amended and is now awarded with a mounted commendation medal in a frame. The commendation medal recognises contributions made by members

of FESA towards helping the organisation achieve its vision of *a safer community*, where such contributions are not eligible to be nominated through another category of award contained in the FESA Recognition and Reward Policy.

60-YEAR SERVICE MEDAL

A new long-service medal has been established for volunteers across all the services who have achieved 60 years of service. Most of the services issue medals recognising up to 50 years of service. In the past, volunteers who have achieved more than 50 years have been given a certificate of appreciation. The new medal is mounted in a frame with a citation and is signed by the Minister for Emergency Services and FESA Chief Executive Officer. Procedures outlining the process to apply for this medal are currently being drafted and will be incorporated into the FESA Reward and Recognition Policy later in 2005.

EMERGENCY SERVICES DILIGENT SERVICE MEDAL

A new Emergency Services Diligent Service Medal was established to recognise employees of FESA, both operational and non-operational, who have achieved 15 years of diligent service in the emergency services of Western Australia. A service clasp is also awarded at 15 years and every 5 years thereafter of diligent service achieved.

The first production of medals included 320 medals and clasps for eligible employees up to 30 June 2005. Presentation functions will be held in July and August 2005.

Sound business practices

FESA believes that in order to meet our commitments to the community, we must implement business practices that can be benchmarked against recognised standards of excellence. We commit to managing our financial and physical resources in a competent and accountable manner and maintaining a customer focus.

CONTENTS

KNOWLEDGE AND INFORMATION MANAGEMENT

GENERAL

INFORMATION RESOURCES (DOCUMENT MANAGEMENT)

The draft *FESA Retention and Disposal Authority* was lodged with the State Records Commission in March 2004. As the commission has been concentrating on approving record keeping plans, no retention and disposal schedules were viewed during 2004. The State Records Office has asked for some amendments to be made to the draft and work is being progressed. It is anticipated to have the schedule approved by the SRC by the end of 2005.

During FESA's annual internal audit, the need to formalise a process to collate and record fire incident information was highlighted. A project team has developed a standing administrative procedure and this initiative will be progressed during the year.

Work has continued on the state-wide records and document management system across FESA, in particular, the implementation of the Emergency Management Services training files. On-going training and support in records and document management for FESA staff continues to be provided.

The Manager Information Resources presented a paper at the inFIRE (International Network for Fire Information and Reference Exchange) Conference, held in Massachusetts during 13-16 June 2005. The paper was on the management of incident information currently being implemented in FESA by the Information Resources branch. This is related to the increase in documentation generated at incidents and the higher levels of external scrutiny being placed on FESA.

INFORMATION SERVICES

FESA Information Services has been working on a number of projects to improve operational support computing applications. These projects include:

- consolidation of FESA emergency management applications into one application; and
- re-engineering of the FESA emergency dispatch system.

The aim is to amalgamate the emergency management requirements of all FESA operational divisions into a single computing system which is accessible to staff, volunteers, local government and operations centre personnel. Work continues on the data verification and integration from the current disparate systems into the new operational management suite.

The re-engineering of FESA's operational dispatch system is progressing well and implementation is on schedule to be in operation for the 2005-06 fire season. The new software incorporates additional functionality including:

- dispatch capability for all FESA operational divisions;
- improved reporting capability;
- state-wide mapping; and
- metropolitan vehicle tracking.

MEDIA AND PUBLIC INFORMATION

PUBLIC ALERT SYSTEM

A new system designed to alert the public quickly to significant incidents had its first major test in January 2005, during the largest bush fire in the Perth Hills region for more than 40 years. The alert system delivered alerts via radio, faxes to agency stakeholders, a 1300 telephone message line, a community information telephone line and the FESA website.

In all, 45 emergency alerts were issued during the fire, which lasted nine days and burnt out 27,000 hectares in Mundaring, Pickering Brook and Karagullen. Alerts were sent to all media outlets, with ABC Radio (which has signed a memorandum of understanding with the State Emergency Management Committee) broadcasting the messages at twenty past and twenty minutes to the hour. The same

message was posted on the FESA website and placed on a recorded message on the 1300 657 209 number.

The 1300 657 209 recorded message was a success, but it also led to more people accessing the website and calling a staffed telephone information line. While this process was anticipated, the demand was unprecedented.

The FESA website received 100,000 page requests during the fire's three-day peak, placing its capabilities under considerable strain. On 19 January, when smoke blanketed Perth and the fire was edging closer to residential areas, the website received 67,000 page requests – 50 times the site's usual daily level of activity. While the system did not crash, it slowed down considerably. One resident advised that it took him 35 minutes to access the emergency alerts information. As a result of this experience, arrangements have been put in place to widen FESA's internet band as required during emergencies. The alerts page itself has also been simplified to increase the speed of accessing the page.

Feedback from the media and the public indicated that they appreciated the alerts, but many requested more information, such as:
• locations of fire fronts, preferably on maps;
• wind direction and speed; and
• distance from streets or well-known landmarks.

The practicality and feasibility of providing these are currently under consideration.

Residents who complained about slow download times were asked to participate in ongoing work to improve the system. Time trials were undertaken among 27 of these residents to test the download speed in off-peak times. Subsequent investigations have led to evaluations of website content management systems. These are ongoing, pending further consultation with other agencies.

A survey was also conducted with these residents and their feedback will also be used to improve the emergency alert system for the 2005-06 fire season.

MULTI-MEDIA EMERGENCY ALERTS

FESA helped trial a system that can simultaneously deliver emergency alerts via voicemail, SMS, fax, e-mail and the internet. The system, developed by Murdoch University and funded by Emergency Management Australia, sent trial alerts for cyclones and wildfires through various delivery methods.

The trial proved the system to be viable but further development was required. Eighty-seven per cent of participants approved of the multiple-channel function and 95 per cent liked the ability to choose how the messages were delivered. By far the most popular choice of delivery was SMS, but email and voicemail were also seen as important backups.

The system, believed to be the first of its kind in Australia, won the post-disaster category of Emergency Management Australia's Safer Community Awards in 2004. Subsequently, FESA put expressions of interest out to tender for the development of a multi-media emergency alerts system. The tender was won by Ovis Pty Ltd.

IMPROVING CRISIS ALERTS TO THE PUBLIC

The public will receive regular alerts about the progress of major emergencies thanks to a formal agreement jointly signed by ABC Radio and all WA agencies responsible for hazards. FESA worked closely with the WA Police to secure this successful outcome. Under the agreement, alerts on a range of emergencies will be issued at twenty past and twenty to each hour on ABC Radio stations in WA.

Two years prior to the agreement, the ABC had been broadcasting alerts issued by FESA and WA Police. Under the memorandum of understanding, the departments of Agriculture, Health, and Conservation and Land Management, the Water Corporation and other emergency-related government agencies can also use this service. Victoria has now developed a similar agreement and other Australian states are following.

VIDEO AWARDS

FESA video producer Bryn Watkins received a special mention in the international Videofuego 2004 awards for his training video, *The Dead-Man Zone.* The video focuses on the danger to firefighters when wind direction suddenly changes the path of a bush fire. Videofuego is an international contest of video, photography and multimedia programs on fire and emergencies.

COMMUNICATIONS TECHNOLOGY

AUTOMATIC VEHICLE LOCATION AND MESSAGING

During the year FESA has commenced the installation of the vehicle unit replacement program. This system provides a text messaging service to career firefighting appliances and operates over the CDMA mobile phone data network. The system also incorporates the return of global positioning system data from the vehicle to the operations centre providing automatic vehicle location functionality. The automatic vehicle location component of the project will be implemented following the completion of the vehicle hardware replacement program.

COUNTRY COMMUNICATION SYSTEM

The initial pilot for the country communication system replacement has occurred at the Eaton/Australind Fire and Rescue Service fire station. Following the final acceptance, testing of the remaining replacement program will commence.

This system incorporates the following emergency communication facilities:
- direct brigade alarms;
- group call;
- paging; and
- station siren operation.

The system will now enable all country direct brigade alarm messages to be transmitted to the operations centre while being actioned locally.

VOICE OVER INTERNET PROTOCOL TELEPHONY

FESA Business Services division is continuing to migrate telephony services to the Voice Over Internet Protocol (VOIP) system.

In 2004-05 the following FESA offices were added to the VOIP system:
- Albany regional office;
- Joondalup metropolitan office; and
- Forrestfield Training Centre.

It is planned that FESA will eventually adopt this technology in the emergency dispatch areas and provide links into the emergency radio network.

GEOGRAPHIC INFORMATION SERVICES

The FESA geographic information services area has focused on managing corporate data in the following areas:
- currency and accuracy of the spatial information for the FESA operations centre;
- review and publication of unexploded ordnance boundaries;
- Emergency Services Levy category boundary changes for 2005-06;
- commencement of the emergency management component of the Shared Land Information Project;
- preparation of mapping tools and data for incident management; and
- develop data sets for unallocated Crown land management.

WESTERN AUSTRALIAN EMERGENCY RADIO NETWORK

The Government has committed $20 million over three years to the development of a new statewide inter-operable emergency radio communications system. Known as the WA Emergency Radio Network, it will

revolutionise emergency services radio communications in Western Australia, bridging a huge gap during the management of fires, floods and other disasters.

The WA Emergency Radio Network design, believed to be a world first, represents two years researching, developing and consulting with key stakeholders, namely:
- emergency service organisations;
- radio equipment manufacturers; and
- the Australian Communications Authority.

The lack of emergency services radio communication inter-operability is an issue that has been identified in virtually all national and State inquiries and reports into recent major emergencies. This project will formally commence in July 2005 and take about three years to implement. More details are available in the *Special Report* section on page 11.

FINANCIAL SYSTEMS

PROCUREMENT AND CONTRACT MANAGEMENT

FESA, under the new procurement arrangements with the Department of Treasury and Finance Client Procurement Services, is still responsible for procurement outcomes, decisions to purchase and awarding contracts. This includes:
- providing direction for forward procurement planning;
- providing technical specifications and expertise to support contracting; and
- managing contracts at an operational level.

The business relationship is supported by a memorandum of understanding signed in September 2004 that outlines the working arrangements between the Department of Treasury and Finance and FESA, regarding the provision of an integrated, efficient and effective procurement service that meets FESA's expectations.

Under the new arrangement, two of FESA's staff now form part of the Department of Treasury and Finance Client Procurement Services team. Benefits and values include:
- customer-focused services;
- simplified, efficient processes;
- knowledge sharing;
- skills and expertise;
- coordinated buying;
- policy consistency; and
- value for money.

FESA is committed to the State Government's new procurement reform strategy of smarter buying – better business and working relationships for the delivery of procurement services.

FESA's procurement activities and direction has continued to focus on strategic sourcing, in particular, e-commerce solutions, in an approach to reduce the total cost. To date, online buying over the internet for FESA's stationery contract has been rolled out to all career metropolitan fire stations. The next stage involves personal protective equipment, which is currently being rolled out across the metropolitan area.

FINANCIAL MANAGEMENT INFORMATION SYSTEMS

On 1 July 2003, the Emergency Services Levy (ESL) was introduced under the *Emergency Services Levy Act 2002*. Amendments were made to the *Fire and Emergency Services Authority of Western Australia Act 1998* and the *Fire Brigades Act 1942* in relation to the annual estimates of expenditure and the source of funding for FESA.

The financial reporting period ending 30 June 2005 represents the first full year of the ESL under the provision of the *Fire and Emergency Services Authority of Western Australia Act 1998*. The 2003-04 financial year was a transitional year which saw the total phasing out of the fire services levy contribution system under the provisions of the *Fire Brigades Act 1942*.

The ESL is a levy on all properties in Western Australia, regardless of ownership, and is applicable to residential properties, farming properties, vacant land, commercial properties, industrial properties and miscellaneous properties. Only vacant land owned by local governments and certain mining tenements that only permit prospecting and exploratory activities are exempt from the ESL.

Significant re-engineering of the financial system infrastructure and related processes was undertaken to accommodate the introduction of the ESL and process improvements have continued throughout 2004-05. Revised versions of the *Local Government Manual for Capital and Operating Grants* and the *Manual of Operating Procedures* were developed and issued. The grants manual provides guidance to local governments in preparing annual estimates for the operating and capital requirements for their bush fire brigades and State Emergency Service units. The ESL operating manual – coupled with local government rates systems upgrades – was introduced to ensure that appropriate ESL billing, collection, remittance and reporting procedures are implemented by local governments.

Monitoring of these new ESL accounting and administrative processes has continued during 2004-05 to ensure that property owners are correctly charged and that FESA's reporting obligations are met.

BUSINESS PROCESSES

ORGANISATIONAL STRUCTURE

FESA has initiated important structural change strategies during 2004-05 as part of its ongoing commitment to continually improve the effectiveness and efficiency of the way emergency services are delivered to the community of WA.

From 1 July 2005, FESA will have a single Operational Services division. This will support the operational activities of:
- on-shift career Fire and Rescue Service firefighters;
- volunteer State Emergency Service units;
- volunteer Fire and Rescue Service brigades;
- local government volunteer bush fire brigades;
- Volunteer Emergency Service units;
- Volunteer Fire Services brigades; and
- Volunteer Marine Rescue Service groups.

It will also oversee aerial services now provided by FESA, including aerial firefighting capability and the RAC Rescue 1 helicopter.

In regional areas, support will be provided to career operational staff and volunteers, on a geographic basis rather than by service. The volunteers and other stakeholders, such as local governments, will have one point of contact for FESA. This will ensure a consistency of communication and avoid duplication, at the same time as providing greater efficiencies and improved accountability.

The new structure will reflect two objectives:
- better service delivery to the community and FESA's diverse range of stakeholders; and
- clearer definition of the identities of the career Fire and Rescue Service and the 33,000 volunteers that FESA supports.

Maintenance of the grass roots identities of the individual services – such as State Emergency Service, the on-shift career Fire and Rescue Service and the volunteer Fire and Rescue Service – has been guaranteed in the new operational structure.

Development of the new structure has involved a review of the country management structure under the 2004 Enterprise Bargaining Agreement between the Fire and Emergency Services Authority (FESA) and the United Firefighters Union.

Importantly, the outcomes are designed to improve service delivery to FESA's customers and stakeholders through furthering the implementation of a single service delivery model across the regions, rather than

running each service separately, as has been the case historically. Additionally, it provides the opportunity for implementing a 'whole of FESA' service delivery model in the future.

Ultimately, FESA operational managers in the country will undertake an expanded role covering the management of bush fire brigades, Fire and Rescue Service brigades, State Emergency Service units and, where relevant, Volunteer Emergency Service units, volunteer Fire Services units and Volunteer Marine and Rescue Service groups.

A new naming protocol for regional managers has been introduced. The title Area Manager has been introduced and the use of the generic title Fire Services Manager is to cease. Position titles will simply be District Manager, Area Manager or Community Fire/Emergency Service Manager.

Also, the country areas of Western Australia have been divided into six regions, instead of four:
- South West;
- Great Southern;
- Pilbara;
- Kimberley;
- Midwest/Gascoyne; and
- Midlands/Goldfields.

The Perth metropolitan area will continue to be divided into four regions for Fire Services: Perth North Coastal (Joondalup), Perth North East (Midland), Perth South Coastal (Fremantle) and Perth South East (Belmont) – and one Metropolitan region for the State Emergency Service.

The executive team in the Operational Services division will comprise an executive director and six directors:
- Director Country Operations South;
- Director Country Operations North;
- Director Fire Services Metropolitan;
- Director State Emergency Service Metropolitan;
- Director Operational Co-ordination; and
- Director Operational Resourcing.

EMERGENCY SERVICES LEVY REVIEW

The ESL was introduced on 1 July 2003 on the basis of operating parameters and administrative arrangements formulated and agreed with key stakeholders and the local government sector over several years in the lead up to its introduction. These key operating parameters and administrative arrangements were determined on the basis that they would be reviewed during the early years of the levy's introduction.

The ESL review process framework was established in 2003-04 and again utilised in 2004-05.

The ESL review focused on refining processes and implementing improvements based on experiences gained in the early years, and generally confirming the adequacy and suitability of existing policy and processes.

In 2004-05, the following outcomes resulted from the ESL review process:
- the *ESL Manual of Operating Procedures,* which provides local governments with the administrative guidelines on how to bill, collect, remit and report the ESL, was again updated (2005-06 version) to incorporate general improvements;
- promotion of an alternative, more efficient, ESL remittance arrangement for local governments continued during 2004-05. This resulted in a further 16 councils electing this option for 2005-06 (in addition to the 35 that operated under this arrangement in 2004-05);
- a review of all ESL category boundaries was conducted during 2004-05 to ensure that, in readiness for 2005-06 ESL billing, they properly reflected the service delivery available to property owners;

- the *Local Government Manual for Capital and Operating Grants* was again updated (2005-06 version) with focus on areas where more simplified administrative approaches could be introduced and improvements in the efficiency and effectiveness of the ESL grants scheme could be made; and
- the formulation of a communications strategy that set in place a cost effective ESL marketing plan, identified the need for an ESL call centre to continue to operate in 2005-06, developed an ESL brochure for inclusion with 2005-06 rates notices and updated the ESL page on the FESA website.

PHYSICAL RESOURCE PLANNING

FESA continues to utilise business-case management approaches to ensure that resource project planning, procurement and delivery are consistent with organisational goals and required outcomes.

The continuation of a business-case approach to service delivery ensures that our decisions are based on the principles of sound reasoning that provides a foundation for achieving the organisation's strategic and corporate outcomes. These business strategies also assist FESA to reduce corporate risk and thereby maintain its effectiveness and efficiencies within the competitive public sector.

CAPITAL WORKS PROGRAM

The FESA capital works program for the 2004-05 financial year of $17.822 million comprised new works of $3.620 million and works in progress of $14.202 million. As part of the 2005-06 budget process, the capital works program for 2004-05 was revised to $28.469 million, an increase of $10.647 million, incorporating several new programs initiated and approved during the financial period. Details of the capital works are contained in the following tables.

CAPITAL WORKS PROGRAM AS AT 30 JUNE 2005						
Program	**Note**	**Estimated Total Project Cost**	**Expenditure Prior to 01/07/2004**	**Estimated Expenditure 2004/05**	**Actual Expenditure 2004/05**	**Expenditure Variance 2004/05**	**Estimated Cost of Balance of Program**
		$'000	**$'000**	**$'000**	**$'000**	**$'000**	**$'000**
FIRE STATIONS							
Completed							
FRS Duncraig fire station	1	1,470	35	**1,433**	**1,466**	(33)	(31)
FRS Kalgoorlie fire station	1	1,850	99	**1,751**	**1,951**	(200)	(200)
FRS Midland fire station	1	2,035	511	**1,304**	**1,565**	(261)	(41)
FRS Murdoch fire station	1	1,870	344	**1,526**	**1,533**	(7)	(7)
Under construction							
FRS Albany fire station	1	610	42	**568**	**409**	159	159
FRS Belmont fire station	1	2,900	878	**1,722**	**652**	1,070	1,370
FRS Hope Valley fire station	1	2,500	42	**2,458**	**2,126**	332	332
FRS Perth fire station	1	5,900	0	**3,500**	**3,097**	403	2,803
FRS station modifications	1	755	408	**146**	**72**	74	275
FRS Broome volunteer fire station	1	450	1	**448**	**8**	440	441
FRS Kalgoorlie volunteer fire station	1	675	57	**618**	**249**	369	369
Planning stages							
FRS Geraldton fire station	1	2,130	0	**0**	**6**	(6)	2,124
Land acquisitions							
FRS Ellenbrook fire station	2	1,100	223	**0**	**0**	0	877
FRS Maddington fire station	2	320	0	**320**	**0**	320	320
FRS Geraldton volunteer fire station	2	780	0	**0**	**229**	(229)	551
REGIONAL OFFICES							
FESA headquarters relocation	3	7,000	0	**1,000**	**0**	1,000	7,000
FESA regional collocation - Albany	3	650	257	**393**	**407**	(14)	(14)
FESA regional collocation - Bunbury	3	550	0	**0**	**6**	(6)	544
FESA regional collocation - Geraldton	3	525	4	**396**	**152**	244	369
SES regional headquarters – Broome	3	921	79	**0**	**24**	(24)	818

Program	Note	Estimated Total Project Cost	Expenditure Prior to 01/07/2004	Estimated Expenditure 2004/05	Actual Expenditure 2004/05	Expenditure Variance 2004/05	Estimated Cost of Balance of Program
		$'000	$'000	$'000	$'000	$'000	$'000
VOLUNTEER COLLOCATIONS							
FESA volunteer collocation - Derby	4	500	0	**0**	**1**	(1)	499
FESA volunteer collocation - Collie	4	550	56	**494**	**610**	(116)	(116)
FESA volunteer collocation - Toodyay	4	350	235	**113**	**24**	89	91
FESA volunteer collocation Esperance	4	400	3	**197**	**0**	197	397
FESA volunteer collocation - Manjimup	4	520	0	**520**	**114**	406	406
FESA volunteer collocation - Mundaring	4	920	495	**425**	**0**	425	425
APPLIANCES AND VEHICLES							
FESA CBR specialist vehicle	5	450	360	**450**	**7**	443	83
FRS CLP half life refurbishment	6	400	0	**400**	**12**	388	388
FRS demountable pods	7	1,600	740	**208**	**27**	181	833
FRS firefighting appliance program–2003-04 program	8	1,000	409	**591**	**0**	591	591
FRS heavy tanker program	9	400	199	**201**	**257**	(56)	(56)
FRS north west corridor appliances (Eglinton)	10	950	0	**600**	**0**	600	950
Light pumper replacement 2000-08 program	11	21,250	10,246	**2,072**	**2,361**	(289)	8,643
Light tanker replacement program	12	6,450	4,581	**1,223**	**1,510**	(287)	359
SES trailer replacement 2003-04 program	13	150	59	**91**	**91**	0	0
SES trailer replacement 2004-06 program	13	300	0	**150**	**150**	0	150
SES truck replacement 2004-06 program	14	400	0	**200**	**200**	0	200
FRS Albany - volunteer appliance	15	280	0	**280**	**12**	268	268

Program	Note	Estimated Total Project Cost	Expenditure Prior to 01/07/2004	Estimated Expenditure 2004/05	Actual Expenditure 2004/05	Expenditure Variance 2004/05	Estimated Cost of Balance of Program
		$'000	$'000	$'000	$'000	$'000	$'000
PLANT AND EQUIPMENT WORKS							
Breathing apparatus replacement program	16	2,500	2,221	**279**	**273**	6	6
FESA CBR protective suits	17	240	0	**240**	**240**	0	0
FESA ES-CADCOM project	18	2,500	0	**0**	**0**	0	2,500
Protective suits replacement program	19	700	315	**385**	**0**	385	385
SES asset replacement 2003-06 program	20	480	308	**160**	**160**	0	12
SES volunteer equipment 2003-06 program	21	1,500	405	**500**	**500**	0	595
FRS volunteers direct brigade alarm replacement program	22	800	505	**309**	**6**	303	289
FRS volunteers hose replacement strategy	23	450	53	**187**	**68**	119	329
FRS volunteers road signs	24	200	146	**154**	**159**	(5)	(105)
VMRS vessel and equipment replacement program	25	1,700	0	**300**	**305**	(5)	1,395
VMRS communication network 2003-2011	26	850	43	**157**	**43**	114	764
TOTAL		**83,781**	**24,359**	**28,469**	**21,082**	**7,387**	**38,340**

NOTES TO THE CAPITAL WORKS

FIRE STATIONS:

1. Provision of additional and new facilities that will provide greater functional capacity between services and improved service delivery to the community in accordance with risk. These include building projects that have been completed in Duncraig, Kalgoorlie, Midland and Murdoch. Stations under construction or due to commence construction during 2005-06 include Albany, Belmont, Hope Valley, Perth, Broome and Kalgoorlie (volunteer). Fire and Rescue Service station modifications include the addition and modification of building structures to accommodate current and new emergency appliances and/or provide training facilities on an ongoing basis. Planning is under way for Eglinton and Geraldton fire stations.

2. Land has been acquired to accommodate provision of new facilities at Maddington, Geraldton and Ellenbrook.

3. Provision of new facilities for collocated regional offices in Albany, Geraldton, Bunbury and Broome and the replacement and relocation of the existing FESA Headquarters administration building that has reached the end of its serviceable life, are underway.

4. Replacement of existing fire stations in Collie, Toodyay, Derby, Esperance, Manjimup and Mundaring with new volunteer collocated facilities. The total project costs incorporate funding contributions from local governments that will be provided as follows: Derby $100,000, Toodyay $75,000, Esperance $100,000, Manjimup $100,000 and Mundaring $460,000.

APPLIANCES AND VEHICLES:

5. Chemical, biological, radiological (CBR) materials specialist vehicle – provision of additional vehicle to cater for increased risk in chemical, biological and radiological threat.

6. Half-life vehicle refurbishments – refurbishment of specialised combination ladder platform vehicle in order to maintain its operational effectiveness in accordance with manufacturer's requirements.

7. Demountable pods – continuation of a program to provide additional functional capacity and diversity within the metropolitan firefighting fleet.

8. Fire fighting appliance program (2003-04) – an ongoing program to replace existing firefighting vehicles that have completed their economic and serviceable life.

9. Heavy tanker replacement program – a program to replace existing heavy tanker fire fighting vehicles at Albany and Kalgoorlie that have completed their economic and serviceable life.

10. FRS north west corridor appliances (Eglinton) – provision of vehicles for the new career Fire and Rescue Service facility at Eglinton, currently used for the interim facility at Nowerup (Butler).

11. Light pumper replacement program (2000-08) – ongoing replacement of existing light pumpers that have completed their serviceable life in country regions.

12. Light tankers replacement program – ongoing program to provide additional and replacement Fire and Rescue Service fire fighting capacity state-wide.

13. SES trailer replacement programs (2003-04 and 2004-06) – for replacement of SES volunteer unit trailers that have completed their serviceable life.

14. SES truck replacement program (2004-06) – replacing SES volunteer unit vehicles that have completed their serviceable life.

15. Provision of new Albany volunteer FRS vehicle as a consequence of increased risk, and relocation to a new site.

PLANT AND EQUIPMENT WORKS

16. Breathing apparatus replacement program – continuation of existing program for the introduction of state-of-the-art breathing apparatus incorporating electronic monitoring equipment and lightweight cylinders.

17. FESA chemical, biological, radiological (CBR) protective suits – additional chemical, biological, radiological capital equipment to manage a CBR emergency or terrorist attack.

18. ES CADCOM project – a program to redevelop the communications and computing infrastructure for the FESA operations centre emergency dispatch area.

19. Protective suits replacement program – replacement of firefighting equipment resources that have reached the end of their serviceable life.

20. SES asset replacement program (2003-06) – replacement of assets that have completed their serviceable life.

21. SES volunteer equipment – updating aged equipment at SES volunteer units.

22. FRS volunteers direct brigade alarm replacement program – replacement of existing communications infrastructure to fire stations in country regions, that has reached the end of its serviceable life.

23. FRS volunteers hose replacement strategy – replacement of firefighting hoses that have completed their serviceable life.

24. FRS volunteers road signs – provision of new signage to improve the occupational health and safety of fire fighters at incidents.

25. VMRS vessel and equipment replacement program – the upgrade and replacement of vessels and equipment that has reached the end of its serviceable life.

26. VMRS communication network (2003-11) – provision and replacement of communication infrastructure to improve emergency response service delivery.

CORPORATE GOVERNANCE

FESA is committed to maintaining community confidence in FESA's integrity by upholding the highest standards of corporate behaviour. FESA seeks to always act in the best interests of the Western Australian community by working towards its vision of *a safer community*. FESA's corporate values underpin the expected standards of personal and organisational conduct and behaviour.

Corporate governance within FESA concerns the structure and methods for controlling and directing the organisation. This means ensuring that appropriate systems and practices are in place to monitor, evaluate and meet the State Government's designated services – *prevention services* and *emergency services* – and desired outcome – *to minimise the impact of human and natural hazards on the community of Western Australia*.

The FESA Board of Management is responsible for FESA functioning in accordance with the *Fire and Emergency Services Authority of Western Australia Act 1998,* other relevant Western Australian and Australian Government legislation and State Government policy. Particular importance is placed on the FESA Board's role, operations and accountability. Related emphasis is placed on strategic planning functions, as well as policy, risk management and performance reporting frameworks and corporate decision-making rules and procedures.

CONTENTS

LEGISLATION & LEGISLATION COMPLIANCE

ACTS ADMINISTERED

FESA administers the following emergency services Acts:
- *Fire and Emergency Services Authority of Western Australia Act 1998*;
- *Fire Brigades Act 1942*; and
- *Bush Fires Act 1954.*

LEGISLATIVE COMPLIANCE

In performing its functions, FESA complies with the following legislation:
- *Fire and Emergency Services Authority of Western Australia Act 1998*;
- *Fire Brigades Act 1942*;
- *Bush Fires Act 1954*;
- *A New Tax System (Fringe benefits Reporting) Act 1999* (Commonwealth);
- *A New Tax System (Goods and Services Tax) Act 1999* (Commonwealth);
- *Australian Crime Commission (Western Australia) Act 2004* (Commonwealth);
- *Corruption and Crime Commission Act 2003*;
- *Country Areas Water Supply Act 1947*;
- *Criminal Code*;
- *Criminal Procedure Act 2004*;
- *Dangerous Goods Safety Act 2004*;
- *Disability Services Act 1993*;
- *Electoral Act 1907*;
- *Electronic Transactions Act 2003*;
- *Environmental Protection Act 1986*;
- *Equal Opportunity Act 1984*;
- *Evidence Act 1906*;
- *Explosives and Dangerous Goods Act 1961*;
- *Financial Administration and Audit Act 1985*;
- *Fire and Emergency Services Superannuation Act 1985*;
- *Freedom of Information Act 1992*;
- *Government Employees' Housing Act 1964*;
- *Government Financial Responsibility Act 2000*;
- *Heritage of Western Australia Act 1990*;
- *Industrial Relations Act 1979*;
- *Library Board of Western Australia Act 1951*;
- *Local Government Act 1995*;
- *Local Government (Miscellaneous Provisions) Act 1960*;
- *Metropolitan Water Supply, Sewerage and Drainage Act 1909*;
- *Minimum Conditions of Employment Act 1993*;
- *Occupational Safety and Health Act 1984*;
- *Public Sector Management Act 1994*;
- *Public and Bank Holidays Act 1972*;
- *Salaries and Allowances Act 1975*;
- *State Administrative Tribunal Act 2004*;
- *State Records Act 2000*;
- *State Superannuation Act 2000*;
- *State Supply Commission Act 1991*;
- *Water Boards Act 1904*;
- *Working with Children (Criminal Record Checking) Act 2004*;
- *Workers' Compensation and Rehabilitation Act 1981*; and
- *Workplace Relations Act 1996* (Commonwealth).

PROPOSED EMERGENCY MANAGEMENT LEGISLATION

The *Emergency Management Bill 2004* was introduced into Parliament on 27 October 2004. The Bill was drafted based upon the drafting instructions recommended by the Community Development and Justice Standing Committee of the Legislative Assembly in the 2002 report on its inquiry on emergency management in Western Australia. However, the Bill lapsed as a result of the dissolution of Parliament prior to the state general election in February 2005.

In broad terms, the Bill seeks to formalise the existing Western Australian emergency management arrangements, established under Policy Statement Number 7 issued by the State Emergency Management Committee. The Bill also makes provision to address gaps in existing legislative authority that have limited the ability of responsible agencies to take appropriate action to ensure the safety of people and minimise damage to property.

The key components of the Bill include provision for the establishment in legislation of:
- the State Emergency Management Committee, predominantly for emergency management planning, policy and advice;
- hazard management agencies, combat agencies and support organisations, each with emergency management roles and responsibilities;
- local governments' roles and responsibilities in emergency management, including local emergency management committees, local emergency management arrangements, and community recovery;
- two higher-level emergency categories of 'emergency situation' and 'state of emergency' with appropriate functions and powers available in each circumstance;
- roles and responsibilities of the State Emergency Co-ordinator, State Emergency Co-ordination Group and the State Disaster Council;
- liability protection for volunteers and emergency management agency workers when acting in good faith under the provision of the Act;
- protection of employment rights of persons absent from employment in order to perform authorised emergency management response activities; and
- compensation and insurance arrangements.

FESA has assisted the Minister for Police and Emergency Services in initiating the legislative process and has undertaken further consultation with key stakeholders. The Minister for Emergency Services is committed to the reintroduction of the Bill in the spring session of Parliament in 2005.

PROPOSED EMERGENCY SERVICES LEGISLATION REVIEW

Section 41 of the *Fire and Emergency Services Authority of Western Australia Act 1998* (the FESA Act) compels a review of the operation and effectiveness of the emergency services Acts. The FESA Act defines the emergency services Acts to be the FESA Act, the *Bushfires Act 1954* and the *Fire Brigades Act 1942*. The review must be conducted five years after proclamation of the FESA Act, or as soon as practicable thereafter.

Recognising the diversity and importance of stakeholders of the emergency services legislation, the Minister for Police and Emergency Services asked the Community Development and Justice Standing Committee of the Legislative Assembly of the 36th Parliament, to conduct the legislative review. The committee commenced the review in July 2004.

The review had not been completed in January 2005 when the Legislative Assembly was dissolved prior to the WA general election. The Community Development and Justice Standing Committee of the 37th Parliament has been asked to re-commence the legislative review in August 2005. All stakeholders of the emergency services legislation, including FESA, have the opportunity to submit to and consult with the committee on matters related to the review.

Notwithstanding the work undertaken by the standing committee, FESA established an internal steering committee to conduct its own review of the legislation. The steering committee met throughout the year and consulted with external stakeholders, to consider aspects of the legislation which may require amendment in order to improve the application of the legislation in practical terms. Subject to the re-

commencement of the standing committee's review, FESA intends to make a formal submission on its position in relation to proposed legislative changes.

AMENDMENTS TO THE *BUSH FIRES ACT 1954*
Consequential amendments have been made to the *Bush Fires Act 1954* as a result of other legislative changes outlined below:

- *Acts Amendment and Repeal (Competition Policy) Act 2003*
  The effect of this amendment was to ensure that a prescribed department of the Public Service, or State agency that owns or occupies land, is subject to the fire break provisions of *Bush Fires Act 1954*.
- *Criminal Code Amendment Act 2004*
  Amended section 32 of the *Bush Fires Act 1954* to match current terminology.
- *Workers Compensation Reform Act 2004*
  Sections of the *Bush Fires Act 1954* amended to reflect the new name of the legislation.
- *Courts Legislation Amendment and Repeal Act 2004*
  Miscellaneous changes to reflect current court procedures.
- *Criminal Procedure and Appeals (Consequential and Other Provisions) Act 2004*
  Changes to sections of *Bush Fires Act 1954* to reflect new criminal code procedures.

MINISTERIAL COMMUNICATIONS

In accordance with Section 74 of the *Public Sector Management Act 1994*, FESA has a communications agreement with the Minister for Police and Emergency Services. The agreement outlines communication procedures between staff of the Minister's office and employees of FESA on all matters pertaining to:
- requests for advice, briefing notes, information or research;
- media inquiries;
- arrangements for special events;
- arranging meetings with FESA staff;
- drafting of legislation; and
- requests for information from Parliament and State Cabinet.

The agreement ensures that the Minister receives accurate and timely information and advice from FESA.

In 2004-05, more than 570 ministerial items were attended to by the FESA Ministerial Services Coordinator. This included requests from the Minister's office for draft replies, advice, briefing notes, speeches, State Cabinet comments and parliamentary questions, in addition to items initiated by FESA for the Minister's approval or information. This compares with 765 items handled in 2003-2004.

During the year, the Minister attended 44 FESA functions including openings, launches, commissioning ceremonies, presentations and visits (30 in 2003-2004). FESA responded to 44 parliamentary questions (47 in 2003-2004).

MANAGEMENT STRUCTURE

BOARD OF MANAGEMENT

Government places significant trust in the boards of management of statutory authorities such as FESA. In return, Board members are required to perform their duties with care, diligence, honesty, openness and in good faith.

Section 6 of the FESA Act established the FESA Board of Management and states:

"the Board is the governing body of the Authority and, in the name of the Authority, is to perform the functions of the Authority under the Emergency Services Acts".

The Board is accountable to the Minister for Police and Emergency Services and is responsible for:
- determining FESA's strategic direction and overall performance;
- ensuring FESA's compliance with key legislation; and
- endorsing management initiatives.

PRINCIPLES FOR EXCELLENCE IN BOARD GOVERNANCE

A number of supporting principles ensure that the organisation achieves the FESA Board's objectives and conducts its operations with distinction:

The FESA Board is explicit about its organisational performance expectations. It has assigned these expectations clearly and assesses their achievement annually. In particular, the following performance areas are monitored:
- Maintenance of FESA's strategic direction and strategic intentions through divisional business plans.
- FESA's funded services:
    I. *Prevention services that increase community awareness of human and natural hazards and the community's involvement in minimising their impact; and*
    II. *Emergency services that enable a rapid and effective response to emergency incidents to minimise their impact.*
- FESA's desired outcome: To minimise the impact of human and natural hazards on the community; and
- FESA's vision: A safer community.

The Board uses a single point of delegation, the FESA Chief Executive Officer, to ensure that performance expectations are met and decisions can be made and actions taken with a minimum of delay. Responsibilities are delegated to the FESA Chief Executive Officer under the provisions of the FESA Act, with all approved delegations held on a delegations register.

Through this system of governance, the FESA Board is able to devolve necessary authority and responsibility to FESA's staff and volunteers while preserving the controls necessary for accountability.

BOARD COMPOSITION

The ability of a board is dependent on the quality and diversity of its individual members, the skills they bring to their work and their capacity to function as an effective team.

The structure of the FESA Board reflects the need for transparency and independence. As established in the FESA Act, the FESA Board consists of 13 members:
- a Chair;
- the Chair of each of the Board's four consultative committees representing:
    - Bush Fire Service;
    - Fire and Rescue Service;
    - State Emergency Service; and
    - Volunteer Marine Rescue Services;
- four members who represent emergency services volunteers;
- one member who represents FESA staff;
- one member who represents local government;
- the FESA Chief Executive Officer; and
- not more than one other member.

While many of the positions are notionally representative of different groups, the FESA Board applies public sector guidelines and recognises that all members must act in the best interests of the Authority, not representing any sectional interest to the detriment of, or at the expense of, FESA as a whole.

The FESA Chief Executive Officer attends FESA Board meetings as an ex-officio member, but is not entitled to vote on matters considered by the FESA Board. All other members of the FESA Board are non-executive positions.

BOARD MEMBERS

The membership of the FESA Board as at 30 June 2005 is as follows:

MR MICHAEL BARNETT

CHAIR OF THE FESA BOARD

Mr Barnett is a former member of Parliament and is well respected for his role as Speaker of the Legislative Assembly, Chair of Committees and Shadow Ministerial responsibilities in Lands, Conservation and Environment. He was also the Member for Rockingham for 22 years until his retirement from Parliament in 1996. For many years Mr Barnett was involved with a number of community groups and organisations within the City of Rockingham, either in an advisory capacity, as an office bearer, patron or life member.

First appointed: 1 January 2004
Term expires: 31 December 2006

MR ALLAN SKINNER PSM

DEPUTY CHAIR OF THE FESA BOARD
CHAIR OF THE VOLUNTEER MARINE RESCUE SERVICES CONSULTATIVE COMMITTEE

A retired career State public servant, Mr Skinner was a former Chief Executive Officer of the Department of Land Administration and Chair of the Bush Fires Board. Since his retirement in 2001, he has undertaken several consulting assignments for Government. He is also Chair of the Children and Young People in Care Advisory Committee to the Director General for Community Development and Chairperson of Workpower Incorporated, a not-for-profit organisation providing employment opportunities for people with disabilities. Mr Skinner was awarded the Public Service Medal in 2001 and the Centenary Medal in 2003.

First appointed: 19 February 2003
Term expires: 31 December 2007

MR IAIN AGNEW

EMPLOYEE REPRESENTATIVE

Mr Agnew was appointed to the FESA Board following his success in a FESA staff election process in late 2003. Mr Agnew has been an employee of FESA since 1979. He is a senior firefighter stationed at Welshpool Fire Station.

First appointed: 25 November 2003
Term expires: 31 December 2005

MR JOHN CAPES

STATE EMERGENCY SERVICE VOLUNTEER REPRESENTATIVE

Mr Capes has been involved in the State Emergency Service Volunteer Association in many capacities for the past 20 years. He has also made a considerable contribution as a volunteer. After leaving the Australian Government service, Mr Capes established his own business, Capes Consultancy Services, which supplies expertise on security and facilitation of emergency management exercises.

First appointed: 2 November 1999
Term expires: 30 June 2005

MR FRANK FILMER

FIRE AND RESCUE SERVICE VOLUNTEER REPRESENTATIVE

Mr Filmer has a long association with the volunteer sector of the Fire and Rescue Service in regional Western Australia. He is currently the Great Southern Zone President of the WA Volunteer Fire and Rescue Services Association, a position he has held for the past 11 years.

First appointed:	27 January 2004
Term expires:	27 January 2006

MR ELIOT FISHER

MARINE RESCUE SERVICES VOLUNTEER REPRESENTATIVE

Mr Fisher is Commander and a Sea Rescue Skipper of the Bunbury Sea Search and Rescue Group. He is the former Chief Executive Officer of the Shire of York and is currently a consultant working for local governments. He is also the Chief of Staff – Australian Navy Cadets.

First appointed:	28 April 2003
Term expires:	31 December 2005

CR TERRENCE (TERRY) GAUNT

WESTERN AUSTRALIAN LOCAL GOVERNMENT ASSOCIATION REPRESENTATIVE

Cr Gaunt is a semi-retired businessman and a current councillor with the City of Bayswater. Mr Gaunt has served on a large number of community, management and advisory committees over many years.

First appointed:	25 August 2003
Term expires:	24 August 2006

MS SANDRA GREGORINI

CHAIR OF THE STATE EMERGENCY SERVICE CONSULTATIVE COMMITTEE

Ms Gregorini has been a member of a volunteer bush fire brigade for the past seven years and a volunteer in a number of other community groups. She has worked in property development management for 28 years.

First appointed:	19 March 2002
Term expires:	31 December 2007

MS ANNEMIE MCAULIFFE

CHAIR - BUSH FIRE SERVICE CONSULTATIVE COMMITTEE

Ms McAuliffe is the Acting Director, Public Sector Telecommunications Strategy for the Department of Premier and Cabinet. A professional management consultant, Ms McAuliffe is a former manager of the Western Australian Trade Office in Indonesia and of the International Relations Branch of the then WA Department of Commerce and Trade. In 1986-87 she was Ministerial Representative for Industry and Technology for WA in London. Ms McAuliffe has also been a senior librarian and senior lecturer in the library and information services fields.

First appointed:	10 December 2002
Term expires:	31 December 2005

MR ROBERT (BOB) MITCHELL   PSM

CHIEF EXECUTIVE OFFICER (EX-OFFICIO MEMBER)

Mr Mitchell is the substantive Chief Executive Officer of the Fire and Emergency Services Authority. In March 2004 Mr Mitchell was seconded to the Western Australia Police as Executive Director until 31 December 2004.

First appointed: 1 January 1999
Term expires: 28 June 2008

MS SUSAN ROONEY

INDEPENDENT MEMBER

Ms Rooney is the Chief Executive Officer of the Cancer Council of Western Australia and was formerly FESA Executive Director State Emergency Service and Volunteer Marine Rescue Services. She is also a member of the Centrecare board of management. Ms Rooney has a broad range of experience in supporting volunteers and in change management in the not-for-profit and public sector agencies.

First appointed: 10 December 2002
Term expires: 31 December 2005

MR EDDIE VAN RIJNSWOUD

BUSH FIRE BRIGADE VOLUNTEER REPRESENTATIVE

Mr van Rijnswoud has 10 years experience as a bush fire brigade volunteer and served for three years as Secretary of the Association of Volunteer Bush Fire Brigades WA. He has had extensive involvement with other voluntary community organisations, including the Scout Association of Australia and has worked in the State and Australian Government public sectors as an electrical engineer for 34 years.

First appointed: 31 December 2001
Term expires: 31 December 2006

MR ERIC C WOOD   PSM

CHAIR OF THE FIRE AND RESCUE SERVICE CONSULTATIVE COMMITTEE

Mr Wood is a retired career public servant with 37 years experience. He has served in seven different WA government agencies including eight years as Executive Director of the Western Australia Police. He was first appointed to the FESA Board in 2000 as the independent member and became Chair of the Finance and Audit Committee. He was appointed Chair of the Fire and Rescue Service Consultative Committee in January 2003. Mr Wood was awarded the Public Service Medal in 1995.

First appointed: 31 January 2000
Term expires: 31 December 2005

APPOINTMENT AND INDUCTION

The Minister for Police and Emergency Services recommends the appointment of Board members to State Cabinet and the Governor, and ensures that those recommended have expertise relevant to the functions of the authority.

Schedule 1 of the FESA Act outlines the FESA Board's constitution and proceedings. Apart from the FESA Chief Executive Officer, members hold office for a term not exceeding three years, but may from time to time be reappointed. Other sections of the Act define the quorum, voting procedures, minutes and disclosure of interests.

To assist with gaining an understanding of the business of the organisation, a FESA board induction manual is presented to all new members. The manual includes:

- corporate governance guidelines for State public sector board members;
- accountability and risk management guidelines for the State public sector;
- the legislative framework for emergency services;
- FESA's roles and responsibilities, including those of the Chair, board members and the Chief Executive Officer; and
- the FESA Board's code of conduct.

New members are also taken on a tour of facilities and are briefed by the Corporate Executive Team.

ETHICAL STANDARDS

A code of conduct for the FESA Board and consultative committees was developed to specify members' obligations and promote sound, ethical practices. The code of conduct outlines members':

- relationships with the FESA Chief Executive Officer and Minister for Police and Emergency Services;
- personal behaviour;
- accountability (including public expenditure, remuneration and allowances);
- use of public sector resources and facilities;
- record keeping and use of information;
- conflict of interest; and
- compliance with WA Public Sector Code of Ethics.

The code of conduct stresses the need for board members to observe FESA's values and, where possible, consult with stakeholders and affected parties. Accountability is also highlighted in noting that the *Financial Administration and Audit Act 1985* places a responsibility on board members to ensure efficient and effective operations, avoid wasteful use of resources, maintain confidentiality and ensure compliance with statutory and legal requirements. Other legislative requirements are contained in section 39 of the FESA Act, section 85 of the Criminal Code, the *Freedom of Information Act 1992* and the *Public Sector Management Act 1994*.

The code of conduct states that the board will prepare and retain minutes of meetings, ensure adequate procedures are observed for documenting decisions and prepare and release a summary of proceedings following each meeting.

The code also defines the role of the chair. Key tasks include facilitating the boardroom process, ensuring that the board provides leadership and vision and undertaking public relations responsibilities.

BOARD EVALUATION

The FESA Board affirms that it is both necessary and appropriate to review its own activities for accountability purposes. When FESA was established, a commitment was made to independently review the operations of the board and its consultative committees within two years.   The review was conducted by independent consultants in 2001. Due to the sector-wide Machinery of Government review and review of FESA's status as a Statutory Authority, a number of the recommendations arising from the evaluation took some time to action and have been progressively implemented over the last three years.

Four of the recommendations, which related to the composition of the FESA Board and consultative committees, were deferred for consideration during the review of the emergency services Acts, which is still under way.

The remaining recommendations were implemented during 2004-05.

Board members' attendance at meetings 2004-05	Number of meetings
Mr Mike Barnett	11
Mr Iain Agnew	6
Mr John Capes	10
Mr Frank Filmer	9
Mr Eliot Fisher	11
Ms Sandra Gregorini	11
Mr Terry Gaunt	11
Ms Annemie McAuliffe	8
Mr William (Bill) Hewitt[1]	3
Mr William (Bill) Forbes[1]	2
Mr Robert (Bob) Mitchell[1]	6
Ms Susan Rooney[2]	7
Mr Allan Skinner	11
Mr Eddie van Rijnswoud	11
Mr Eric Wood	11

[1] On 12 March 2004 the substantive FESA Chief Executive Officer, Mr Bob Mitchell was seconded to the Western Australia Police until 31 December 2004. Mr Bill Forbes acted in the position of FESA Chief Executive Officer for the period March - 15 September 2004. Mr Bill Hewitt acted in the position of FESA Chief Executive Officer for the period 16 September 2004 -16 January 2005.

[2] Ms Susan Rooney was on maternity leave for the Board meetings in September and October.

Eleven board meetings were held during the year, ten at FESA House and one in Esperance.

BOARD SUB-COMMITTEES

Two sub-committees ensure relevant information is submitted to the FESA Board for its information and to assist with decision making.

FINANCE AND AUDIT COMMITTEE

The FESA Internal Audit Charter states that the Finance and Audit Committee shall comprise at least three FESA Board members. The committee met four times in 2004-05. At 30 June 2005 the members and their attendance records were as set out in the following table.

Number of meetings attended

Susan Rooney – Chair	3
Eric Wood	4
John Capes	2
Eddie van Rijnswoud	4

Meetings were also attended by the FESA Chief Executive Officer; FESA Executive Director Business Services; FESA Manager Financial Services; the Managing Partner and the Senior Manager Risk and Management Assurance from PKF Chartered Accountants and Business Advisers (internal auditor); and the Director, Attest Audit from the Office of the Auditor General (external auditors).

EMERGENCY SERVICES LEVY EXECUTIVE REVIEW COMMITTEE

Some two years after the implementation of the Emergency Services Levy (ESL), much of the work of the ESL Executive Review Committee had been completed and is now dealt during the normal FESA budgeting cycle and business processes. The ESL Executive Review Committee last met on 11 March 2004 and will be formally wound up in 2005-06.

CONSULTATIVE COMMITTEES

The *Fire and Emergency Services Authority of Western Australia Act 1998* (the FESA Act) established three consultative committees as forums for stakeholders of FESA's operational divisions to be consulted on significant issues. These cover the Bush Fire Service, the State Emergency Service and the Fire and Rescue Service. During 2002, the Act was amended to formally recognise the Volunteer Marine Rescue Services Consultative Committee, which was established by the Minister for Police and Emergency Services in 1999.

Each consultative committee has a Chair appointed by the Minister for Police and Emergency Services. By virtue of their position as Chair, they are members of the FESA Board of Management.

Section 25 of the FESA Act stipulates that Schedule 1 of that Act, "Constitution and proceedings of Board", also applies to the constitution and proceedings of the FESA consultative committees, providing a basis for the appointment and removal of members, the calling of meetings and meeting procedures.

STATE EMERGENCY SERVICE CONSULTATIVE COMMITTEE

Members (as at 30 June 2005)

Sandra Gregorini	Chair
Phil Marshall	Executive Director SES and VMRS
Bill Mulroney	Deputy Chair and Central South Region
Craig Chadwick	Midwest Region
Robin Lonsdale	Goldfields Region
Vacant	Great Southern Region
Sean McGee	Kimberley Region
Sylvia Bristow-Stagg	Midlands Region
Tracy Barker	North Metro Region
Steve Cable	Pilbara Region
Peter Newton	Southwest Region
Vacant	South Metro Region
Phil Petersen	SES Volunteer Association

The SES Consultative Committee met three times in 2004-05, cumulating in a sustainability workshop with the key aims:
- to identify the real purpose and function of the SES Consultative Committee;
- to identify the relevance of the consultative committee to SES units around the state;
- to identify the way the SES can improve relationships with all stakeholders and ensure they consult and represent the view of SES within the state; and
- to consolidate a strategic direction for the SES and consultative committee.

REPORT

The 2004-05 year will be remembered for the 26 December tsunami in Asia, which also impacted upon the Western Australia coastline, and the May storms which had devastating effects on the Perth metropolitan area and Bunbury. SES volunteers also were involved with Tropical Cyclone Ingrid, storms in the Great Southern and the Perth Hills fire in January.

I also take this opportunity to acknowledge the efforts of outgoing members Ms Margi Weir and Mr Bernard McNamara, and welcomed Mr Craig Chadwick to the consultative committee.

The committee would like to extend sincere thanks to Mrs Lesley Liddell for her professional support to the consultative committee over the past 18 months.

During the year the committee has provided advice and input in a number of key areas including:
- the development of a focus group for the future planning of the SES Awards;
- revision of the SES Awards application forms and criteria;
- emergency services legislation review;
- retention of red lights for SES vehicles;
- competency based training; and
- SES policy, administration and operations instructions, including volunteer identity cards and unit constitutions.

Congratulations to the winners of the SES Awards for 2004:
- Peter Keillor Award – Ziggy Belcowski from the Mandurah SES Unit;
- SES Team Achievement Award – Rockingham – Kwinana Tracker Dog Team; and
- Youth Encouragement Award – Harold Nicholson from the Collie SES Unit.

Sincere thanks to all of the consultative committee members for their valued input into developing and progressing the initiatives of the SES for the Western Australian community.

Sandra Gregorini – Chair

FIRE AND RESCUE SERVICE CONSULTATIVE COMMITTEE
Members (As at 30 June 2005)

Eric Wood	Chair
Bill Hewitt	Acting FESA Executive Director Fire Services
Russell Stevens	FESA Director Fire Services Metropolitan
Craig Hynes	FESA Director Fire Services Country
Lyle Boyle	Western Australian Volunteer Fire and Rescue Services Association
Norm Flynn	Western Australian Volunteer Fire and Rescue Services Association
Cr Terry Kenyon	Western Australian Local Government Association
Mark Hayes	United Firefighters Union of Australia
Matt Watson	United Firefighters Union of Australia

The FRS Consultative Committee met four times in 2004-05.

REPORT

The Fire and Rescue Service Consultative Committee members represent FESA's Fire and Rescue Service staff and volunteers. They provide input into key issues and the impact on policy and planning within the FESA Fire Services division.

This year members received regular updates on major incidents, volunteer firefighter training, community safety initiatives and new appliances and equipment. They provided input and advice on a broad range of issues, including:
- recommendations from Government reviews and inquiries;
- brigade registration and profiling;
- officer qualifications and succession planning;
- emergency support payments;
- response boundary amendments;
- Westplan Wildfire;

- fire station design;
- proposed collocations;
- regional volunteer forums; and
- volunteer communications.

Presentations were provided on the following topics:
- fire season operations preparedness;
- review of emergency services legislation;
- ESL resource to risk model;
- Fire Services / SES country restructure; and
- Volunteer Readiness Review project.

Members also participated in the following forums with a view to providing input and recommendations on key issues:
- Workshop – Amendments to Emergency Services Legislation; and
- Australasian Fire Authorities Conference – Perth.

Eric Wood PSM – Chair

BUSH FIRE SERVICE CONSULTATIVE COMMITTEE
members (as at 30 June 2005)

Annemie McAuliffe	Chair
Bill Hewitt	A/FESA Executive Director Fire Services
Craig Hynes	FESA Director Fire Services Country
Kerry Lovett	Perth North District Operations Advisory Committee (DOAC)
Paul Maddern	Bush Fire Volunteer Association
George Storer	Central West-Carnamah DOAC
Dave Gossage	Perth South DOAC
Colin James	Western Australian Local Government Association
Peter Capito	Midlands-Northam DOAC
Brian Wood	Goldfields-Merredin DOAC
Rod Daw	Great Southern DOAC
Terry Hunter	Southwest DOAC
Terry Maher	Department of Conservation and Land Management

The BFS Consultative Committee met four times in 2004-2005.

REPORT

The Bush Fire Service Consultative Committee had an active and productive year. The committee members represent key stakeholders and bring forward the views of their District Operations Advisory Committees in the interests of developing a common focus. Members provide input and advice to FESA's Fire Services division on a broad range of issues.

Key issues covered during the year included:
- recommendations from Government reviews and inquiries;
- brigade profiling and succession planning;
- Chief Bush Fire Control Officer competencies and volunteer training;
- Westplan Wildfire;
- FESA's public alert system;
- evacuation process for bush fires;
- incident management during major bush fires;

- ESL and Bush Fire Capital Grants;
- vehicles and equipment;
- review of Local Emergency Management Committee process;
- EPA legislation and bush fires;
- Westrail reserve fire hazards;
- fire management on unallocated Crown land;
- community safety programs and campaigns;
- Bush Fire Service cadets;
- standing operating procedures;
- post incident analysis reporting;
- mobilisation of volunteers;
- aerial firefighting; and
- role of fire weather officers.

Presentations were made to the committee on the following topics:
- Establishment of the FESA Volunteer and Youth Services Branch;
- Proposed enhancements to FESA's Radio Communication System;
- Volunteer Insurance - Metropolitan Insurance Broker Service; and
- Power Company Infrastructure and Bushfires - Western Power.

Members also participated in the following forums with a view to providing input and recommendations on key issues:
- workshop – Amendments to Emergency Services Legislation;
- Australasian Fire Authorities Conference – Perth; and
- the Bushfire Forum.

Annemie McAuliffe – Chair

VOLUNTEER MARINE RESCUE SERVICES CONSULTATIVE COMMITTEE
Members (as At 30 June 2005)

Allan Skinner	Chair
Phil Marshall	Executive Director SES/VMRS
Keith Shadbolt	President Volunteer Marine Rescue Western Australia (VMRWA)
Stuart Robertson	Vice President VMRWA
Chris Wright	VMRWA Regional Representative
Ron Smith	VMRWA Regional Representative
Barry Corish	VMRWA Regional Representative
Terry Pow	VMRWA Regional Representative
Graeme Pratt	VMRWA Regional Representative
Rick Holman	VMRWA Regional Representative
Paul Kimber	FESA VMRS Coordinator
Jeff Howe	FESA VMRS Coordinator

The VMRS Consultative Committee met three times in 2004-05 and conducted a sustainability workshop in April 2005.

REPORT

The Minister extended the membership of the current VMRS Consultative Committee members until August 2005 to allow the consultative committee representation to tie in with the Volunteer Marine Rescue Western Australia (VMRWA) regions. This will allow the calling of consultative committee nominations

with the VMRWA association elections and reflects the unified position taken by the majority of volunteer sea rescue groups to be incorporated under VMRWA.

The VMRS Consultative Committee sustainability workshop in April 2005 covered such issues as financial viability of VMRS into the future; retention and attraction of younger volunteers; replacement of assets, including boat hulls, buildings and infrastructure maintenance; enhancement of relationships with FESA and VMRWA and corporate logo and image. Of key importance was the consensus for the consultative committee to develop VMRS on a strategic level.

An exciting outcome from the year's events is the development of the first Volunteer Marine Rescue WA association conference, supported by FESA, to be held in late August 2005.

In November 2004, FESA entered into a service level agreement with the Metropolitan Volunteer Sea Rescue Group (comprising Fremantle, Whitfords and Cockburn). The service level agreement included a separate funding program (both operational and capital) to allow the group the autonomy to carry out marine search and rescue operations in their areas. The consultative committee noted this development with some concern but resolved to move forward as a group for the good of VMRS into the future.

The consultative committee considered the following grant applications from VMRS groups totalling $835,700:
- Albany – $116,000 toward the purchase of a new 8.5m Naiad vessel;
- Broome – $90,000 toward the purchase of a new 8.5m Naiad vessel;
- Denmark – $40,000 toward the purchase of a new 5.8m Naiad vessel;
- Derby – $183,000 toward the purchase of a new 10m Air Rider Vessel;
- Mandurah – $250,000 toward the purchase of a new 13m Legend vessel;
- Onslow – $32,000 for 2 new outboard motors; and
- Lotterywest funding – $124,700.

During the year the committee has provided advice and input in a number of key areas including:
- emergency services legislation review;
- development of capital expenditure application policy and procedures – a risk management approach to capital grant applications;
- purchase of the Mobi-lert person overboard system for all VMRS groups, to ensure the safety of volunteers at sea;
- purchase of EPIRB directional finder for all groups, to assist in search and rescue operations for both on the sea and land-based activations;
- progressing of the issue of allowing VMRS volunteers to receive the National Medal in line with volunteers from other emergency services;
- development of the inaugural FESA and VRMWA awards for VMRS;
- input into the development of Compulsory Competency Training comprising the Recreational Boat Operators Certificate (BOATSMART); and
- confirmation of FESA's commitment to support for the VMRWA association following the transfer of members from the West Coast association to VMRWA.

I look forward with confidence to a continuing enhanced relationship between the association and FESA through the operations of the consultative committee in the year ahead. In closing, I would like to thank all members of the committee for their valued input into the development of the VMRS for the Western Australian community.

Allan Skinner PSM – Chair

CORPORATE EXECUTIVE

The executive directors of the six FESA divisions make up FESA's corporate executive team, which is led by the FESA Chief Executive Officer.

On 12 March 2004, the substantive FESA Chief Executive Officer, Mr Robert (Bob) Mitchell was seconded to the Western Australia Police until 31 December 2004. The Premier of Western Australia, the Hon Dr Geoff Gallop, directed Mr Bill Forbes and Mr Bill Hewitt to act in the position of FESA Chief Executive Officer for the period of Mr Mitchell's absence.

Corporate executive (as at 30 June 2005)

DIVISION	EXECUTIVE DIRECTOR
Business Services	Frank Pasquale (acting)
Community Safety	Barry Hamilton
Emergency Management Services	Darian Ferguson (acting)
Fire Services	Bill Hewitt (acting)
Human Services	Ric Gornik
SES and VMRS	Phil Marshall

The FESA corporate executive team met nine times in 2004-05.

STRATEGIC MANAGEMENT AND REVIEW

AGENCY RESOURCE AGREEMENT AND CEO PERFORMANCE AGREEMENT

Agency resource agreements have a critical role in ensuring financial management and accountability. They:
- clarify the State Government's desired outcomes for the organisation; and
- provide a formal mechanism for the endorsement of budget allocation and the goods and services (services) purchased by the Government.

Accordingly, chief executive officer performance agreements are closely aligned to agency performance agreements. The existing FESA Resource Agreement is between the Minister for Police and Emergency Services, the Chair of the FESA Board, the FESA Chief Executive Officer and the State Treasurer.

The performance agreement of the FESA Chief Executive Officer was approved by the Minister for Public Sector Management on March 2005. The assessment report is due to be presented to the Minister for Public Sector Management in August 2005.

INTERNAL AUDIT

PKF Chartered Accountants and Business Advisers provided internal audit services in accordance with FESA's audit requirements as established in the FESA Internal Audit Charter. The charter was reviewed in 2004-05 and endorsed by the Finance and Audit Committee to ensure internal audit activity is consistent with best practice models, including defining audit responsibilities, structures and relationships for audit committees and the internal audit function.

Audits were undertaken in the areas of:
- information technology systems;
- inventory/stores;
- contract management;
- capital works and fixed assets;
- records management;
- accounts payable/corporate credit cards;
- FESA Commercial Training Unit;
- review of the Emergency Services Levy process;

- fleet management;
- investments; and
- human resources.

STRATEGIC PLANNING

FESA's strategic planning process has been aligned to the Government's Better Planning: Better Services framework to facilitate the delivery of cohesive, coordinated services to the community of Western Australia. FESA's strategic planning directly links to the Government's Goal for People and Communities: to enhance the quality of life and wellbeing for all people throughout Western Australia and the Government's strategic outcome of safe and secure Western Australian communities.

FESA's approach to strategic and business planning involves a continual cycle of:
- analysis of internal and external factors;
- strategy development and planning;
- service delivery; and
- performance monitoring and evaluation.

With the 2002-04 strategic plan in its final year of implementation, FESA reflected on the direction it intended to take over the next three years. The new strategic plan for 2005-07 was endorsed by Board in January 2005 and builds upon FESA's mission and values. The plan reaffirms our commitment to community centred emergency management and putting the community at the hub of FESA's decision making processes. During 2005-07 FESA's strategic direction will focus on:
- engaging the community in mitigating, preventing, preparing for, responding to and recovering from emergencies;
- progressing community-centred approach to emergency management;
- continuously improving the delivery of our services; and
- promoting research, innovation and learning in all aspects of our business.

ORGANISATIONAL POLICY DEVELOPMENT, IMPLEMENTATION AND
REVIEW & RISK MANAGEMENT FRAMEWORKS

POLICY FRAMEWORK

FESA provides all of its personnel with access to comprehensive and relevant policies that are consistent with legislation and support FESA's vision, mission and values. FESA has continued to build upon its effective and coherent policy development and implementation framework. During 2004-05, FESA reviewed and significantly improved five policies and introduced one new policy statement.

The primary achievements in policy development within FESA include:
- FESA has 64 comprehensive organisational policies which include compliance procedures to assist and guide FESA personnel;
- all FESA policies are checked for consistency with relevant legislation and State Government initiatives and policies;
- all FESA policies are aligned with the FESA values and take cognisance of risk management practices;
- all FESA policies are subjected to formal endorsement by the FESA corporate executive team;
- endorsed policies are promoted and available to all FESA personnel via the FESA intranet;
- a register of endorsed policies, signed by the FESA Chief Executive Officer, is maintained in hard copy for auditing purposes; and
- a three-year policy review and evaluation process has been established.

The FESA policy development and implementation framework supports a coordinated approach to planning, management and consistency across the organisation and adds significant value to FESA customer service delivery.

MEMORANDA OF UNDERSTANDING

When it is necessary to formalise arrangements between FESA and other government agencies, local governments and/or private sector entities, it is FESA's policy to establish either a memorandum of understanding or a legally binding agreement.

Currently, 50 memorandi of understanding are contained in the FESA register, including six added since 30 June 2004. As each memorandum approaches its review date, the responsible FESA officer is advised and undertakes the review process.

In addition to memorandi and legal agreements, FESA's operational services maintain response plans with government agencies, local governments and the private sector to ensure each party's roles and responsibilities in relation to emergency response at particular locations are understood.

INCIDENT ANALYSIS

Sound corporate governance requires the ability to comprehensively assess prevention, preparedness, response and recovery issues surrounding significant emergency incidents. FESA's Incident Analysis Policy reviewed in November 2004, provides for three tiers of incident assessment, namely:
- debrief;
- post incident analysis; or
- major incident review.

FESA has previously undertaken a comprehensive incident analysis training program and now maintains a database of trained facilitators.

One of the key objectives of a major incident review is to improve the way in which FESA does its business. Therefore, it is important to ensure that the findings and recommendations arising from reviews are actioned. During 2004-05, FESA developed a process to manage the implementation of recommendations arising from a number of post incident analyses, major incident reviews, Coroner's Inquests and State Government reviews.

PROFESSIONAL STANDARDS

During 2004-05, the directorate of Professional Standards undertook a number of reviews and initiatives including:
- development and implementation of an emergency management coordination guideline to ensure consistent standard of delivery FESA emergency response;
- review of the FESA communications centre;
- instigation of a process to validate the competency of Fire Service incident managers;
- development of criteria to assess regional coordination centre preparedness
- development of a matrix for minimum training and competencies for incident management teams; and
- development of a process to determine the operational readiness of volunteer Fire and Rescue Service brigades.

COMPLIANCE REPORTS

CONTENTS

OBLIGATORY REPORTING TO GOVERNMENT

FESA reports regularly, or as required, to the following public sector bodies:

- Crime and Corruption Commission;
- Office of the Auditor General;
- Department of Housing and Works (Commercial Property Branch);
- Department of the Premier and Cabinet;
- Department of Consumer and Employment Protection, including WorkSafe;
- Department of Treasury and Finance;
- Director of Equal Opportunity in Public Employment;
- WA Disability Services Commission;
- Government Employees Superannuation Board;
- Heritage Council of Western Australia;
- Library and Information Service of WA;
- Office of the Information Commissioner;
- Office of Multicultural Interests;
- Office of the Public Sector Standards Commissioner;
- Parliament;
- State Supply Commission;
- State Records Office of the Department of Culture and the Arts; and
- WorkCover WA.

FESA also provides data and organisational performance information to the Emergency Management chapter of the annual Australian Government Report on Government Services, published by the Productivity Commission for the Council of Australian Governments.

The majority of obligatory reports that must be published in an annual report are provided in this section, to enable a quick and easy reference. The reports are presented under the headings of the *Better Planning: Better Services* framework.

GOAL 1: PEOPLE AND COMMUNITIES

FESA reports against the Government's strategic outcome of safe and secure Western Australian communities in relation to the goal for "People and Communities: to enhance the quality of life and wellbeing for all people throughout Western Australia". The chapter entitled *Community-centred Emergency Management* outlines FESA's activities in relation to this outcome. Further information is contained in the sections of this annual report entitled *Quality People Services* and *Sound Business Practices*.

Other outcomes in this area are covered below.

CULTURAL DIVERSITY AND LANGUAGE SERVICES

SAFETY INFORMATION
FESA makes community safety and other information brochures available in languages other than English, Braille or by recording on request.

PROFESSIONAL DEVELOPMENT IN CROSS CULTURAL AWARENESS
A two-phase strategy has been developed to enhance FESA's organisational capacity to work with Indigenous people through acknowledgment of culture, language and community protocols. The phases include a pilot to evaluate two training programs – a generic program and a localised program – and a five-year plan for the ongoing delivery of the training.

The training programs reflect the outcomes of a training needs analysis undertaken in 2004 and a pilot of cross cultural awareness professional development training commenced in June 2004.

FESA's Fire Services in the Swan region are to conduct the testing of the two new training programs in 2005-06.

See also the information about further initiatives for remote Indigenous communities under the heading Group Outcomes on this page.

DISABILITY PLAN OUTCOMES

FESA continues to provide services to ensure the needs of people with disabilities are met in a number of ways:

- Firefighters visited 719 homes of the frail aged and people with disabilities throughout the State to install or maintain smoke alarms;
- Priority assistance was provided to the frail, aged and people with disabilities within the Albany community during emergencies to which the State Emergency Service responded. This is a joint program between FESA State Emergency Service and the Department of Health;
- People with disabilities are provided with the opportunity to participate in emergency and evacuation planning;
- FESA's capital works program addresses access by people with disabilities to buildings and facilities; and
- Information about services is provided in formats that meet the needs of people with disabilities. FESA staff are aware of, and understand the needs of, people with disabilities and provide advice and services accordingly.

Fire safety and prevention programs delivered at the Fire Safety Education Centre and Museum for school children are modified and adapted to cater for children with special needs. These groups may include children with intellectual, physical and behavioural disabilities. The modified delivery ensures the children still receive important messages and participate in practical activities that reinforce personal fire safety strategies. Groups who access the program are often from Education Support Centers (primary and secondary) attached to mainstream schools and special needs schools that operate independently.

Safety publications are available upon request in languages other than English, large type, Braille and tape recordings.

A major refurbishment project for the museum has involved a comprehensive review of the current services and facilities and a detailed plan developed to enable a meaningful educational experience for people who have an impairment. This has taken into consideration people who have sensory (hearing or visual) impairment and/or physical disabilities.

In addition to ensuring that access and facilities comply with legislative requirements, other proposals include:

- provision of assistive listening devices and visual options for audio material;
- large font size for all text, labels and signs throughout the site;
- audio options for all text at each exhibit;
- appropriate lighting for all signs, text and labels and placement that enables a clear view for people confined to wheelchairs or who are unable to stand fully upright;
- access for walking frames and wheelchairs around all exhibits; and
- all controls, handles, buttons that are part of participatory and interactive display hardware are easily accessible, simple in design and able to be manipulated by someone who does not have full digital dexterity.

GROUP OUTCOMES

REMOTE INDIGENOUS COMMUNITIES

The engagement of remote Indigenous communities in emergency management is a key goal of FESA's Emergency Management Services division. Wherever possible, FESA seeks to integrate its objectives and activities for remote Indigenous communities within a whole-of-government perspective.

Developments in the reporting period included:

- development and implementation of the *FESA Framework for Engaging Remote Indigenous Communities*;
- launch of the *Safer Country* training program – an integrated emergency risk management program for remote Indigenous communities;
- facilitation of a recovery management training program for Indigenous environmental health officers; and
- in conjunction with the natural disasters mitigation program, commencement of a project to establish the potential for land use planning, to reduce the high level of vulnerability to natural hazards that typifies remote Indigenous communities. FESA is undertaking this project as part of its involvement in the Department for Planning and Infrastructure Planning for Aboriginal Communities Project.

ASSISTANCE TO THE FRAIL AND AGED

Priority assistance was provided to the frail, aged and people with disabilities within the Albany community during emergencies to which the State Emergency Service responded. This is a joint program between FESA State Emergency Service and the Department of Health.

Firefighters visited 719 homes of the frail aged and people with disabilities throughout the state to install or maintain smoke alarms.

YOUTH OUTCOMES

EMERGENCY SERVICES CADETS

Since 1 July 2000, FESA has been the host organisation to the Emergency Services Cadets in Western Australia.

The Emergency Services Cadet Corps currently has 1,660 cadets and 220 adult volunteers in 45 units throughout the State. The Emergency Services Cadets program provides training and activities that enhance life skills and foster a sense of community service in young people.

An Introductory Cadet Leaders Course was conducted during the reporting period. The course, which provided generic training in leadership and instructional techniques, was attended by 34 cadets and 10 instructors.

During the year, FESA, in partnership with Leeuwin Ocean Adventure, offered a five-day training sail from Fremantle to Geraldton. Forty cadets took part in the voyage, which was aimed at developing teamwork and leadership in a unique and challenging environment.

FESA has also benefited from the involvement of the Emergency Services Cadets in multi-agency rescue exercises. Through their participation, the cadets developed a sound understanding of emergency service agencies and incident management principles.

COMMUNITY SAFETY PROGRAMS FOR YOUTH

During 2004-05 FESA improved the number and nature of youth safety programs it supported, including a new upper primary school program, a 'youth passport', a school holiday program, Safety in Schools Week, and ongoing and specialised school support.

FESA has previously offered a Fire Safety Education program aimed at pre-primary to year 4 primary school children at its Fire Safety Education Centre and Museum. In 2005, an additional program for years 5 to 7 was introduced. The new program allows students to consider their own safety and learn about deliberate fire lighting and the consequences of fire. More than 3,660 students attended the junior primary program and a further 491 students from 22 schools attended the new upper school program. This compares favourably with the 2,877 attendees in the previous year.

Schools were also supported with provision of hazard awareness materials and introduction of the *Yellow Action Day* to promote cyclone warnings and *One Stormy Day* to stimulate storm awareness. A new school holiday program was undertaken for organised care groups with attendees ranging from ages 6 to

13. This activity was attended by 379 children from 15 groups. Safety in Schools Week was supported with materials, activities and resources featuring themes of candle and lighter safety, fire safety and safe bushwalking.

During the WA Government's Community Safety Month, FESA's open day at Perth Fire Station featured a variety of youth-oriented activities, including a 'youth passport' which valued the participation of younger members of the community and provided unique access and education opportunities.

Emergency Services Cadets participated in special focus groups for youth and safety product trials.

GOAL 2: THE ECONOMY

Obligatory reporting in relation to this goal is provided in the Financial Statements and Key Performance Indicators sections of this annual report. Other relevant information is provided in the Quality People Services and Sound Business Practices chapters.

FESA contributes directly to a strong economy through provision of prevention services and emergency services that provide a safe environment for business and community infrastructure. By working in partnership with communities to ensure safety plans and preparations are in place to combat emergencies, FESA contributes to the creation of the conditions required for investment and growth.

FESA applies the Government's 'buy local' policy and actively supports regional industry through encouragement of regional enterprises to participate in the building program for the firefighting appliances and other emergency equipment used throughout the State by emergency services personnel. Plants currently operate at Collie and Narrogin. There are also three major suppliers in Perth.

Three new career fire stations opened in Perth in 2004-05 – in Duncraig, Midland and Murdoch – providing fire and emergency services to their local residential, commercial and industrial communities.

In addition, FESA improved its capability to respond to incidents involving hazardous materials and chemical, biological and radiological materials with the construction of a second specialised equipment tender. It has been placed in the southern metropolitan area.

GOAL 3: THE ENVIRONMENT

ENERGY SMART

In accordance with the Energy Smart Government Policy, FESA has committed to achieving a 12% reduction in non-transport related energy use by 2006-07 with a 2% reduction targeted for 2004-05. The actual saving achieved was 7% from the baseline figure, as detailed in the following table.

TABLE 1. FESA'S ENERGY SMART PERFORMANCE

ENERGY SMART GOVERNMENT PROGRAM	BASELINE	2004-05	VARIATION
Energy consumption (GJ)	28,060	26,088	7%
Energy cost ($)	824,520	798,149	
Greenhouse gas emissions (tonnes of CO_2)	5,325	5,324	
Performance indicators			
Office – tenant light and power MJ/sqm MJ/person	 276 24,545	 474 21,813	
Office – combined MJ/sqm MJ/person	 1,041 38,253	 1,027 33,579	
Police, Fire and Emergency Services MJ/person	 13,242	 14,048	

During the year, the following energy saving initiatives were undertaken:

- in conjunction with the Sustainable Energy Development Office (SEDO) various improvements to the environmental data gathering and reporting software were implemented;
- planning was undertaken for a revised energy audit. A new tender for an Energy Audit Consultant contract was awarded in January 2005;
- an application to the Energy Audit Grant Energy Smart Government Facilitation Grants Program was made and granted from SEDO;
- main chiller replacement and associated mechanical services equipment installed at FESA House.
- upgrade of the air conditioning plant at the Belmont regional office, replacing obsolete mechanical services technology; and
- construction of new fire stations incorporating cost saving and energy efficient initiatives through energy smart design.

WASTE PAPER RECYCLING AND SAVINGS

FESA has significantly increased its level of paper recycling during the past year. Table 2 shows the recycling history for FESA House, the Belmont office and the O'Connor workshop.

TABLE 2. WASTE PAPER RECYCLING

	FESA – PERTH & BELMONT	FESA – O'CONNOR	TOTAL COMBINED
2004-05	2,765 kg (2.8 t)	400 kg (0.4 t)	3,165 kg (3.2 t)
2003-04	1,520 kg (1.5 t)	350 kg (0.4 t)	1,870 kg (1.9 t)
2002-03	1,615 kg (1.6 t)	375 kg (0.4 t)	1,990 kg (2 t)
2001-02	790 kg (0.8 t)	390 kg (0.4 t)	1,180 kg (1.2 t)

GOAL 4: THE REGIONS

REGIONAL DEVELOPMENT POLICY REPORT

FESA is one of the responsible agencies in relation to the Government's Regional Development Policy and is required to report in relation to: *Safe and Cohesive Regional Communities*.

It has specific responsibilities in relation to the fifth outcome priority:

Increased regional community capacity to prevent, prepare for, respond to and recover from emergency incidents.

To this end, FESA is committed to the related strategy:

Develop and maintain effective partnerships between State Government agencies, local governments and regional communities to minimise the impact of human caused and natural hazards.

Working in collaboration with the local governments and other government agencies, Local and District Emergency Management Committees and local industry, FESA supports communities in measures to enhance their resilience to natural and man made disasters.

Some examples of FESA's tangible support to the regions include:
- development of the *Local Recovery Arrangements Guide* to assist local governments develop post-disaster recovery plans;
- continuation of the risk management program AWARE (All West Australians Reducing Emergencies) which supports local governments in emergency risk management planning;
- development of a framework for engaging remote indigenous communities: *FESA Framework for Engaging Remote Indigenous Communities*;
- launch of the *Safer Country* training program – an integrated emergency risk management program for remote Indigenous communities;
- facilitation of a recovery management training program for Indigenous environmental health officers;
- strategic partnerships with key industries in regional areas including BHP Billiton and Hamersley Iron;
- fire safety workshops for women living in the southern rural areas;
- Bush Fire Ready Action Group program preparing local community groups to defend themselves in the event of bush fires;
- extension of the Juvenile and Family Fire Awareness program to the Pilbara, Kimberley, Great Southern, and Midwest-Gascoyne areas (the program is designed to reduce fire lighting by juveniles);
- targeted bushfire arson prevention in regional centres;
- bush fire scar mapping in the Kimberley to assist pastoralists in controlled burning programs; and
- extensive capital works and re-equipment programs in regional areas as a result of the introduction of the Emergency Services Levy.

INDUSTRY AND INTER-AGENCY PARTNERSHIPS

FESA has a historical commitment to the development and enhancement of inter-agency co-operation, skill standardisation and resource sharing with regional industry. Opportunities for combined training in incident command systems and resource sharing between FESA, industry, local government, Police and volunteers, bring cost effectiveness and enhance the capacity of the community to respond to and cope with emergencies.

During 2004-05 some of the significant developments include:
- secondment of a FESA Officer to Woodside Energy for activities in the Pilbara and Kimberley;
- establishment of the Burrup Industries Emergency Management Committee;
- appointment of a dedicated Fire Services manager to implement the determinations of the Burrup Emergency Services Review;
- development of a draft memorandum of understanding with Kalgoorlie Consolidated Gold Mines and other mining companies in the Goldfields region;

- completion of a memorandum of understanding with Harvey Agricultural College for delivery of firefighting training modules;
- FESA/local governments wildfire memoranda of understanding mutual aid, incident hand-over and stand down agreements developed – 54 of a potential 122 agreements signed; and
- the majority of regional local governments assisted with the completion of resource to risk modelling and Emergency Services Levy funding submissions.

EMERGENCY SERVICES LEVY FUNDING

The introduction of the Emergency Services Levy is enabling a major re-equipping of emergency services in regional areas.

While it is difficult to quantify exactly, it is estimated that the levy is now contributing close to 30% more funds annually to local governments for bush fire brigade operations than they collectively spent prior to its implementation.

During 2004-05 a new career Fire and Rescue Service fire station opened in Kalgoorlie and another is nearing completion in Albany. The long-awaited collocated volunteer facility in Collie also opened in 2004-05 and 2005-06 will see new collocated buildings in Manjimup, Beverley, Derby, and Esperance. Volunteer Fire and Rescue Service brigades in Wundowie, Broome and Kalgoorlie will all receive new fire stations in 2005-06.

The Broome State Emergency Service volunteers and the Jerramungup Volunteer Emergency Service unit moved into new premises in 2004-05 and upgrades of facilities were completed for the Albany, Harvey and Moora SES units.

Local government volunteer bush fire brigades at Argyle, Beermullah, Karridale, Red Gully, Mogumber-Gillingarra and Pack Saddle were each provided with a two-bay fire station for their firefighting appliances and those at Popanyinning-Cuballing, Muradup and Sandstone received a single bay fire station. Upgrades to facilities were provided for the Badgingarra, Welbungin, Dwellingup and Port Gregory bush fire brigades.

Based on local government estimates, it is projected that $720,000 has been spent on personal protective equipment, including protective firefighting clothing, for their volunteer bush fire brigades.

GOAL 5: GOVERNANCE

ADVERTISING AND SPONSORSHIP

The obligatory report in relation to advertising and sponsorship is contained in the Notes to Financial Statements on page 152.

COMPLIANCE WITH PUBLIC SECTOR STANDARDS AND ETHICAL CODES

PUBLIC SECTOR STANDARDS IN HUMAN RESOURCE MANAGEMENT

In 2004-2005, FESA conducted 86 selection processes that had the potential to attract Breach of Standard claims. These processes attracted 555 applicants. Two breach claims were lodged.

SUMMARY OF BREACH APPLICATIONS

Number lodged: 2
Breaches found: 0
Multiple breaches: 0
Breaches under review: 0
Material breaches: 0
Non-material breaches: 1

All breach claims lodged were reviewed and claimants advised of the outcomes. Further action was requested by one claimant. An external examination revealed that no breach of standard was found and this matter was dismissed.

The framework for FESA policies emphasises compliance with the Public Sector Standards in Human Resource Management. Although relevant policies have future revision dates scheduled they are amended progressively should the need be identified.

PUBLIC SECTOR CODE OF ETHICS AND CODE OF CONDUCT

FESA values underpin the achievement of ethical conduct throughout the organisation. These values are detailed in pamphlets entitled Living Our Values and Leadership the FESA Way.

The values and leadership attributes are integral to the way we work with each other and the community for a safer Western Australia. FESA's values are compatible with ethical principles, values and behaviour embodied in the Western Australian Public Sector Code of Ethics. By living the values, employees of FESA will comply with the Code of Ethics and Code of Conduct.

FESA is developing a Values Framework that will encapsulate whole of public sector corporate governance requirements. Extensive educative and training programs are planned for 2005-06 that will form the basis for ongoing development of FESA as a values-driven organisation.

SELF ASSESSMENT

The self assessment model established in relation to the Public Sector Standards and Code of Ethics revealed overall compliance with the requirements during 2004-2005.

CORRUPTION PREVENTION

FESA's *Anti-corruption Policy* clearly states that FESA will not tolerate any type of corrupt or serious improper conduct and gives a commitment to report to the Corruption and Crime Commission (CCC) in accordance with statutory requirements. During 2004-05, FESA dealt with the CCC on five matters relating to employee conduct.

FESA's corruption prevention actions are supported by a range of other FESA policies which guide expected employee and volunteer individual conduct including:
- conflict of interest;
- risk management;
- internet use;
- secondary employment;
- purchasing and procurement; and
- behaviour in the workplace.

In collaboration with officers from the Corruption Prevention, Education and Research branch of the CCC, FESA has initiated a series of awareness-raising sessions, highlighting the role and functions of the CCC and responsibilities of FESA in managing and reporting incidents of corruption or misconduct. Over the coming year a number of briefings will be conducted with both FESA employees and volunteers in the metropolitan and country areas.

Employee profiling is an important facet of FESA's approach to building a corruption resistant organisation. In addition to psychological testing undertaken by all applicants for firefighter positions, FESA has – since 2003 – required candidates for permanent general staff positions to undergo personal profiling to determine if their individual attributes meet job and organisational requirements. This process, administered by the University of Western Australia, assesses a range of dimensions including corporate citizenship, honesty and conscientiousness.

FESA is also partnering with the University of Western Australia's School of Psychology, Business School and School of Humanities in a three year project, partly funded by the Australian Research Council, examining ways of promoting organisational integrity. The Integrity Project further advances and promotes FESA's commitment to the highest standards of personal conduct and ethical decision-making.

EQUAL EMPLOYMENT OPPORTUNITY AND DIVERSITY

FESA remains committed to promoting equal employment opportunities and diversity through the workforce by actively educating employees, eliminating employment barriers and adopting policies to improve representation of diverse groups. By adopting this approach FESA aims to achieve a balance in the employment process so the outcome represents the Western Australian community.

The firefighter recruitment campaign continues to promote the diversity of the role in a diverse community. Apart from general advertising, FESA has targeted diverse groups through career expos, school visits and the Western Australia Police Open Day held at the Joondalup complex.

FESA continues to participate in the public sector traineeship program with two Indigenous trainees successfully completing Certificate III in Business. One new trainee has commenced Certificate II in Business with two more commencing in August and September. FESA has also embarked on an apprenticeship program with two apprentices commencing apprenticeships at the O'Connor workshops in 2004 and another commencing an apprenticeship in the communications area in September.

EVALUATIONS

INCIDENT ANALYSIS

Sound corporate governance requires the ability to comprehensively assess prevention, preparedness, response and recovery issues surrounding significant emergency incidents. FESA's incident analysis policy reviewed in November 2004, provides for three tiers of incident assessment:
- debrief;
- post incident analysis; or
- major incident review.

One of the key objectives of a major incident review is to improve the way FESA undertakes its business. It is, therefore, important to ensure that the findings and recommendations arising from reviews are actioned.

During 2004-05, through its directorate of Professional Standards, FESA developed a process to manage the implementation of recommendations arising from a number of post incident analyses, major incident reviews, coroner's inquests and State Government reviews.

Major internal reviews undertaken in 2004-05 included:
- review of the FESA communications centre;
- review of the Perth Hills bush fires – January 2005; and
- review of the Smorgon Steel fire in Bassendean – 6 December 2004.

Details of the outcomes of the Perth Hills bush fires inquiry are provided on page 44.

External inquiries that directly impacted on FESA included:
- the State Coroner's report following the Lancelin bush fire;
- the State Coroner's report Tenterden bush fire; and
- Office of the WA Auditor General's Report of 2004 *Responding to Major Bush Fires*.

A need to upgrade radio communication and its inter-operability was noted in all three of these reports. Details about the outcomes in relation to the State Coroner's reports on both the Lancelin and Tenterden bush fires are provided on pages 43 and 44 respectively. Details of FESA's new WA Emergency Radio Network are provided in a special report on page 11.

FREEDOM OF INFORMATION AND INFORMATION STATEMENT

FESA received 55 valid applications under Freedom of Information legislation, one of which was transferred in full to another agency. Most requests sought access to non-personal information from Fire Services (including fire incident reports and fire investigation reports) that related to a number of domestic property fires and significant fires (Smorgon Steel, Chittering Valley). Information was also sought

regarding flood damage at Carnarvon and Onslow. Partial transfers were made to the WA Police, Energy Safety Directorate and the local government sector.

Of the 52 applications dealt with this year, only 12 applications were granted access in full. Edited access applied to 39 applications and Exemption Clause 3(1) (which enables certain personal information about individuals to be withheld) was claimed for the majority of those applications. Only one application was denied as no data was available. At 30 June 2005, seven applications were still being deliberated.

FESA received one application for access to personal information from FESA volunteers, where the applicant sought access as to why their volunteer registration was cancelled.

The average processing time was 28 days (still within the 45 limit imposed by the *Freedom of Information Act 1992*).

One applicant sought an internal review to a copy of the post incident analysis report relating to a fire in the Chittering Valley. FESA varied its decision and provided edited access to this document.

FESA FREEDOM OF INFORMATION STATISTICAL RETURN - 2004-05

APPLICATIONS	STATISTICS
New valid applications received in this period (excludes 1 application that was transferred in full to another agency)	54
Applications held over (undecided) from 2003-04	5
Applications not yet dealt with	7
TOTAL APPLICATIONS DEALT WITH (DECIDED) IN THIS PERIOD	**52**

OUTCOME OF APPLICATIONS	STATISTICS
Access in full	12
Edited access	39
Denied (documents did not exist)	1
TOTAL	**52**
AVERAGE PROCESSING TIME (DAYS)	**28**
INTERNAL REVIEW	**1**

FEES AND CHARGES	$
Application fees collected	1,590
Charges waived *	1,041
Actual charges collected	146

Note: * Charges are waived if the actual processing cost is less than $10

The *FESA Information Statement* is published on its website: www.fesa.wa.gov.au

PUBLICATIONS

The following publications were produced in the reporting period:

REPORTS

- *FESA Annual Report 2003-2004*

MAGAZINES

- *24seven* (July 2004, September 2004, December 2004, April 2005)

BROCHURES (NEW)

- *Emergency Services Levy 2005-06*

BROCHURES (REVISED)

- *Make Your Home Fire Safe and Secure*
- *Protect Your Home from Bush Fire*
- *Evaporative Air Conditioners and Bush Fires*
- *Bush Fires in the North of Australia*
- *Installing Smoke Alarms in your Home*
- *Arson - Is Your Business at Risk?*
- *All West Australians Reducing Emergencies (AWARE)*
- *Volunteer Marine Rescue Services brochure*

BOOKLETS

- *Emergency Services Information Guide 2005-06*

MANUALS

- *Manual of Operating Procedures 2005-06*
- *Local Government Manual for Capital and Operating Grants 2005-06*

VIDEOS

- *Callout #15*
  - RAC Rescue 1
  - Karijini flash flood
  - Pingelly rescue trailer
  - Firefighting Awards 2004
  - Future Defence Challenges, presented by Major General Duncan Lewis
- *The Story of the Tenterden Fire*
- *CBR SOP59 Update*
- *Confined Space Rescue*
- *Applied Training Grand Induction*

PUBLIC INTEREST DISCLOSURE

In accordance with the *Public Interest Disclosure Act 2003*, FESA has developed a comprehensive policy and guidelines in relation to 'public interest disclosures' (PID) [commonly referred to as 'whistle blowing']. FESA has appointed a PID officer who is required to record and investigate claims and make an annual report to the Public Sector Standards Commissioner.

RECORD KEEPING PLAN

The *FESA Record Keeping Plan* was cleared by the State Records Commission in January 2004.

The draft *FESA Retention and Disposal Schedule* was lodged with the State Records Office in March 2004. As the State Records Commission has been concentrating on record keeping plans, no retention and disposal schedules were viewed during 2004.

The State Records Office has asked for some amendments to be made to the draft retention and disposal schedule and work is being progressed. It is anticipated to have the schedule approved by the State Records Commission by the last quarter of 2005.

To demonstrate FESA's compliance with the *State Records Act 2000*, the following has been achieved:
- Records management has been included in FESA's annual internal audit plan to ensure that record keeping systems are assessed and reviewed. This has identified the need to formalise a process to collate and record fire incident information. A project team has developed a standard administrative procedure and this initiative will be progressed during the year.
- Presentations on various aspects of FESA record keeping program are delivered on a regular basis to branches and units within FESA. Tailored sessions are conducted to individual FESA employees as required.
- The training program is reviewed from time to time through the results of the annual audit or through a client satisfaction survey.
- FESA's induction program addresses employee roles and responsibilities in regard to their compliance with FESA's Record Keeping Plan.

SUSTAINABILITY

The *FESA Sustainability Action Plan*, endorsed in January 2005, embraces the Government's three sustainability objectives:
- to conduct planning, reporting and decision making in accordance with sustainability principles;
- to conduct agency operations in a way that they support sustainability; and
- to empower and encourage employees to embrace sustainability.

FESA demonstrates a tangible commitment to sustainability through its focus upon community-centred emergency management. The *FESA Sustainability Action Plan* supports its approach in working collaboratively with local communities to build their resilience to emergencies and to enhance their capacity to prevent, prepare for, respond to and recover from emergencies. Through these partnerships FESA is better able to understand the things that each community considers to be important to them, including:
- protection of biodiversity in local bushlands, rivers, wetlands and coastal areas;
- maintaining clean air and water;
- safe guarding farming, agricultural, industry and business enterprises;
- assisting local communities to build governance and decision making capacity; and
- respecting places of heritage value and cultural significance.

Examples of FESA's contribution to sustainability include:
- significant investment in environmental research including work on bush fire threat analysis, smoke plumage, environmental toxicology of fire suppressants on native vegetation, assessment of the environmental impact of fire fighting techniques and savannah burning;
- delivery of the AWARE (All West Australians Reducing Emergencies) program to build community capacity to respond to and mitigate against the impact of emergencies;
- establishment of a special unit to support emergency services volunteers, including programs to recognise and reward volunteers and their employers;
- creation of combined service Volunteer Emergency Service units in smaller communities struggling to maintain volunteer numbers;
- emergency management programs for remote indigenous communities which recognise and accommodate the capacity and special needs of individual communities;

- increasing the state's ability to respond to new and emerging threats by developing FESA's capacity to undertake urban search and rescue and respond to incidents involving chemical, biological, radiological and explosive matter;
- providing a legislative framework for the delivery and management of emergency services in Western Australia; and
- initiation of a project to help preserve one of Perth's most important historic precincts – the refurbishment of the State Heritage listed Old Perth Fire Station to create an interactive educational exhibition that promotes community safety values within a stimulating, educational and historical framework.

KEY PERFORMANCE INDICATORS

CONTENTS

Key performance indicators

STATEMENT OF CERTIFICATION

We hereby certify that the performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the Fire and Emergency Services Authority of Western Australia performance and fairly represent the performance of the Fire and Emergency Services Authority of Western Australia for the financial year ended 30 June 2005.

M Barnett
FESA BOARD CHAIR

RJ Mitchell
FESA CHIEF EXECUTIVE OFFICER

29 August 2005

INDEPENDENT AUDIT OPINION

To the Parliament of Western Australia

FIRE AND EMERGENCY SERVICES AUTHORITY OF WESTERN AUSTRALIA PERFORMANCE INDICATORS FOR THE YEAR ENDED 30 JUNE 2005

Audit Opinion

In my opinion, the key effectiveness and efficiency performance indicators of the Fire and Emergency Services Authority of Western Australia are relevant and appropriate to help users assess the Authority's performance and fairly represent the indicated performance for the year ended 30 June 2005.

Scope

The Board's Role

The Board is responsible for developing and maintaining proper records and systems for preparing performance indicators.

The performance indicators consist of key indicators of effectiveness and efficiency.

Summary of my Role

As required by the Financial Administration and Audit Act 1985, I have independently audited the performance indicators to express an opinion on them. This was done by looking at a sample of the evidence.

An audit does not guarantee that every amount and disclosure in the performance indicators is error free, nor does it examine all evidence and every transaction. However, my audit procedures should identify errors or omissions significant enough to adversely affect the decisions of users of the performance indicators.

D D R PEARSON
AUDITOR GENERAL
2 September 2005

FESA's vision is to achieve a safer community through:

- **its mission:**
  Working in partnership with the people of Western Australia to:
  - improve community safety practices; and
  - provide timely, quality and effective emergency services.

- **meeting its strategic intentions:**
  - *Community-centred emergency management* (composed of prevention, preparedness, response and recovery initiatives);
  - *Sound business practices*; and
  - *Quality people services.*

- **ensuring that its services (prevention services and emergency services) produce FESA's agreed outcome for the Western Australian community.**

FESA'S OUTCOME STATEMENT

The impact of human and natural hazards on the community of Western Australia is minimised.

EFFECTIVENESS INDICATORS

SERVICE 1 PREVENTION SERVICES
Provision of prevention services to increase community awareness of human and natural hazards, and involvement in minimising their impact.

KEY PERFORMANCE INDICATOR 1

Local government fire protection rating system

Local governments are responsible for minimising the impact of fires through the administration and maintenance of bush fire brigades *(Bush Fires Act 1954).* Currently, 122 local governments hold this responsibility. FESA assists local governments by providing training and advisory services to bush fire brigades.

The local government fire protection rating system shows the extent to which local governments meet recommended fire protection standards, appropriate to hazards and risks.

The relevant FESA district manager assesses each brigade area using a standard rating system made up of 19 indicators grouped into three categories – fire prevention, operations and training. The current assessment determines whether the local government has established:

- fire prevention plans, policies and fire break orders;
- brigade rules, local laws, standard operating procedures and response plans;
- its own response plans;
- a five-year equipment replacement strategy; and
- an appropriate training program.
-

In Table 1, a summary of the 2004-05 assessment for all local governments is shown compared with the previous financial year.

Table 1: Local government fire protection ratings

Major categories	Maximum rating points*	Assessed rating points		Level achieved (%)	
		2003-04	2004-05	2003-04	2004-05
Fire Prevention	366	231	200	63.1	54.6
Operations	1,342	1,015	980	76	73.0
Training	610	339	334	55.6	54.8
Total	**2,318**	**1,585**	**1,514**	**68.6**	**65.3**

* Maximum of 1 rating point for each of 19 categories for 122 local governments in
 2003-04 and 2004-05.   All ratings are as at June of each year.

Figure 1 demonstrates the areas of fire prevention, operations and training. Since the first data collection in 1997-98 to financial year 2003-04, the level of achievement has increased over 20%. This year the indicator has been influenced by the changeover to the Emergency Services Levy. There has been a slight fall in fire prevention and operations, training has held steady. The previous planning tools which were assessed in operations are now changing to a different five-year equipment plan for the ESL, and this has affected the percentage level achieved in Operations. This rating will accordingly be redesigned for 2005-06.

Figure 1: Local government fire protection ratings

| 1997-98 | 1998-99 | 1999-00 | 2000-01 | 2001-02 |
| 2002-03 | 2003-04 | 2004-05 | | |
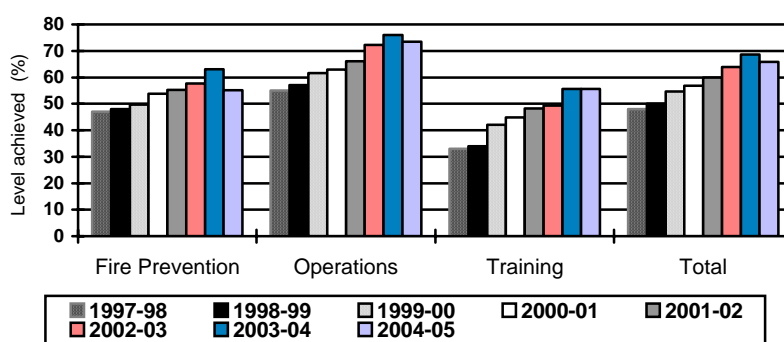
NOTE: Comparison of assessed rating points with maximum rating points.

KEY PERFORMANCE INDICATOR 2

Number of residential fires per 100,000 persons

Prevention Services are one of FESA's principal services. They are provided through FESA's focus on community-centred emergency management. As a result, the public becomes aware of hazards and the community becomes involved in minimising their impact.

To encourage both individuals and the community at large to take greater responsibility for fire safety, FESA offers both prevention and awareness campaigns. These include *Smoke Alarm Battery Day,* the *Fire Inside Out* education program, as well as targeted bush fire awareness and prevention programs across the state.

The relationship between prevention services and the number of residential fires will at best be a partial one due to time lags and external factors. However, effective prevention services potentially impact on the incidence of residential fires. Reporting the number of residential fires per 100,000 persons acts to control for population changes, which in Western Australia, comprise an annual increase generally between 1-2%.

In 2004-05, more than 25,173 primary incidents were attended by Fire and Rescue Service brigades and bush fire brigades. Of these incidents, 1,005 were residential fires. For 2004-05, there were 50 residential fires per 100,000 population in WA. Over the past nine years, a level has been maintained in the order of 46 to 55 fires in any one period. Figure 2 indicates this steady level of fires per 100,000 people.

Figure 2: Number of residential fires per 100,000 people
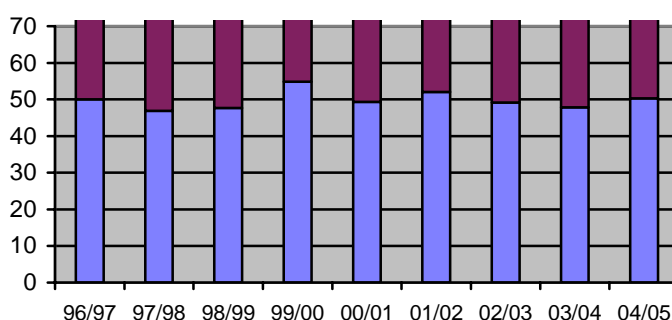
SERVICE 2: EMERGENCY SERVICES

Provision of emergency services to enable rapid and effective response to emergency incidents to minimise their impact.

KEY PERFORMANCE INDICATOR 3

Response times

SCOPE OF RESPONSE INDICATORS

As most Fire Services emergencies occur in the Perth metropolitan area, reported response times are for incidents within FESA metropolitan brigade areas where career brigades of firefighters provided the primary response. As response time statistics for incidents in country areas and those attended by volunteer firefighters are subject to different control procedures, these are not included in the assessment.

Quick response is expected by the community to emergency incidents so that their impact can not only be minimised, but also be seen as a demonstration of community satisfaction with our services.

Response time indicators are provided for four major classes of emergencies:
- Property fires (Figure 3);
- Grass, scrub, bush and rubbish fires (Figure 4);
- Hazardous materials (HAZMAT) incidents (Figure 5); and
- Rescues (Figure 6).

In summary, excellent response times have been maintained. In general faster responses are observable for property fires.

Figure 3: Response time to property fires
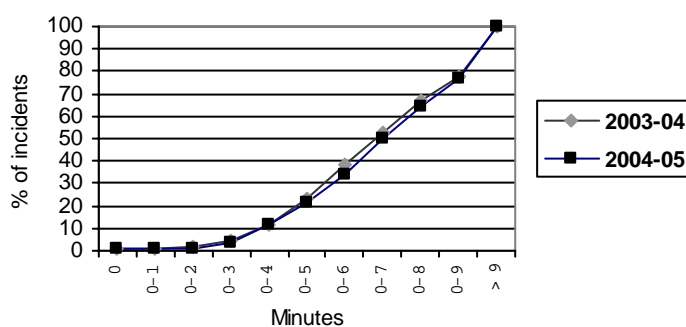
Figure 4: Response time to grass, scrub, bush and rubbish fires
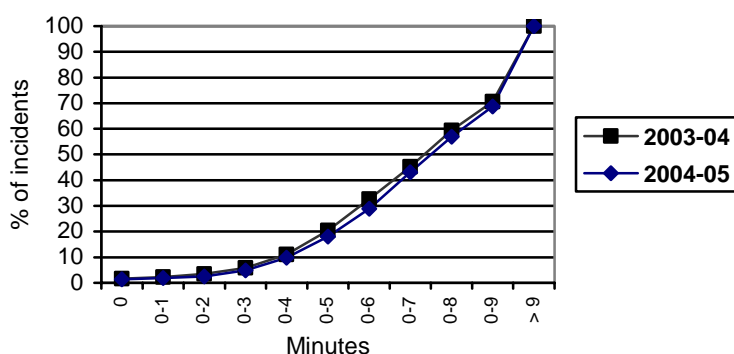
Figure 5: Response time to Hazmat incidents
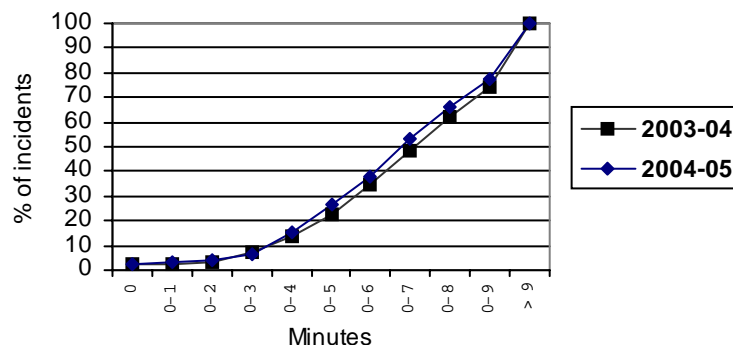
Figure 6: Response time to rescues
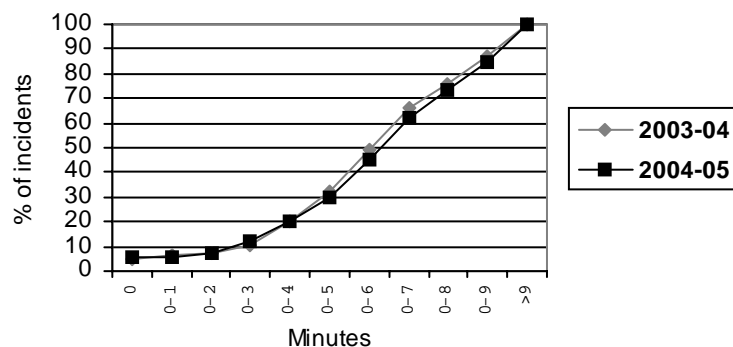
NOTE: Response time is measured as the duration from the time stamping of an incident by a FESA Communications Centre operator (ie. the incident is confirmed as an emergency) to the arrival at the scene of the emergency.

KEY PERFORMANCE INDICATOR 4

Proportion of structure fires contained to room of origin

The percentage of fires where damage is confined to room of origin is a measure of effectiveness in combating property fires. Prompt detection and rapid response, plus the use of effective firefighting techniques, make a significant difference in the percentage of fires contained. It is impossible to contain 100% of these fires because of uncontrollable factors including weather and traffic conditions as well as the time elapsed before notification of an emergency. However, Figure 7 indicates a steadily increasing trend to the year 2002-03. There was a slight drop in 2003-04 in the percentage of properties with damage confined to the room of origin. In 2004-05, 68.5% of structure fires have damage confined to the room of origin, which duplicates the result for containment in 2003-04.

Figure 7: Proportion of structure fires with damage confined to room of origin
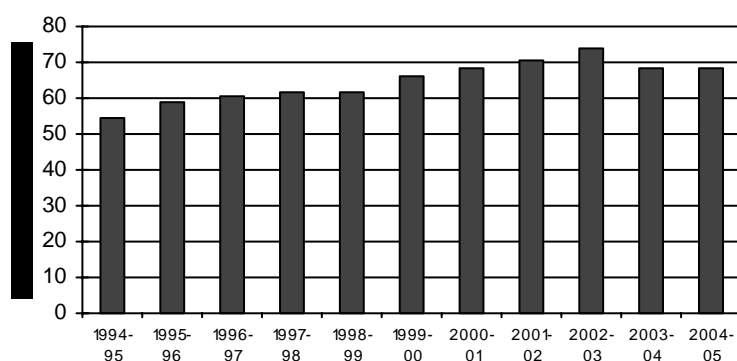
KEY PERFORMANCE INDICATOR 5

Human costs of flood, tropical cyclone, storm, earthquake and tsunami hazards

The State Emergency Service responds to five major natural hazards – flood, tropical cyclone, storm, earthquake and tsunami. The report of deaths and serious injuries caused by these events is a partial indicator of the effectiveness of emergency services. In particular, it relates to the preparedness and response activities undertaken in partnership with local communities. The total number of events is combined in Figure 8.

There were no deaths or serious injuries recorded in 2004-05. Moreover, for the eight years previous to 2004-05, there were no serious injuries and the number of recorded deaths was either one or zero. This indicator does not include the death in the previous financial year of a State Emergency Service volunteer during a rescue in Karijini National Park, near Tom Price. The State Coroner has not yet commenced a coronial inquest on this incident.

There were 199 incidents recorded in 2004-05. However, because the natural environment is variable, the number of events always changes from year to year. Whereas there were only 21 hazard events in financial year 2000-01, 104 were recorded during 2001-02. Hazard events increased again to 133 in 2002-03, but fell during 2003-04 to 93. Numbers peaked again this year at 199 incidents.

Although there is not a direct cause and effect relationship between hazard frequency and the incidence of deaths/injuries, better preparedness for hazards directly affects minimising the impact of the hazard. For example, preparedness activities such as undertaking response planning and evacuation procedures significantly mitigate the outcome of events such as flood, cyclone, storm and other natural hazards.

Figure 8: Total hazard events, deaths and serious injuries
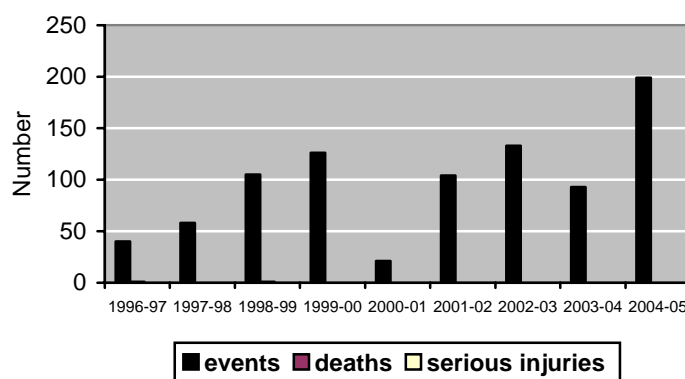
NOTE: For all years, there have been no serious injuries.
One death was recorded in1996-97 and 1998-99.

KEY PERFORMANCE INDICATOR 6

Organisational capability to deliver timely, quality and effective services – Training

FESA's capacity to deliver effective services is significantly impacted by the development and enhancement of the competencies of staff, volunteers and also community members. Provision of training is a considerable contribution to FESA's vision of a safer community. More community members are prepared and capable of dealing with emergency incidents due to FESA's focus on training.

The commitment of volunteers is a vital factor for most emergency services organisations. Without the dedication of volunteers, the resources required to effectively manage emergencies could not be provided. Profiling has been developed not only to give a fair representation of the capacity of volunteer brigades to respond to incidents, but also to identify areas where FESA should concentrate its attention.

Another indicator of performance in this area is demonstrated in Tables 5-8, which show the number of FESA personnel and community members achieving competence or qualification in FESA's core training programs.

FIRE AND RESCUE URBAN VOLUNTEER BRIGADE PROFILING
The concept of volunteer brigade profiling for its urban volunteer brigades was introduced in 2001-02 by FESA Fire and Rescue Service. In order to function safely and efficiently at operational incidents, the volunteers in a brigade need to possess a common set of key skills/competencies. Hence, the term brigade profile. From 2001-04, profiles were utilised which detailed the required and the actual levels of competency achievement for urban volunteer Fire and Rescue brigades. Profiling is designed to measure FESA's ability to deliver timely, quality and effective services and to identify gaps that need to be addressed in volunteer competencies.

Key Performance Indicators (KPIs) assess the extent to which a FESA outcome has been achieved. However, when interpreting KPIs, an important question is whether a particular level of impact was produced as a result of FESA activity or was it also influenced by other external and uncontrollable elements. For volunteers and profiling, several factors are beyond FESA's control. For example, there are the high turnover rates in many volunteer brigades; the difficulties often encountered in persuading volunteers to undertake required training; and the problems in getting volunteers to record accurately the training undertaken. All of these factors have contributed to teething problems in the early phases of introducing profiling concepts.

As the measure of FESA's impact becomes somewhat problematic in the face of these factors, it has attempted to enhance profiling by defining a suite of operational roles that more accurately meets volunteer needs. This amended approach to profiling is structured around each brigade having numbers of volunteers qualified to undertake key roles (e.g. wildfire firefighter, incident controller, structural firefighter, etc). For this financial year, the majority of role requirements have been completed. It is anticipated that the remaining two role models will be completed in 2005-06 to facilitate a more accurate profiling measure once the requisite training attached to each role requirement is finalised. In addition, the FESA Training Centre is working on training based on the role models in order to narrow the gaps in competencies for volunteers in the future.

An example of a role requirement for a fire services pump operator is provided in Table 2.

Table 2: Operational role requirements: Fire Services - pump operator

PRE-REQUISITES
1. Completed the role requirements for wildfire firefighter. 2. Completed the role requirements for structural firefighter.
REQUIRED KNOWLEDGE
1. An understanding of pumps and how they operate, common faults and how to correct them. 2. A basic understanding of fireground hydraulics.
SKILLS TO BE EXERCISED
1. Demonstrated proficiency in operating a firefighting pump and pumping equipment under operational conditions, for example, suction, collectors and relay pumping. 2. Ability to successfully identify and remedy common pump faults during pumping operations. 3. Ability to correctly position appliances for pumping, having regard to the needs of the incident.
PERFORMANCE LEVEL REQUIRED
1. The performance levels required for pump operators (i.e. in terms of knowledge held and skills exercised) will generally be those applicable to volunteer firefighters operating at incidents and utilising light or medium pumps. 2. The firefighter will be performing under the direction of an incident controller and will be required to perform allocated pumping tasks safely and independently. 3. The pump operator will be expected to operate as an effective team or small group member in an operational incident context. 4. The pump operator will have the required knowledge and skills to maintain his or her personal safety at a Level 1 incident. 5. The pump operator, while not generally being given the formal responsibility for the safety of other volunteers, is expected to operate as an effective team or small group member in an incident context and accept the team safety responsibilities that such a role entails.
TRAINING REQUIRED
(Note: To be advised when volunteer training curriculum is available).

Volunteer Fire and Rescue Service brigade profiles will in the future be determined on the basis of these role requirements. These role requirements and the minimum profile described in Table 3 have been developed by a FESA committee which has used its knowledge of national and international norms as well as FESA's well documented system of response to a wide variety of incidents. Table 3 expresses the minimum profile for a volunteer urban brigade based on role requirements, that is, an ideal structure for measuring actual competencies. Table 4 shows the degree to which brigades meet profiling requirements.

The FESA Training Centre will develop training courses/subjects which will enable the volunteers in a brigade to perform these operational roles safely and efficiently.

Table 3: Minimum profile for a volunteer urban brigade

ROLE REQUIREMENT	REQUIRED NUMBERS OF VOLUNTEERS[1]
Wildfire firefighter	6
Structural firefighter	6
Road rescue firefighter	5
Hazmat firefighter	5
Driver	3
Pump operator	5
First aid firefighter	3
Incident controller (Type 1)	2

(1) Required numbers of volunteers in the brigade able to carry out that role competently and safely.

The major advantage with this system is that the overall profile does not have to be varied every time there is a minor adjustment to training courses or subjects. The profiles become relatively fixed. At the same time, the exposition of a role requirement enables the course/subject developers in the training environment to more closely match training development to operational needs. In the longer term these advantages are seen as justifying the major changes that will take place and the delays in detailed reporting that have been experienced with this indicator.

By the beginning of the 2006 calendar year, it is hoped that nearly all of these changes will be firmly in place with role requirements and associated training being available to all volunteer urban brigades. From January 2006 onwards it should then be possible to closely monitor the profiles of all Fire and Rescue Service brigades.

Table 4 updates the information presented in the 2003-04 FESA Annual Report on profiling for urban volunteer brigades. In broad terms, there have only been minimal changes to this data in the 2004-05 reporting year, with positive trends in the introduction to fire fighting, wildfire skills, vehicle rescue skills, HAZMAT competencies and incident command and leadership. The implementation of the revised profiling approach outlined above means that future reporting will gradually alter in order to reflect these revised arrangements.

Table 4: Degree to which urban volunteer FRS brigades meet profiling requirements

Competency Area	Total volunteer brigades in sample	Average profile number required	Average 'actual' profile of brigades	No. of brigades meeting profile requirements	No. of brigades with a shortfall	No. of brigades with a 100% shortfall in profiling numbers	No. of brigades with a 50-100% shortfall in profiling numbers	No. of brigades with a 0-50% shortfall in profiling numbers
Introduction to Firefighting 2003/04	98	7.89	13.72	86	12	0	3	9
2004/05	95	7.77	14.88	91	4	0	1	3
Wildfire Skills 2003/04	98	7.89	6.81	36	62	17	21	24
2004/05	94	7.79	7.06	45	49	16	19	14
Vehicle Rescue Skills 2003/04	98	6.42	9.39	72	26	5	10	2
2004/05	95	5.77	10.39	75	20	1	11	8
Hazmat Competencies 2003/04	98	6.49	8.68	68	30	4	11	16
2004/05	95	5.77	9.37	75	20	3	6	11
Incident Command & Leadership 2003/04	98	3.59	2.51	27	71	27	16	28
2004/05	94	2.89	2.81	48	46	21	18	7
Breathing Apparatus 2003/04	98	6.49	9.52	88	10	0	2	8
2004/05	95	5.77	5.06	37	58	23	25	10

NOTE: figures are as of 30 June 2005. Ninety-five volunteer brigades are included in the current sample for competencies. Given this number is close to 100, the percentage of brigades meeting requirements or with a shortfall will be similar to the numbers specified. Final figures for Senior First Aid skills are not available this year.

This year's profiling is valuable for identifying specific areas of priority action which need to be addressed. For example, skills shortfalls have been identified in certain key areas (eg incident command) which are currently being analysed and explored. These shortfalls could have their origins in a variety of factors, including data input issues, brigade turnover rates, fluidity in volunteer training development and minor changes in certain key profiling requirements. These issues are currently being explored with a view to stabilising profiling requirements and ensuring ongoing and timely monitoring of urban volunteer brigade profiles.

FESA TRAINING COURSES, COMPETENCIES AND NUMBERS SUCCESSFULLY COMPLETED

FESA FIRE SERVICES

Table 5: FESA Fire Services career training 2004-05

TRAINING ACTIVITY	NUMBERS ACHIEVING COMPETENCE OR QUALIFICATION		
	2002-03	**2003-04**	**2004-05**
Skills Enhancement Program	550	818	542
Certificate II Firefighting Operations	22	31	55
Certificate III Firefighting Operations	23	55	57
Certificate IV Firefighting Operations	23	2	11
Operational Management Program	8	12	16

The Skills Enhancement Program is delivered annually according to training needs. The key skill area of the 2004-05 program was the new Compartment Fire Behaviour Training. Sixteen senior firefighters completed the incident command course as part of the Operational Management Program which is delivered to national competency standards and is provided for firefighters seeking promotion to station officer.

Table 6: FESA Fire Services volunteers 2004-05

TRAINING ACTIVITY	NUMBERS ACHIEVING COMPETENCE OR QUALIFICATION		
	2002-03	**2003-04**	**2004-05**
FESA Fire and Rescue Service Volunteer Training and Education Curriculum	1,570	665	973
FESA Bush Fire Service Core Training Program	3,904	2,944	1,863
Public Safety Training Package	80	26	228

Fire Services volunteer firefighter performance indicators are reflected in the competencies achieved in the two volunteer firefighter training programs and the Public Safety Training Package.

FESA STATE EMERGENCY SERVICE

FESA SES indicators illustrate the number of volunteers and staff successfully completing courses at the three training levels. The large volume of participants gaining specialist skills (eg airborne observation; cliff, flood and road crash rescue; land search; roof safety; storm damage; and chainsaw operation) is in accordance with SES operational requirements.

Table 7: FESA State Emergency Service – previous training system

TRAINING ACTIVITY	NUMBERS ACHIEVING COMPETENCE OR QUALIFICATION		
	2002-03	**2003-04**	**2004-05**
Level 1 – Specialist Skills	1,231	800	396
Level 2 – Team Leader of Specialist Skills	31	33	17
Level 3 – Instructors of Specialist Skills	81	61	18

Table 8: FESA State Emergency Service – new competency-based training system

TRAINING ACTIVITY	NUMBERS ACHIEVING COMPETENCE OR QUALIFICATION		
	2002-03	**2003-04**	**2004-05**
Level 1 – Specialist Skills	820	841	808
Level 2 – Team Leader of Specialist Skills	0	0	0
Level 3 – Instructors of Specialist Skills	70	131	70
Certificate II in Public Safety (SES Operations)	N/A	N/A	17
Certificate II in Public Safety (SES Rescue)	N/A	N/A	26

Note: Certificate II not offered in previous years.

In 2004-05, the FESA Training Section SES successfully developed and implemented training resource kits in storm damage operations, land search and operations room team member.

Another six training kits are currently under development and are due for completion in the next 12 months. These kits are Road Crash Rescue, Vertical Rescue, Field Search Controller, Maintain Team Safety, Basic Rescue Skills and General Rescue.

FESA SES has developed senior assessors in all training kits implemented so far, based upon regional needs. Thirteen volunteers and staff were assessed as competent senior assessors of training kits (Level 3), and a further 74 set to be endorsed as trainers/assessors (Level 2) for PUASAR008A – Land Search (search as a member of a land search team).

VOLUNTEER MARINE RESCUE SERVICES

There are currently 180 volunteers engaged in training in 12 classes conducted at Technical and Further Education centres throughout Western Australia. Some volunteers are undertaking the complete course, Certificate III in Volunteer Marine Rescue Services; others are studying only the particular modules they required such as radio operations.

FESA COMMERCIAL TRAINING

One of the key components of community-centred emergency management is to increase the community's preparedness to respond effectively to workplace emergencies. In 2004-05, FESA Commercial Training delivered courses to over 1,670 personnel from health-care, manufacturing and mining organisations across the State. Table 9 represents the activities of commercial training over the past three years.

In 2004-05, FESA Commercial Training produced 21 written evacuation procedures for a corresponding number of Western Australian organisations. To reinforce this essential aspect of workplace safety, FESA also conducted 364 evacuation drills and extinguisher demonstrations with the participation of more than 8,721 workplace employees.

Table 9: Commercial Training

TRAINING ACTIVITY	NUMBERS ACHIEVING COMPETENCE OR QUALIFICATION		
	2002-03	2003-04	2004-05
Fire Warden & Chief Fire Warden Participants	181	423	381
Extinguisher Course	57 courses	35 courses	30 courses / 272 participants
Emergency Operations Training	1,646	1,523	1,670

TRAINING ACTIVITY	NUMBERS PROVIDED		
	2002-03	2003-04	2004-05
Written Evacuation Procedures	25	40	21
Extinguisher Demonstrations	242	290	321 8,091 participants
Evacuation Drills	N/A	N/A	43 drills / 630 participants
Conduct Safety Audit	N/A	N/A	16

FESA CORPORATE TRAINING

FESA also provides training programs for executive development and organisational skills. Study assistance is provided for attendance at post secondary courses. Table 10 summarises activities for 2004-05.

Table 10: Corporate Training

TRAINING ACTIVITY	NUMBERS PROVIDED		
	2002-03	2003-04	2004-05
AFAC / AIPM Executive Development Program	2	4	4
Fire Industry Study Tour	N/A	N/A	1
Key Organisational Skills Training	164	213	258
Study Assistance Scheme	37	53	52

EFFICIENCY INDICATORS

KEY PERFORMANCE INDICATOR 7

Weighted average cost per prevention service

A composite performance measure is needed to cover the majority of FESA's prevention related activities. Output based efficiency measures were originally selected and weighted. Weightings were established from costs for 1999-00 as supplied in the 2000-01 budget papers. Current measures correspond with prevention services reporting in the 2005-06 budget papers.

The weighting system is proportional. As the majority of prevention expenditure is directed towards community prevention/awareness campaigns, a weighting of 1 was applied to this output. Comparatively, the smaller weightings for emergency management services training and explosive inspections represented the difference in unit cost of these services. For the year 2002-03 explosive inspections were outsourced and are no longer part of the equation. They are reported as a zero factor, pending redevelopment of this indicator to reflect changes in organisational structure and services in 2005-06.

As noted in the 2003-04 budget, in addition to community prevention/awareness campaigns, previous budgets reported on the production of FESA media prevention/awareness campaigns. Following the increasing alignment of these areas, the two output measures were amalgamated in 2001-02. Consequently, all media campaign costs are now consolidated in the one community prevention/awareness measure. Figures for previous years have been adjusted to enable current assessment of the prevention services total and average cost.

Table 11 shows the measures and weightings for the efficiency of prevention services. Table 12 indicates the cost per prevention service. Costs have risen due to the increased cost in customization of community campaigns and dropping of the unexploded ordnance factor. The method of counting campaigns has held them at a relatively static level which does not adequately measure the number of activities and locations through out the state. Redevelopment of this indicator in 2005-06 will show a more accurate efficiency of the cost of the services.

Table 11: Prevention efficiency measures and weightings

Indicators	Weight	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05
Number of community prevention / awareness campaigns delivered	1	19	19	18	20	21	21
Nominal contact hours for participants undertaking emergency management services training programs	0.0002	Raw: 5,166 Weighted: 1	Raw: 7,729.5 Weighted: 1.5	Raw: 8,021.5 Weighted: 1.6	Raw: 8,936.5 Weighted: 1.8	Raw: 9,902.7 Weighted: 2.0	Raw 10,061 Weighted 2.0
Number of two-person team-days for explosive inspections	0.0025	Raw: 871.5 Weighted: 2.2	Raw: 771.5 Weighted: 1.9	Raw: 596 Weighted: 1.5	Raw: 0 [a]	Raw: 0 [a]	Raw: 0 [a]
Prevention services total		22.2	22.4	21.1	21.8	23.0	23.0

(a) As indicated last year, this service phased out during 2002-03. The outsourcing of explosive inspections was completed ahead of schedule and FESA has a regulatory and advisory role only. No explosive inspections were conducted by FESA this year and therefore there can be no calculation of this component in the efficiency measures.

Table 12: Average cost per prevention service

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05
Prevention services	22.2	22.4	21.1	21.8	23.0	23.0
Total prevention expenditure $'000	12,336	12,840	13,483	13,652	15,155	17,039
Average cost per prevention service $'000	555.675	573.214	639.004	626.238	658.913	740.826

NOTE: as per the formal change to the organisation's output measures, the average cost per prevention service for 2000-01 and 1999-00 are different to those reported in the 2000-01 FESA Annual Report.

KEY PERFORMANCE INDICATOR 8

**Emergency Services: Average cost per operational personnel
ready to respond to an emergency**

The service quantity measure used to determine emergency services efficiency is formed by the number of operational personnel ready to respond to an emergency. In total, operational staff and volunteers numbered 34,593 in 2004-05. This number has fluctuated from year to year because of difficulties in reporting accurately. Table 13 shows this fluctuation in numbers as well as the fluctuations in the average cost per personnel over the past 6 years. The establishment of more accurate personnel records systems and the ongoing review of volunteer status and have again had a large impact on the numbers in 2004-05.

**Table 13: Average cost per operational personnel ready
to respond to an emergency**

	1999-00	2000-01	2001-02	2002-03	2003-04	2004-2005
Number of operational personnel ready to respond to emergencies	24,792	26,339	26,771	29,120	27,451	34,593
Total expenditure $'000	87,148	90,707	93,847	100,348	129,637	154,681
Average cost per operational personnel $	3,515.16	3,443.82	3,505.54	3,446.02	4,722.49	4,471.45

Enhancing record systems so they offer more accurate recording of volunteers has been a concern for both FESA and local governments this year. Data quality has been addressed since the introduction of the Emergency Services Levy. After records were updated there was an apparent loss of nearly 6% in numbers of volunteers. However, the actual loss was of duplicate, superseded and other inaccurate records rather than the volunteers themselves. This year's apparent gain of more than 25% operational personnel reflects the attempt to establish a more accurate base line of total numbers.

To achieve comparability across services in this reporting period, to view all volunteers as operational, the definition of volunteer has been revised to count those who have signed up and constitute a pool of volunteers on whom FESA and local governments can draw upon. Numbers are not yet stable, but a more realistic picture is emerging of the actual volunteer numbers. These improvements in counting are leading to a more accurate appraisal of the cost per personnel. The average cost of operational personnel has shown an apparent drop as this concept of pool of ready volunteers has been introduced.

Another aspect of emergency services is the Western Australian Emergency Rescue Helicopter Service. Its primary radius for rescues is 200km, but it flies some extended rescues, including one this year as far as Mount Augustus in the interior of Western Australia.

The helicopter flew 220 missions in 2004-05. These comprised 195 rescues plus training and ancillary tasks. Some rescues are cancelled on route when other services are available. Other rescues result in the evacuation of more than one casualty. The total number of people evacuated was 120.

Rescue hours are over 730, which includes time on the ground during the rescue as well as flight time. Mission hours are the actual flight time (ie hours in the air for rescue). Each mission averages 1.98 hours. As only a limited number of operational personnel are involved in the rescue helicopter, their number is not included in the operational total of those ready to respond. The cost of the service cannot be included as representative of the general cost of response. However, the service can be considered separately and be costed by its mission hours as an efficiency indicator as seen in Table 14.

Table 14: Average cost per mission hour Western Australian emergency rescue helicopter service

	2003-04	2004-05
Number of mission hours(a)	330	387
Total expenditure $'000	3,800	3,921
Average cost per mission hour $	11,515	10,132

(a) Mission hours are actual hours in the air (ie flight time) for rescues.

FINANCIAL STATEMENTS

CONTENTS

Financial statements

STATEMENT OF CERTIFICATION

The accompanying financial statements of the Fire and Emergency Services Authority of Western Australia have been prepared in compliance with the provisions of the *Financial Administration and Audit Act 1985* from proper accounts and records to present fairly the financial transactions for the twelve months ending 30 June 2005 and the financial position as at 30 June 2005.

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.

M Barnett
FESA BOARD CHAIR

RJ Mitchell
FESA CHIEF EXECUTIVE OFFICER

F Pasquale
FESA PRINCIPAL ACCOUNTING OFFICER

29 August 2005

INDEPENDENT AUDIT OPINION

To the Parliament of Western Australia

FIRE AND EMERGENCY SERVICES AUTHORITY OF WESTERN AUSTRALIA FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2005

Audit Opinion
In my opinion,

(i) the controls exercised by the Fire and Emergency Services Authority of Western Australia provide reasonable assurance that the receipt, expenditure and investment of moneys, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with legislative provisions; and

(ii) the financial statements are based on proper accounts and present fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia and the Treasurer's Instructions, the financial position of the Authority at 30 June 2005 and its financial performance and cash flows for the year ended on that date.

Scope
The Board's Role
The Board is responsible for keeping proper accounts and maintaining adequate systems of internal control, preparing the financial statements, and complying with the Financial Administration and Audit Act 1985 (the Act) and other relevant written law.

The financial statements consist of the Statement of Financial Performance, Statement of Financial Position, Statement of Cash Flows and the Notes to the Financial Statements.

Summary of my Role
As required by the Act, I have independently audited the accounts and financial statements to express an opinion on the controls and financial statements. This was done by looking at a sample of the evidence.

An audit does not guarantee that every amount and disclosure in the financial statements is error free. The term "reasonable assurance" recognises that an audit does not examine all evidence and every transaction. However, my audit procedures should identify errors or omissions significant enough to adversely affect the decisions of users of the financial statements.

D D R PEARSON
AUDITOR GENERAL
2 September 2005

FIRE AND EMERGENCY SERVICES AUTHORITY OF WESTERN AUSTRALIA
Statement of Financial Performance
For the Year Ended 30 June 2005

Source Reference		NOTE	2005 $000	2004 $000
FAAA Sec, 67(1)(a) TI 1102				
AASB 1018(4.1)	**COST OF SERVICES**			
	Expenses from Ordinary Activities			
	Employee expenses	2	76,674	67,789
	Superannuation	1.3(iii) & 3	8,253	6,933
AASB 1018(4.1)(a)(iii)	Borrowing cost expense	1.17	2,712	2,776
	Grants and subsidies	4	29,765	18,449
	Depreciation	1.15(iii) & 5(a)	8,116	7,673
TI 1102(6)(i)(e)	Cost of disposal of non-current assets	5(b) & (c)	701	1,531
	Operating leases	1.4	2,338	2,519
	Electricity and water expenses		1,069	1,031
	Repairs and maintenance expenses	6	22,087	17,526
	Communication expenses		1,827	1,820
	Services and contract expenses	7	7,837	6,781
	Consumable expenses		1,484	1,177
	Advertising and promotion expenses	8	467	630
	Administration expenses		4,106	3,857
	Capital user charge	1.5	3,048	1,950
	Ex-Gratia payments	9	-	594
	All other expenses	10	1,236	1,756
	Total Cost of Services		**171,720**	**144,792**
AAS 15 (12.2)	**Revenues from Ordinary Activities**			
	Operating			
	Regulatory fees and fines	1.6(i) & 11	126,789	111,605
	User charges and fees	1.6(ii)	5,102	4,132
	Direct grants and subsidies	1.6(iv) & 12	17,439	4,332
			149,330	120,069
	Non-operating			
AAS 15(12.1)(b)(vii)	Proceeds from disposal of non-current assets	5(b) & (c)	399	1,993
AAS 15(12.1)(b)(iv)	Interest revenue	1.6(iii)	1,933	2,704
	Other revenue	1.6(ii)	1,456	1,899
			3,788	6,596
	Total Revenues from Ordinary Activities		**153,118**	**126,665**
	NET COST OF SERVICES		**(18,602)**	**(18,127)**
	REVENUES FROM STATE GOVERNMENT			
	Service appropriations	1.7	38,320	29,704
TI 1102(10)(ii)	Resources received free of charge	1.8 & 13	1,153	212
	Total Revenues from State Government		**39,473**	**29,916**
	CHANGE IN NET ASSETS		**20,871**	**11,789**
	Net Increase/(Decrease) in Reserve			
FESA Sec. 35A	Net Increase/(Decrease) in Replacement Reserve		10,013	11,783
	Total revenues, expenses and valuation adjustments recognised directly in equity		**10,013**	**11,783**
	TOTAL CHANGE IN EQUITY OTHER THAN THOSE RESULTING FROM TRANSACTIONS WITH WA STATE GOVERNMENTS AS OWNERS		**$10,858**	**$6**

The Statement of Financial Performance should be read in conjunction with the accompanying notes.

FIRE AND EMERGENCY SERVICES AUTHORITY OF WESTERN AUSTRALIA
Statement of Financial Position
As at 30 June 2005

	NOTE	2005 $000	2004 $000
CURRENT ASSETS			
Restricted cash assets	1.10, 1.11 & 14	51,407	39,235
Receivables	1.12 & 15(a)	1,389	1,830
Inventories	1.14	1,085	1,207
Amounts receivable for services	1.7 & 16	3,894	5,959
Other assets	15(b)	431	1,972
Total Current Assets		58,206	50,203
NON-CURRENT ASSETS	1.15 & 17		
Land		33,714	30,258
Buildings		51,570	47,217
Motor vehicles		26,856	24,379
Plant and equipment		8,120	8,067
Capital works in progress		14,634	10,091
Total Non-Current Assets		134,894	120,012
TOTAL ASSETS		**193,100**	**170,215**
CURRENT LIABILITIES			
Payables	1.16 & 18(a)	2,233	2,241
Provisions	1.3 & 19(a)	5,244	5,129
Interest-bearing liabilities	1.17 & 20	2,030	2,112
Other liabilities	18(b)	2,228	1,307
Total Current Liabilities		11,735	10,789
NON-CURRENT LIABILITIES			
Provisions	1.3 & 19(b)	8,139	8,442
Interest-bearing liabilities	1.17 & 20	40,687	40,013
Total Non-Current Liabilities		48,826	48,455
TOTAL LIABILITIES		**60,561**	**59,244**
NET ASSETS		**$132,539**	**$110,971**
EQUITY			
Contributed equity	1.18 & 21(a)	51,882	75,268
Reserves	21(b)	69,592	35,650
Accumulated surplus/(deficit)	21(c)	11,065	53
TOTAL EQUITY		**$132,539**	**$110,971**

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

FIRE AND EMERGENCY SERVICES AUTHORITY OF WESTERN AUSTRALIA
Statement of Cash Flows
For the Year Ended 30 June 2005

Source Reference		NOTE	2005 $000	2004 $000
FAAA Sec. 66(1)(a) TI 1101(3)(v) AAS 28				
	CASH FLOWS FROM STATE GOVERNMENT			
	Service appropriations		36,025	27,569
	Capital contributions		1,382	-
	Holding account drawdown		4,360	450
	Net Cash provided by State Government		41,767	28,019
	Utilised as follows:			
	CASH FLOWS FROM OPERATING ACTIVITIES			
	Payments			
	Employee expenses		(75,557)	(67,337)
	Superannuation payments		(8,108)	(6,932)
	Interest on borrowings		(2,765)	(2,746)
	Grants and subsidies		(29,765)	(17,870)
	Capital user charge		(3,048)	(1,950)
	Other Payments		(47,814)	(44,832)
	Receipts			
	Regulatory fees and fines		125,560	105,332
	User charges and fees		5,655	5,121
	Direct grants and subsidies		16,500	4,100
	Interest revenue		2,015	2,685
	Other revenue		9,642	7,417
	Net Cash provided by/(used in) Operating Activities	14(b)	(7,685)	(17,012)
	CASH FLOWS FROM INVESTING ACTIVITIES			
	Proceeds from disposal of non-current assets		399	1,993
	Purchase of non-current assets		(22,216)	(11,064)
	Net Cash provided by/(used in) Investing Activities		(21,817)	(9,071)
	CASH FLOWS FROM FINANCING ACTIVITIES			
	Borrowing proceeds		9,630	4,560
	Borrowing repayments		(9,038)	(4,571)
	Distribution of equity to insurance companies		(685)	-
	Net Cash provided by/(used in) Financing Activities		(93)	(11)
	Net increase/(decrease) in cash held		**12,172**	**1,925**
	Cash assets at the beginning of the financial year		39,235	37,310
	Cash assets at the end of the financial year	14(a)	**$51,407**	**$39,235**

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

Source Reference		Source Reference	

AAS 6

1. SIGNIFICANT ACCOUNTING POLICIES

The following accounting policies have been adopted in the preparation of the financial statements. Unless otherwise stated, these policies are consistent with those adopted in the previous year.

TI 1101

1.1 General Statement

The financial statements constitute a general purpose financial report, which has been prepared in accordance with Accounting Standards, Statements of Accounting Concepts, other authoritative pronouncements of the Australian Accounting Standards Board, and Urgent Issues Group (UIG) Consensus Views as applied by the Treasurer's Instructions. Several of these are modified by the Treasurer's Instructions to vary application, disclosure, format and wording.

The Financial Administration and Audit Act 1985 and the Treasurer's Instructions are legislative provisions governing the preparation of financial statements and take precedence over Accounting Standards, Statements of Accounting Concepts and other authoritative pronouncements of the Australian Accounting Standards Board, and UIG Consensus Views. The modifications are intended to fulfil the requirements of general application to the public sector together with the need for greater disclosure and also to satisfy accountability requirements.

If any such modification has a material or significant financial effect upon the reported results, details of that modification and where practicable, the resulting financial effect, are disclosed in individual notes to these financial statements.

1.2 Basis of Accounting

The statements have been prepared on the accrual basis of accounting using the historical cost convention, except for certain assets and liabilities that, as noted, are measured at valuation.

AASB 1028

1.3 Employee Benefits

AASB 1028 (4.3) (4.4) & (5.1)

(i) Annual Leave

This benefit is recognised at the reporting date in respect to employees' services up to that date and is measured at the nominal amounts expected to be paid when the liabilities are settled.

AASB 1028 (5.1) & (4.4.11)

(ii) Long Service Leave

Leave benefits are calculated at remuneration rates expected to be paid when the liabilities are settled. A liability for long service leave is recognised after an employee has completed four years of service.

An actuarial assessment of long service leave is undertaken by PriceWaterhouseCoopers each year to determine the liability.

This method of measurement of the liability is consistent with the requirements of Australian Accounting Standard AASB 1028 – Employee Benefits.

AASB 1028 (6.10)(c)

(iii) Superannuation

Contributions are made to The Fire and Emergency Services Superannuation Board and to the Government Employees Superannuation Board to provide benefits for employees and their dependants on retirement, disability or death.

The liability for superannuation charges under the Fire and Emergency Services Superannuation Act 1985 is extinguished by weekly payments of employer contributions to the Fire and Emergency Services Superannuation Board.

The liability for superannuation charges under the Government Employees Superannuation Act is extinguished by fortnightly payments of employer contributions to the Government Employees Superannuation Board.

The liability for superannuation charges incurred under the Superannuation and Family Benefits Act pension scheme, together with the pre-transfer service liability for employees who transferred to the Gold State Superannuation scheme, have been provided for in the financial statements.

On June 30, 2004 unfunded liabilities relating to the Pension Scheme and the pre transfer benefit for employees who transferred to the Gold State Superannuation Scheme were assumed by the Treasurer. The amount assumed by the Treasurer is disclosed at Note 21 (a) "Equity".

An actuarial assessment of The Fire and Emergency Services Superannuation Board's plan was carried out at 30 June 2004. The actuary concluded that the assets of the plan was sufficient to meet all benefits payable in the event of the plan's termination, or the voluntary or compulsory termination of employment of each employee of the Authority.

The note disclosure required by paragraph 6.10(c) of Australian Accounting Standard AASB 1028 (being the employer's share of the difference between employee's accrued superannuation benefits and the attributable net market value of plan assets) has not been provided.

The Fire and Emergency Services Superannuation Board and the Government Employees Superannuation Board's records are not structured to provide the information for the Authority.

Accordingly, deriving the information for the Authority is impractical under current arrangements, and thus any benefits thereof would be exceeded by the cost of obtaining the information.

(iv) Accrued Salaries

Accrued salaries represent the amount due to staff but unpaid at the end of the financial year as the end of the last pay period for that financial year does not coincide with the end of the reporting period. The Authority considers the carrying amount approximates net fair value.

Source Reference

Source Reference

AAS 17

1.4   Leases

The Authority has entered into a number of operating lease agreements for buildings, office equipment and motor vehicles where the lessors effectively retains all the risks and benefits incidental to ownership of the items held under the operating leases.

Equal instalments of the lease payments are charged to the Statement of Financial Performance over the lease term, as this is representative of the pattern of benefits to be derived from the leased property.

1.5   Capital User Charge

A capital user charge rate of 8% has been set by the Government for 2004/2005 and represents the opportunity cost of capital invested in the net assets of the Authority used in the provision of services. The charge is calculated on 30% of the net assets adjusted to take account of exempt assets. Payments are made to the Department of Treasury and Finance on a quarterly basis.

1.6   Revenue Recognition

FESA
FBA
FBR

(i)   Regulatory Fees and Fines

Revenues from regulatory fees and fines is recognised upon the rendering of services and encompass the following:

❑ Fire service levy contributions from insurance companies raised in accordance with Section 37 of the Fire Brigades Act 1942;
❑ Emergency services levy assessments raised in accordance with Part 6A of the Fire and Emergency Services Authority of Western Australia Act 1998;
❑ Private brigade registration fees raised in accordance with Regulation 215 of the Fire Brigades Regulations 1943;
❑ Incorrect and incomplete insurance return penalties raised in accordance with Section 39(6) of the Fire Brigades Act 1942;
❑ Failure to pay prescribed payments in accordance with Section 43 of the Fire Brigades Act 1942;
❑ Interest accrued on unpaid Emergency services levy assessments in accordance with Section 36X of the Fire and Emergency Services Authority of Western Australia Act 1998; and
❑ Other related fees, penalties and fines enshrined within the emergency services Acts.

AAS 15(12.1)(a)

(ii)   Revenues from User Charges, Fees and Disposal of Non-Current Assets

Revenue from the sale of goods and disposal of other assets, and the rendering of services are recognised when the Authority has passed control of the goods or other assets or delivery of the service to the customer.

AAS 15(12.1)(a)

(iii) Revenues from Interest

Interest revenues are recognised as they are accrued.

(iv)   Grants and Subsidies

Grants, donations, gifts and other non-reciprocal contributions are recognised as revenue when the Authority obtains control over the assets comprising the contribution. Control is normally obtained upon their receipt.

Contributions are recognised at their fair value. Contributions of services are only recognised when a fair value can be reliably determined and the services would be purchased if not donated.

FAAA Sec 27(1)

1.7   Service Appropriations

Service appropriations are recognised as revenues in the period in which the Authority gains control of the appropriated funds. The Authority gains control of appropriated funds at the time those funds are deposited into the Authority's bank account or credited to the FAAA Section 27(1) holding account held at the Department of Treasury and Finance.

TI 1102(9)

1.8   Resources Received Free of Charge

Resources received free of charge that can be reliably measured are recognised as revenue and expenses as appropriate at fair value.

FESA Sec. 35A

1.9   Reserves

Section 35A of the Fire and Emergency Services Authority of Western Australia Act 1998 allows the Authority to retain funds for specific purchases. The Motor Vehicle Replacement Reserve, Land and Building Replacement Reserve, Plant and Equipment Replacement Reserve and General Reserve have been established.

AAS28(12.1)(a)

1.10 Cash

For the purpose of the Statement of Cash Flows, cash includes restricted cash assets net of outstanding bank overdrafts. These include short-term deposits that are readily convertible to cash on hand and are subject to insignificant risk of changes in value.

AAS 33(5.2)
AAS 15(12.1)(a)

1.11 Investments

Investments are brought to account at the lower of cost and recoverable amount. Term investments held represent investments in approved commercial bills. Interest revenues from investments are recognised as they are accrued.

AAS 33(5.2)

1.12 Receivables

Receivables are recognised at the amounts receivable as they are due for settlement no more than 30 days from the date of recognition. Collectability is reviewed on an ongoing basis.

Source Reference		Source Reference	

Debts that are known to be uncollectable are written off. A provision for doubtful debts is raised where some doubts as to collection exist.

FAAA Sec 27(1)

1.13 Amounts Receivable for Services

The receivable (holding account) comprises the depreciation expense for the year and any agreed increase in leave liability during the year. It represents the non-cash component of service appropriations and is funded by the State Government.

AAS 2(10.1)(a)

1.14 Inventories

Inventories comprising vehicle spare parts, consumables and supplies are valued using the average cost method and are brought to account at the lower of cost and net realisable value.

1.15 Non-Current Assets

(i) Establishment

Non-current assets on establishment of the Fire and Emergency Services Authority of Western Australia transferred from the Western Australian Fire Brigades Board, Bush Fires Board and the Department of Fire and Emergency Services have been recognised at 1 January 1999 at fair value. Acquisitions after this date have been recognised at cost.

AAS21 (6.1) (6.2)
TI 1102(9)(ii)

(ii) Acquisitions

The cost method of accounting is used for all acquisitions of assets. Cost is measured as the fair value of the assets given up or liabilities undertaken at the date of acquisition plus incidental costs directly attributable to the acquisition. Work in progress components are valued at cost.

Assets acquired at no cost or for nominal consideration, are initially recognised at their fair value at the date of acquisition.

Assets costing less than $1,000 are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

Due to complexities, the Authority does not capitalise interest charges on major capital expenditure projects and does not appropriate proportionate fixed and variable overheads to any capital projects.

AAS 4 (11.2)

(iii) Depreciation of Non-Current Assets

All non-current assets having a limited useful life are systematically depreciated over their estimated useful lives in a manner which reflects the consumption of their future economic benefits.

Depreciation is calculated on the straight-line basis, using rates which are reviewed annually. Expected useful lives for each class of depreciable asset are:

Buildings	20 - 40 years
Fire and Emergency Appliances	4 - 20 years
Non-Emergency Vehicles	2 - 20 years
Plant and Equipment	5 - 10 years

AASB 1041

(iv) Revaluation of Land and Buildings

The Authority has a policy of valuing land and buildings at fair value every three years. The triennial revaluations of the Authority's land and buildings undertaken by the Department of Land Information (Valuation Services) are recognised in the financial statements. The last valuation was undertaken as at 1 July 2003.

UIG 11

(v) Non-Reciprocal Contributed Assets

Under the provisions of the Local Government Manual for Capital and Operating Grants as approved by the Minister for Police and Emergency Services, local government assets being replaced under the ESL grant scheme are transferred to the Authority for reassignment, recommissioning or disposal in exchange for the replacement asset.

Similarly, under Memorandum of Understanding provisions to establish FESA Units, local governments and existing volunteer groups are required to transfer all assets to the Authority at no cost.

The Authority recognises such assets transferred as "non-reciprocal contributed assets" and are brought to account at fair value by recognising revenue as opposed to equity.

AAS 33(5.2)

1.16 Payables

Payables including accruals not yet billed, are recognised when the Authority becomes obliged to make future payments as a result of a purchase of assets or services. Accounts payable are generally settled within 30 days.

AAS 33(5.2)

1.17 Interest-bearing Liabilities

Borrowings are recorded at an amount equal to the net proceeds received. Interest expense is recognised on an accrual basis.

UIG 38

1.18 Contributed Equity

TI 955

Under UIG 38 "Contributions by Owners Made to Wholly-Owned Public Sector Entities" transfers in the nature of equity contributions must be designated by the Government (owners) as contributions by owners (at the time of, or prior to transfer) before such transfers can be recognised as equity contributions in the financial statements.

Capital contributions (appropriations) have been designated as contributions by owners and have been credited directly to Contributed Equity in the Statement of Financial Position.

TI 949

1.19 Comparative Figures

Comparative figures are, where appropriate, reclassified so as to be comparable with the figures presented in the current financial year.

FIRE AND EMERGENCY SERVICES AUTHORITY OF WESTERN AUSTRALIA
Notes to the Financial Statements
For the Year Ended 30 June 2005

Source Reference		Source Reference	

Source Reference

AAS 37 (4.4)(d)

TI 948

ESA

1.20 Rounding of Amounts

Amounts in the financial statements have been rounded to the nearest thousand dollars.

1.21 Establishment of Services

(i) Permanent Fire and Rescue Service

Permanent fire and rescue brigades are formed in accordance with the Fire Brigades Act 1942.

(ii) Volunteer Fire and Rescue Service

Volunteer fire and rescue brigades are formed in accordance with the Fire Brigades Act 1942.

(iii) Private Fire Brigades

Private Brigades are formed in accordance with Part VII of the Fire Brigades Regulations 1943 and all costs incurred are fully reimbursed.

(iv) State Emergency Service Units

State Emergency Service Units are formed in accordance with Part 3A of the Fire and Emergency Services Authority of Western Australia Act 1998.

(v) Volunteer Marine Rescue Service Groups

Volunteer Marine Rescue Service Groups are formed in accordance with Part 3B of the Fire and Emergency Services Authority of Western Australia Act 1998.

(vi) FESA Units

FESA Units are formed in accordance with Part 3C of the Fire and Emergency Services Authority of Western Australia Act 1998.

(vii) FESA Fire Services Brigades

FESA Fire Services Brigades are formed in accordance with Section 13(4) of the Fire and Emergency Services Authority of Western Australia Act 1998 which is the combined operation of a bush fire brigade established under the Bush Fires Act 1954 and a volunteer fire brigade established under the Fire Brigades Act 1942.

(viii) Indian Ocean Territories Services

Under the Indian Ocean Territories Law Reform Ordinance, the Authority provides capital and operating support for Volunteer Fire and Emergency Service Brigades operating on Christmas Island and Cocos (Keeling) Islands. The costs associated with this support are fully refundable from the Commonwealth.

Source Reference

FESA Act
FBA

1.22 Changes in Legislation

On 1 July 2003, the Emergency Services Levy was introduced by virtue of the Emergency Services Levy Act 2002.

Amendments were made to the Fire and Emergency Services Authority of Western Australia Act 1998 and the Fire Brigades Act 1942 in relation to the annual estimates of expenditure and the source of funding of the Authority.

(i) Transitional Period

The reporting period represents the transitional period for the introduction of the Emergency Services Levy under the provisions of the Fire and Emergency Services Authority of Western Australia Act 1998 and the phase out of the Fire Services Levy contribution system under the provisions of the Fire Brigades Act 1942.

FESA Sec. 36B

(ii) Emergency Services Levy (ESL)

The ESL is a new system to fund the services of the Authority and will replace several funding arrangements. The ESL is a levy on all properties in the State of Western Australia regardless of ownership.

The levy is applicable to residential properties, farming properties, vacant land, commercial properties, industrial properties and miscellaneous properties.

FESA Sec. 36F

(iii) ESL Category Boundaries

The State is divided into five categories (known as ESL Categories) according to emergency services delivery and each category will have a different ESL rate applied to it.

ESL Category 1 – Perth metropolitan area (including Armadale and Rockingham townsites) serviced by a network of Career Fire and Rescue Service Stations and the state wide State Emergency Service network.

ESL Category 2 – City centres of Albany, Bunbury, Geraldton, Kalgoorlie-Boulder and Mandurah with a Career Fire and Rescue Service Station, Volunteer Fire and Rescue Service Brigade and the State Emergency Service.

ESL Category 3 – Fringe of the metropolitan area and Northam townsite, with a Volunteer Fire and Rescue Service Brigade or Bush Fire Brigades, plus onsite support from Career Fire and Rescue Service or the Authority's staff, and the State Emergency Service.

ESL Category 4 – Major country towns with a Volunteer Fire and Rescue Service Brigade or FESA Unit or Bush Fire Brigade with breathing apparatus, and the State Emergency Service.

ESL Category 5 – All other areas of the State generally supported by Bush Fire Brigades and the State Emergency Service network.

FESA Div 3

(iv) ESL Determination and Assessment

The ESL is based on a rate in the dollar multiplied by the property's Gross Rental Value (GRV). The Minister for Police and Emergency Services is required to declare the ESL rate for each Category no later than 31 May each year.

Source
Reference

Source
Reference

A minimum and maximum threshold is established in relation to the amount a property owner will pay for ESL Categories 1 to 4. Property located in ESL Category 5 will pay a fixed annual charge regardless of the property use, size or value.

FESA Sec. 36D

(v)   ESL Concessions

The State Government will provide concessions to qualifying pensioners and seniors.

FESA Sec. 36J

(vi)   ESL Collection

Local Governments raise and collect the ESL assessments on behalf of the Authority by including it on Council rates notices. The amounts collected are remitted to the Authority in accordance with the FESA ESL Manual of Operating Procedures as approved by the Minister for Police and Emergency Services.

The Authority will raise assessment notices for ESL directly to the State Government (General Sector), State Government instrumentalities (corporations) and Local Governments for properties owned by these groups separately.

FBA Part 5

(vii)   Fire Services Levy (FSL)

Under the FSL, the annual estimates for the provision of fire and rescue services in permanent gazetted fire districts are funded through the contribution system, paid quarterly in advance whereby insurance companies contributed 75%, the State Government contributed 12.5% and Local Governments contributed 12.5%. Fire and rescue services rendered in the volunteer gazetted fire districts are funded 100% by the State Government.

Under the transitional provisions, the contributions by the State Government and Local Government have been repealed whilst insurance companies are only required to contribute 50% of the 75% annual contribution. The contributions assessed for insurance companies are based on the insurance company statutory declaration returns for the calendar year ended 31 December 2002 as required by the Fire Brigades Act 1942.

The phase out of the insurance based system will affect properties in ESL Categories 1, 2 and 3 and will not impact on properties in ESL Categories 4 or 5.

(viii)   Annual Estimates of Expenditure

Section 36 of the Fire and Emergency Services Authority of Western Australia Act 1998 requires that:

(a)   subject to section 35B, the provision of the Financial Administration and Audit Act 1985 regulating the financial administration, audit and reporting of statutory authorities apply to, and in respect of the Authority and its operations; and

(b)   Section 35B outlines the manner in which the Authority shall cause its annual estimate of expenditure to be derived.

1.23   Source Reference

Source references used throughout this document are as follows:

❑   AAS – Australian Accounting Standards;
❑   AASB – Australian Accounting Standards Board;
❑   BFS – Bush Fires Act 1954;
❑   EA – Electoral Act 1907;
❑   ESA – Emergency Services Acts encompassing FESA, FBA and BFS;
❑   FAAA – Financial Administration and Audit Act 1985;
❑   FAR – Financial Administration Regulations 1986;
❑   FBA – Fire Brigades Act 1942;
❑   FBR – Fire Brigades Regulations 1943;
❑   FESA – Fire and Emergency Services Authority of Western Australia Act 1998;
❑   TI – Treasurers Instructions; and
❑   UIG – Urgent Issues Group Consensus Views.

Source
Reference

			2005 $000	2004 $000
	2.	**EMPLOYEE EXPENSES**		
		Salaries and wages includes annual leave, long service leave and on costs.		
		Salaries and Wages	73,532	65,499
		Other staffing costs	936	718
		Staff travel expenses	2,206	1,572
			$76,674	**$67,789**
	3.	**SUPERANNUATION**		
		(i) Superannuation Contribution		
		Fire and Emergency Services Superannuation Fund 7,440	6,384	
		Government Employee Superannuation Board	667	648
		Unfunded superannuation assumed by the Treasurer	-	1
		Change in superannuation entitlements	146	(100)
			$8,253	**$6,933**
		(ii) Unfunded Superannuation		
		From 30 June 2004, the Treasurer has assumed the liability for pension and pre-transfer benefit superannuation liabilities. The assumption was designated as a contribution by owners under TI 955 (3) (iv).		
FESA Part 6A	**4.**	**GRANTS AND SUBSIDIES**		
		Grants and subsidies are made directly to volunteer establishments, Local Government, State Government Agencies, financial institutions and external organisations. Payments are made in accordance with policy and guidelines approved by the Authority to enable such entities to meet service delivery requirements of the community.		
		Grants and subsidies of a capital nature	10,677	8,951
		Grants and subsidies of a recurrent nature	9,301	9,194
		Grants and subsidies of a general nature	9,787	304
			$29,765	**$18,449**

Classified as:

Emergency Service Levy grants paid in accordance with the provisions of the Fire and Emergency Services Authority of Western Australia Act 1998 and the Local Government Manual for Capital and Operating Grants:

	2005	2004
- Local Governments	17,149	14,828
- Private Fire Brigades	99	82

Natural Disaster grants paid in accordance with agreements and determinations administered on behalf of the Federal Department for Transport and Regional Services in relation to:

- Natural Disaster Relief Arrangements	9,531	62
- Natural Disaster Risk Management Studies Program	103	11

Grants and subsidies paid to volunteer establishments and external bodies in line with approved schemes, agreements and statues encompassing:

- Volunteer Fire and Rescue Service delivery	594	1,089
- Volunteer Bush Fire Service delivery	274	1,222
- Volunteer State Emergency Service delivery	45	58
- Volunteer Marine Rescue Service delivery	1,651	549
- Volunteer FESA Units	70	13
- Other grants and subsidies	249	535
	$29,765	**$18,449**

Source
Reference

		2005 $000	2004 $000
5.	**PROPERTY, PLANT AND EQUIPMENT COST AND MOVEMENT**		

AASB 1018(5.6)(c)(ii) **(a) Depreciation**
AAS 4(11.2)(c)

	2005 $000	2004 $000
Buildings	2,144	2,143
Motor vehicles	3,875	3,519
Plant and equipment	2,097	2,011
	$8,116	**$7,673**

(b) Gain on disposal of Non-Current Assets

	2005 $000	2004 $000
Land	-	121
Motor vehicles	247	420
	(247)	(541)

(c) Loss on disposal of Non-Current Assets

	2005 $000	2004 $000
Buildings	492	79
Plant and equipment	57	-
	549	79
Net (gain)/loss on disposal of non-current assets	**$302**	**($462)**

6. REPAIRS AND MAINTENANCE EXPENSES

	2005 $000	2004 $000
Maintenance of plant and equipment	4,751	3,829
Maintenance of motor vehicles	3,400	3,197
Maintenance of properties	4,252	3,560
Maintenance of inventory	72	48
Hire charges	7,748	5,055
Protective clothing and uniforms	1,864	1,837
	$22,087	**$17,526**

7. SERVICE AND CONTRACT EXPENSES

	2005 $000	2004 $000
Audit fees and disbursements	167	170
Legal fees and disbursements	11	36
Consultancy fees and disbursements	138	490
General service fees and disbursements	5,053	3,585
Emergency Services Levy administration fees	2,468	2,500
	$7,837	**$6,781**

8. ADVERTISING AND PROMOTION EXPENSES

(a) Cost of Advertising and Promotion

	2005 $000	2004 $000
Publicity and promotion costs	311	290
General donations	35	9
Advertising expenses	121	331
	$467	**$630**

Source
Reference

		2005 $000	2004 $000
	8. ADVERTISING AND PROMOTION EXPENSES **(Continued)**		

EA Sec. 175ZE **(b) Expenditure on Advertising**

The following information is published in accordance with Section 175ZE of the Electoral Act 1907. There was no expenditure on market research, polling or direct mail activities.

(i) Advertising Agencies

	2005 $000	2004 $000
MarketForce Pty Ltd	43	80
Media Decisions WA	41	189
Pretzel Logic Pty Ltd	-	1
	84	270

(ii) Media Advertising Agencies

	2005 $000	2004 $000
Australian Caption Centre	1	-
Britel Enterprises	1	-
Chambers & Rowe Marketing	3	-
Cockburn Business Directory	1	-
Discus Digital Print	-	-
Double G	-	2
Goolarri Media Enterprises	-	4
Media Events Australia Pty Ltd	3	-
Media Monitors Australia Pty Ltd	-	22
Purevision TDS	-	2
Radiowest Broadcasters Pty Ltd	4	4
Sensi Pty Ltd (Pacific Access)	7	9
Shields Media	-	2
Shire of Mundaring	1	-
SiVIDEO Television Production	1	9
State Law Publisher	1	2
Swan Exibitions	4	-
The Australian Firefighter	2	-
The Australian Government Directory	1	1
Times Publications	3	-
Unity Publications	2	-
West Australian Newspapers Ltd	1	1
West Australian Publishers	1	-
West Coast Radio 6MM	-	3
	37	61
	$121	**$331**

TI 319 **9. Ex-Gratia Payments**

Ex-Gratia payments are made in accordance with the Bush Fires Act 1954. The payments represent a top up component paid to individual volunteers who have been injured resulting in partial/permanent disability or to the estate of volunteers as a result of death whilst engaged in the provision of fire and emergency services.

	2005 $000	2004 $000
Ex-gratia as a result of death	-	594
	$-	**$594**

Source
Reference

		2005 $000	2004 $000
10. OTHER EXPENSES FROM ORDINARY ACTIVITIES			
Bad debts written off		9	-
Provision for doubtful debts		1,241	1,756
Other		(14)	-
		$1,236	**$1,756**

11. REGULATORY FEES AND FINES

(a) Contributions to Fire Brigades

Statutory contributions from non-government sources are assessed in accordance with Sections 38 and 39 of the Fire Brigades Act 1942.

Contributions for the current year represent the wind up of the contribution system from insurance companies in accordance with the transitional provisions of the Fire Brigades Act 1942.

FBA Sec. 38 — *Insurance Companies*

	2005	2004
Permanent and Volunteer Brigades	223	30,453
Extra Insurance contributions received	83	160
Total Fire Service Levy Contribution	**306**	**30,613**

(b) Contributions to Fire and Emergency Services

The Emergency Services Levy (ESL) was introduced on 1 July 2003. The ESL is assessed on all properties in the State of Western Australia with the exception of certain exempt properties.

FESA Sec. 36J — *(i) ESL assessments for ratepayers*

Ratepayers contribute to the ESL through Council rates levied annually. The ESL is assessed, raised, collected and remitted to the Authority in line with the Manual of Operating Procedures as approved by the Minister for Police and Emergency Services in accordance with the Fire and Emergency Services Authority of Western Australia Act 1998.

	2005	2004
	115,560	73,433
	115,560	73,433

FESA Sec. 36J — *(ii) ESL assessments for Local Governments, the State Government general sector and State Government Instrumentalities*

ESL assessments are raised directly by the Authority for properties owned by Local Governments, the State Government general sector (met by the Treasurer) and State Government Instrumentalities.

	2005	2004
Local Government assessments	861	581
State Government public sector assessments	7,662	6,033
State Government Instrumentalities	2,153	945
	10,676	7,559
Total Emergency Service Levy Assessments	**126,236**	**80,992**

(c) Penalties and Fines

ESA — Penalties and fines imposed under the provision of the emergency services Acts.

	2005	2004
	247	-
	247	**-**
	$126,789	**$111,605**

Source
Reference

		2005 $000	2004 $000
12.	**DIRECT GRANTS AND SUBSIDIES**		
(a)	**Arrangements and Service Delivery Agreements**		

The Authority receives funding from several Commonwealth Government sources based on Service Delivery Agreements, Memorandum of Understandings and general arrangements.

These include financial support for Fire and Rescue Services, State Emergency Support Package, Natural Disaster Relief Arrangements, Mitigation and Emergency Management Studies, and Indian Ocean Territories funding.

(i) Fire Service Contributions

	2005	2004
The Authority receives funding from the Department of Finance and Administration through an agreement towards the provision of fire and rescue services rendered at Commonwealth owned properties within the State of Western Australia.	586	554
	586	554

(ii) State Support Package Funding

	2005	2004
The Authority receives funding from the Commonwealth through an agreement between Emergency Management Australia and the State of Western Australia. Funds are disbursed in accordance with the Emergency Management State Support guidelines. A portion of this funding is utilised for purchases of equipment and provision of dollar for dollar subsidies direct to municipalities to enable local State Emergency Service Volunteer Units to purchase buildings and vehicles.	756	755
	756	755

(iii) Natural Disaster Administration

Natural Disaster Relief Arrangements

The Authority is charged with the responsibility for the administration and management of Natural Disaster Relief Arrangements for the State of Western Australia in accordance with the "NDRA Determination of TERMS and CONDITIONS" dated July 2004 by the Minister for Regional Services, Territories and Local Government. Relief recovery is made subject to a separate audit of eligible disaster claims submitted in accordance with the determination.

	2005	2004
During the financial year there were nine natural disasters declared of which six events were related to bush fires, one event related to cyclone and two events related to severe storms and flooding.	11,377	78
Natural Disaster Relief Mitigation Studies Program	2,092	111
Natural Disaster Risk Management Studies Program	-	652
	13,469	841

(iv) Emergency Mitigation and Research Grants

	2005	2004
The Authority received funding from the Commonwealth to conduct research on natural disaster mitigation, emergency management, volunteer training, and other programs.	397	415
	397	415

Source
Reference

			2005 $000	2004 $000
	12.	**DIRECT GRANTS AND SUBSIDIES (Continued)**		
		(v) Indian Ocean Territories Funding		
		The Authority, through the Indian Ocean Territories Service Delivery Arrangement with the Commonwealth Department of Regional Transport and Regional Services, receives capital and operational funding for the provision of Emergency Services at Christmas Island and Cocos (Keeling) Islands.	41	249
			41	249
UIG 11	**(b)**	**Non-Reciprocal Contributions and other Grants**		
		(i) Non-Reciprocal Contributed Assets		
		Assets received under the ESL Capital Grants Scheme that have either been refurbished and recommissioned or disposed off.	742	755
		Assets received under memorandums of understanding for the formation of FESA Units and capitalised as assets. 939	232	
			1,681	987
		(ii) Other grants, sponsorships and subsidies		
		Grants, subsidies and sponsorship received for various programs promoted by the Authority and the recovery of the diesel fuel rebate under the Energy Grants Credit Scheme.	509	531
			509	531
			$17,439	**$4,332**
TI 1102(10)(ii)	**13.**	**RESOURCES RECEIVED FREE OF CHARGE**		
		Resources received free of charge are determined on the basis of estimates provided by agencies.		
		Department of Land Administration	1,153	212
		- Mapping and survey, computer access and remote sensing and land data services		
			$1,153	**$212**
	14.	**RESTRICTED CASH ASSETS**		
TI 1103(7)	**(a)**	**Reconciliation of Cash**		
		Cash held by the Authority is to be used only for the purpose of providing services in accordance with the Fire and Emergency Services Authority of Western Australia Act 1998, Fire Brigades Act 1942 and Bush Fire Act 1954.		
		For the purposes of the Statement of Cash Flows, cash includes cash on hand, in banks and investment in money market investments. Term investments comprise bank accepted bills of exchange. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the Statement of Financial Position as follows:		
		Cash at Bank	6,674	5,005
		Cash held in Trust	10	9
		Petty Cash Advances	40	38
		Term Investments	44,683	34,183
			$51,407	**$39,235**

**Source
Reference**

			2005 $000	2004 $000
	14.	**RESTRICTED CASH ASSETS (Continued)**		
TI 1101(2)(xvii)(c)	**(b)**	**Reconciliation of net Cost of Services to Cash used in Operating Activities**		
		Net Cost of Service	**(18,602)**	**(18,127)**
		Plus/(minus) non-cash items:		
		Depreciation of non-current assets	8,116	7,673
		Provision for doubtful debts	1,241	1,597
		Net (profit)/loss from disposal of non-current assets 302	(462)	
		Resources received free of charge	1,153	212
		Other expenses from operating activities	-	1,171
			10,812	10,191
		Increase/Decrease in assets and liabilities:		
		Receivables and other assets	742	(1,931)
		Inventories	122	(85)
		Non-current assets	(1,484)	(232)
		Payables and other liabilities	912	(5,207)
		Provisions	(187)	(1,621)
			105	(9,076)
		Net cash used in Operating Activities	**($7,685)**	**($17,012)**
	15.	**RECEIVABLES AND OTHER ASSETS**		
	(a)	**Receivables**		
		Trade debtors	3,620	3,035
		Provision for doubtful debts	(3,002)	(1,761)
		Rental bond and other deposits	25	19
		Interest receivable	64	146
		Goods and services tax receivable	682	391
			$1,389	**$1,830**
	(b)	**Other assets**		
		Prepaid salaries and wages	-	1,432
		Prepaid expenditure	431	540
			$431	**$1,972**
	16.	**AMOUNTS RECEIVABLE FOR SERVICES**		
		Refer to Accounting Policy note 1.13.		
		Opening balance	5,959	4,304
		Accrual appropriation for the period	2,295	2,135
		Holding account draw downs		
		- Capital works	(4,150)	(480)
		- Leave liability reduction	(210)	-
		Closing Balance	**$3,894**	**$5,959**

17. NON-CURRENT ASSETS RECONCILIATION

(i) Net Book Values as at 30 June 2005

Non-Current Asset By Class	Balance as at 30/06/2004 $'000	Revaluations and Additions $'000	Disposals and Capitalised $'000	Balance as at 30/06/2005 $'000
Land				
- at fair value	30,258	3,496	(40)	33,714
Written Down Value	**30,258**	**3,496**	**(40)**	**33,714**
Buildings				
- at fair value	56,653	6,989	(624)	63,018
Accumulated Depreciation	(9,436)	(2,144)	132	(11,448)
Written Down Value	**47,217**	**4,845**	**(492)**	**51,570**
Motor Vehicles				
- at cost	40,674	6,662	(904)	46,432
Accumulated Depreciation	(16,295)	(3,874)	593	(19,576)
Written Down Value	**24,379**	**2,788**	**(311)**	**26,856**
Plant and Equipment				
- at cost	16,946	2,171	(129)	18,988
Accumulated Depreciation	(8,879)	(2,097)	108	(10,868)
Written Down Value	**8,067**	**74**	**(21)**	**8,120**
Capital Works in Progress				
- at cost				
- Appliances (Owned)	5,959	6,229	(5,682)	6,506
- Appliances (Grants)	3,304	8,311	(8,568)	3,047
- Buildings	511	9,807	(6,094)	4,224
- Plant & Equipment	317	775	(235)	857
Written Down Value	**10,091**	**25,122**	**(20,579)**	**14,634**

(ii) Net Book Values as at 30 June 2004

Non-Current Asset By Class	Balance as At 30/06/2003 $'000	Revaluations and Additions $'000	Disposals and Capitalised $'000	Balance as at 30/06/2004 $'000
Land				
- at fair value	23,378	7,839	(959)	30,258
Written Down Value	**23,378**	**7,839**	**(959)**	**30,258**
Buildings				
- at fair value	46,253	10,719	(319)	56,653
Accumulated Depreciation	(7,357)	(2,413)	334	(9,436)
Written Down Value	**38,896**	**8,306**	**15**	**47,217**
Motor Vehicles				
- at cost	34,287	7,536	(1,149)	40,674
Accumulated Depreciation	(13,847)	(3,518)	1,070	(16,295)
Written Down Value	**20,440**	**4,018**	**(79)**	**24,379**
Plant and Equipment				
- at cost	14,831	2,121	(6)	16,946
Accumulated Depreciation	(6,869)	(2,010)	-	(8,879)
Written Down Value	**7,962**	**111**	**(6)**	**8,067**
Capital Works in Progress				
- at cost				
- Appliances (Owned)	6,905	5,786	(6,732)	5,959
- Appliances (Grants)	2,571	7,518	(6,785)	3,304
- Buildings	1,557	863	(1,909)	511
- Plant & Equipment	399	141	(223)	317
Written Down Value	**11,432**	**14,308**	**(15,649)**	**10,091**

Source
Reference

		2005 $000	2004 $000
	17. NON-CURRENT ASSETS RECONCILIATION (Continued)		

Capital works disposals represent non-current assets capitalised during the reporting period by asset class, with the exception of appliances (grants) which are expenses.

	18. PAYABLES AND OTHER LIABILITIES		
	(a) Payables		
	Trade creditors	2,077	2,074
	Goods and services tax payable	156	167
		$2,233	**$2,241**
	(b) Other liabilities		
	Accrued expenditure	2,213	1,173
	Unearned revenue	-	91
	Unclaimed monies	15	43
		$2,228	**$1,307**
	19. PROVISIONS		

The settlement of annual and long service leave entitlements give rise to the payment of on-costs including superannuation. The liability for such on-costs is included here.

	(a) Current employee benefits		
AASB 1028(6.2)	Annual leave	2,260	1,839
AASB 1028(6.2)	Long service leave	2,454	1,192
	Accrued salaries	-	1,758
	Superannuation – funded	530	340
		$5,244	**$5,129**
	(b) Non-Current employee benefits		
	Long service leave	7,315	7,574
	Superannuation – funded	824	868
		$8,139	**$8,442**
AASB 1028(6.2)	**(c) Aggregate Employee Benefits**		
	Current Provision	5,244	5,129
	Non-Current Provision	8,139	8,442
		$13,383	**$13,571**
TI 1103	**20. INTEREST-BEARING LIABILITIES**		

At the reporting date, the Authority has the following obligations under loans from Western Australia Treasury Corporation:

	No later than one year	2,030	2,112
	Later than one year and no later than two years	2,168	2,203
	Later than two years and no later than five years	6,616	6,818
	Later than five years	31,903	30,992
		$42,717	**$42,125**
	Classified as:		
TI 1103(9)(ii)	Current liabilities	2,030	2,112
TI 1103(10)(ii)	Non-current liabilities	40,687	40,013
		$42,717	**$42,125**

Source
Reference

			2005 $000	2004 $000
TI 1103	**21.**	**EQUITY**		
	(a)	**Contributed Equity**		

Contributed equity represents amounts recognised upon the formation of the Authority, capital contribution received from State Government and capital distributions as required under the Emergency Services Acts.

	2005 $000	2004 $000
Opening Balance	75,268	72,870
Equity contributions received	1,382	2,398
Equity contributions repaid	(685)	-
Equity contributions reclassed to replacement reserve	(23,929)	-
Equity contributions reclassed to retained earnings	(154)	-
Closing Balance	**$51,882**	**$75,268**

(b) Reserves

(i) Replacement Reserves

The replacement reserve is used to record increments and decrements for specific purchase programmes, as described in accounting policy note 1.9

	2005 $000	2004 $000
Opening balance	20,639	8,856
Replacement reserve reclassed from equity	23,929	-
Net Replacement Increment/ (Decrement)	10,013	11,783
Closing Balance	54,581	20,639

(ii) Revaluation Reserve

The asset revaluation reserve is used to record increments and decrements on the revaluation of non-current assets, as described in accounting policy note 1.14 (v)

	2005 $000	2004 $000
Opening balance	15,011	-
Net Revaluation Increments		
Motor Vehicle	-	304
Land	-	6,154
Building	-	8,553
Closing Balance	15,011	15,011
Total Reserves	**$69,592**	**$35,650**

(c) Accumulated Surplus/(Deficit)

	2005 $000	2004 $000
Opening Balance	53	47
Equity contributions reclassed to retained earnings	154	-
Change in net assets	10,858	6
Closing Balance	**$11,065**	**$53**

Source Reference				2005 $000	2004 $000
	22.	**COMMITMENTS FOR EXPENDITURE**			
AAS 17(11.2)(c)	**(a)**	**Operating Lease Commitments**			
		At the reporting date, the Authority had the following obligations, not recognised as liabilities, under non-cancellable operating leases:			
		Motor vehicles		1,228	1,628
		Property		1,298	1,488
		Plant and equipment		57	61
				$2,583	**$3,177**
		Commitments in relation to leases contracted for at the reporting date but not recognised as liabilities, are payable as follows:			
AAS 36(8.3)(d)		Within one year		1,500	1,870
		Later than one year and no later than five years		1,064	1,303
		Later than five years		19	4
				$2,583	**$3,177**
AAS 36(8.3)(d)	**(b)**	**Capital Expenditure Commitments**			
		Capital expenditure commitments, being contracted capital expenditure additional to the amounts reported in the financial statements are due and payable within 12 months from the reporting date.			
		Motor vehicles		2,090	631
		Plant and equipment		107	25
		Telecommunications		571	7
		Other		-	1
				$2,768	**$664**
		Commitments in relation to capital expenditure at the reporting date but not recognised as liabilities, are payable as follows:			
AAS 36(8.3)(d)		Within one year		2,197	657
		Later than one year and no later than five years		571	7
				$2,768	**$664**
TI 952(3)	**23.**	**REMUNERATION OF MEMBERS OF THE ACCOUNTABLE AUTHORITY AND SENIOR OFFICERS**			
	(a)	**Remuneration of Members of the Accountable Authority**			
		The number of members of the Accountable Authority whose total of fees, salaries, superannuation and other benefits received or due and receivable for the period falls within the following bands:			

$		$	30/06/05	30/06/04
0	-	10,000	7	12
10,001	-	20,000	3	2
30,001	-	40,000	1	-
180,000	-	190,000	-	1
190,001	-	200,000	-	-
300,001	-	310,000	1	-
			12	**15**

	2005 $000	2004 $000
Total fees, salaries, superannuation and other benefits received or due and receivable for the period by members of the Accountable Authority.	409	273
Total Remuneration for members of the Accountable Authority	**$409**	**$273**

Source
Reference

TI 952(3)

23. REMUNERATION OF MEMBERS OF THE ACCOUNTABLE AUTHORITY AND SENIOR OFFICERS (CONTINUED)

(b) Remuneration of Senior Officers

The number of Senior Officers other than members of the Accountable Authority whose total of fees, salaries, superannuation and other benefits received or due and receivable for the period falls within the following bands:

$		$	30/06/05	30/06/04
20,001	-	30,000	-	1
30,001	-	40,000	-	1
40,001	-	50,000	-	5
50,001	-	60,000	-	1
60,001	-	70,000	-	1
80,001	-	90,000	-	4
90,001	-	100,000	3	5
100,001	-	110,000	5	2
110,001	-	120,000	4	3
120,001	-	130,000	8	1
130,001	-	140,000	1	3
140,001	-	150,000	1	1
190,001	-	200,000	1	-
320,001	-	330,000	1	-
			24	**28**

	30/06/05	30/06/04
Total fees, salaries, superannuation and other benefits received or due and receivable for the period by Senior Officers other than members of the Accountable Authority.	3,083	2,453
Total Remuneration of Senior Officers	**$3,083**	**$2,453**

24. REMUNERATION OF AUDITORS

The total of fees paid or due and payable for the period to the Office of the Auditor General is as follows:

	30/06/05	30/06/04
Fees for external audit of accounts, financial statements and Performance indicators	53	49
	$53	**$49**

FAAA Sec. 45
TI 952(6)(i)
FAR Reg. 10

25. SUPPLEMENTARY FINANCIAL INFORMATION

Write-Offs

The total of public property and debt written off by the Authority during the period has been included in the Statement of Financial Performance as part of maintenance expenditure and loss on disposal of non-current assets are categorised as follows:

	30/06/05	30/06/04
Non-current assets	54	-
Inventory	44	23
Bad Debts	9	159
	$107	**$182**

Source
Reference

		2005 $000	2004 $000
TI 951 (5) & (6)	**26. RELATED AND AFFILIATED BODIES**		

(a) Non-Government Affiliated Bodies

The following are classified as a non-government affiliated bodies and receive indirect and/or direct financial assistance.

Direct financial assistance is given in the form of a grant. Indirect financial assistance is also given in the form of administrative support including the use motor vehicle and running costs, free office accommodation and minor administrative support.

	2005	2004
Association of Volunteer Bush Fire Brigades WA Inc	28	25
Emergency Services Volunteer Association Inc	15	-
SES Volunteer Association of WA Inc	28	25
Volunteer Marine Rescue WA	30	18
West Coast Volunteer Marine Search & Rescue Association	-	10
Western Australian Volunteer Fire & Rescue Services Association	248	266
	$349	**$344**

(b) Related Bodies

The Authority has no related bodies at the reporting date.

AAS 8

27. EVENTS OCCURRING AFTER BALANCE DATE

The Authority is not aware of any event or events occurring after the reporting date, which would materially, effect the operating results as disclosed in the financial statements during the current or future reporting periods.

TI 952(8)
AASB 1044(14.6)

28. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

As at the reporting date the Authority is aware of two potential claims with an estimated value of $2,010,000.

AAS 33

29. FINANCIAL INSTRUMENTS

AAS 33(5.5)

(a) Credit Risk Exposure

All financial assets are unsecured. Amounts owing by other Government agencies are guaranteed and therefore no credit risk exists in respect of those amounts.

In respect of other financial assets, the carrying amounts represent the Authority's maximum exposure to credit risk in relation to those assets.

AAS 33(5.6)

(b) Net Fair Values

The carrying amount of financial assets and financial liabilities recorded in the financial statements are not materially different from their net fair values, determined in accordance with the accounting policies disclosed in Note 1 to the Financial Statements.

Source
Reference

AAS 33   **29. FINANCIAL INSTRUMENTS (Continued)**

AAS 33(5.4)   **(c) Interest Rate Risk Exposure**

The Authority's exposure to interest rates on financial instruments at the reporting date is as follows:

INTEREST RATE RISK	Weighted average effective interest rate %	Variable interest rate $'000	Fixed interest rate maturity			Non interest bearing $'000	Total $'000
			Less than 1 year $'000	1 to 5 years $'000	More than 5 years $'000		
As at 30 June 2005							
FINANCIAL ASSETS							
Cash at bank	4.99	6,684	-	-	-	-	6,684
Cash on hand	-	-	-	-	-	40	40
Term Investments	5.49	-	44,683	-	-	-	44,683
Receivables	-	-	-	-	-	707	707
Total financial assets	**5.24**	**6,684**	**44,683**	**-**	**-**	**747**	**52,114**
FINANCIAL LIABILITIES							
Payables	-	-	-	-	-	4,461	4,461
Interest-bearing Liabilities	5.82	-	2,030	8,784	31,903	-	42,717
Provisions	-	-	-	-	-	13,383	13,383
Total financial liabilities	**5.82**	**-**	**2,030**	**8,784**	**31,903**	**17,844**	**60,561**
As at 30 June 2004							
Total financial assets	5.18	-	34,183	-	-	12,841	47,024
Total financial liabilities	6.01	-	2,112	9,021	30,992	17,119	59,244

The interest-bearing liability maturity identified above is different from that as disclosed in Note 20. Borrowings established by the Western Australian Treasury Corporation for the Authority is based on a "Short Stock" and "Long Stock" maturity profile.

The total amount maturing on any given date need not be extinguished by the Authority in total, other than the amount that is due and payable in accordance with the schedule of loan repayments.

Source
Reference

TI 945(4)   **30. EXPLANATORY STATEMENTS**

(a) Significant variations between actual revenues and expenditures for the financial year and revenues and expenditures for the immediately preceding financial year

Details and reasons for significant variations between the total actual results with the corresponding results of the preceding year are detailed below. Significant variations are considered to be those greater than 10% and $500,000.

ACTUAL COMPARISON 2003/2004 and 2004/2005	30/06/2005 $'000	30/06/2004 $'000	Variance $'000	Variance %
Expenses from Ordinary Activities				
Employee expenses	76,674	67,789	8,885	13.11%
Superannuation	8,253	6,933	1,320	19.04%
Borrowing cost expense	2,712	2,776	(64)	(2.31%)
Grants and Subsidies	29,765	18,449	11,316	61.34%
Depreciation	8,116	7,673	443	5.77%
Cost of disposal of non-current assets	701	1,531	(830)	(54.21%)
Operating leases	2,338	2,519	(181)	(7.19%)
Electricity and water expenses	1,069	1,031	38	3.69%
Repairs and maintenance expenses	22,087	17,526	4,561	26.02%
Communication expenses	1,827	1,820	7	0.38%
Service and contracts expenses	7,837	6,781	1,056	15.57%
Consumable expenses	1,484	1,177	307	26.08%
Advertising and promotion expenses	467	630	(163)	(25.87%)
Administration expenses	4,106	3,857	249	6.46%
Capital user charge	3,048	1,950	1,098	56.31%
Other expenses – Act of Grace	-	594	(594)	0.00%
All other expenses	1,236	1,756	(520)	(29.61%)
Total Expenses from Ordinary Activities	171,720	144,792	26,928	18.60%
Revenues from Ordinary Activities				
Regulatory fees and fines	126,789	111,605	15,184	13.61%
User charges and fees	5,102	4,132	970	23.48%
Direct grants and subsidies	17,439	4,332	13,107	302.56%
Proceeds from disposal of non-current assets	399	1,993	(1,594)	(79.98%)
Interest revenue	1,933	2,704	(771)	(28.51%)
Other revenue	1,456	1,899	(443)	(23.33%)
Total Revenue from Ordinary Activities	153,118	126,665	26,453	20.88%
Revenues from State Government				
Service appropriations	38,320	29,704	8,616	29.01%
Resources received free of charge	1,153	212	941	443.87%
Total Revenue from Government	39,473	29,916	9,557	31.95%
Surplus/(Deficit) for the period	**$20,871**	**$11,789**	**$9,082**	

Total Expenses from Ordinary Activities

Total expenses from ordinary activities for the year increased by $26.928 million compared to the last financial year. The increase was mainly due to changes in funding arrangement associated with the Emergency Service Levy. The major increase in grants and subsidies, equipment repairs and maintenance expenses, services and contracts expenses and all other expenses are related to outstanding accounts not paid previously.

Total Revenue from Ordinary Activities

Total revenue received for the year increased by $26.453 million. The overall increase in revenue was mainly due to cost escalation, funding from the Commonwealth Government for the Natural Disaster Relief Arrangements and the Natural Disaster Mitigation Program.

Total Revenue from Government

Total revenue from government increased by $9.557 million mainly due to supplementary funding for Natural Disaster Relief Arrangements, additional funding for the Volunteer Marine Rescue Service and the Emergency Rescue Helicopter Service that are not funded from the Emergency Services Levy.

Source
Reference

TI 945(4)   **30. EXPLANATORY STATEMENTS (Continued)**

(b) Significant variations between estimates and actual results for the financial year

Details and reasons for significant variations between the total actual results with the annual estimates are detailed below. Significant variations are considered to be those greater than 10% and $500,000.

ACTUAL V ESTIMATES 2004/2005	Actual $'000	Estimates $'000	Variance $'000	Variance %
Expenses from Ordinary Activities				
Employee expenses	76,674	72,735	3,939	5.42%
Superannuation	8,253	8,625	(372)	(4.31%)
Borrowing costs	2,712	3,284	(572)	(17.42%)
Grants and subsidies	29,765	19,135	10,630	55.55%
Depreciation	8,116	7,630	486	6.37%
Cost of disposal of non-current assets	701	-	701	-%
Operating leases	2,338	2,785	(447)	(16.05%)
Electricity and water expenses	1,069	1,356	(287)	(21.16%)
Repairs and maintenance expenses	22,087	10,020	12,067	120.43%
Communication expenses	1,827	1,600	227	14.19%
Services and contract expenses	7,837	15,540	(7,703)	(49.57%)
Consumable expense	1,484	1,275	209	16.39%
Advertising and promotion expenses	467	596	(129)	(21.64%)
Administration expenses	4,106	7,000	(2,894)	(41.34%)
Capital user charge	3,048	2,046	1,002	48.97%
All other expenses	1,236	2,471	(1,235)	(49.98%)
Total Expenses from Ordinary Activities	171,720	156,098	15,622	10.01%
Revenues from Ordinary Activities				
Regulatory fees and fines	126,789	127,314	(525)	(0.41%)
User charges and fees	5,102	2,406	2,696	112.05%
Direct grants and subsidies	17,439	1,805	15,634	866.15%
Proceeds from disposal of non-current assets	399	-	399	-%
Interest revenue	1,933	1,300	633	48.69%
Other revenue	1,456	2,025	(569)	(28.10%)
Total Revenue from Ordinary Activities	153,118	134,850	18,268	13.55%
Revenues from State Government				
Service appropriations	38,320	22,962	15,358	66.88%
Resources received free of charge	1,153	-	1,153	-%
Total Revenue from Government	39,473	22,962	16,511	71.91%
Surplus/(Deficit) for the period	**$20,871**	**$1,714**	**$19,157**	

Total Expenses from Ordinary Activities

The current year actual expenditure was in excess of the annual estimates. The increase in repairs and maintenance expense of $12.0 million was compensated by decreases in services and contracts expense, administration expenses, operating leases and other expenses resulting from reclassification and greater disclosure of expenses. Grants and subsidies have also increased due to grant payments made under the Natural Disaster Relief Arrangements and Natural Disaster Mitigation Programme and grants disbursed under the Emergency Services Levy to Local Governments that were not expended in the previous financial year.

Total Revenue from Ordinary Activities

Current year actual revenue exceeded the annual estimates by 13.55%. This is mainly due to an increase in operational activities, direct grants and subsidies for the Natural Disaster Relief Arrangements and Natural Disaster Mitigation Program, ESL Capital Grants Scheme, interest revenue from higher interest yields and longer cash holding period.

Total Revenue from Government

Total revenue from government exceeded the annual estimates by $16.511 million due mainly to the inclusion of supplementary funds as per note 30(a).

Source
Reference

TI 1101(3)(iii)   **31. SCHEDULE OF SERVICES DELIVERED**

    (a) As at 30 June 2005

COST OF SERVICES	As at 30 June 2005			As at 30 June 2004		
	Prevention Services $'000	Emergency Services $'000	Total $'000	Prevention Services $'000	Emergency Services $'000	Total $'000
Expenses from Ordinary Activities						
Employee expenses	13,054	63,620	76,674	11,406	56,383	67,789
Superannuation	457	7,796	8,253	439	6,494	6,933
Borrowing costs	57	2,655	2,712	94	2,682	2,776
Grants and subsidies	105	29,660	29,765	287	18,162	18,449
Depreciation	221	7,895	8,116	181	7,492	7,673
Cost of disposal of non-current assets	21	680	701	2	1,529	1,531
Operating leases	140	2,198	2,338	140	2,379	2,519
Electricity and water expenses	38	1,031	1,069	42	989	1,031
Repairs and maintenance Expenses	839	21,248	22,087	697	16,829	17,526
Communication Expenses	160	1,667	1,827	160	1,660	1,820
Services and contracts expenses	680	7,157	7,837	594	6,187	6,781
Consumable expenses	311	1,173	1,484	207	970	1,177
Advertising and promotion expenses	281	186	467	343	287	630
Administration expenses	367	3,739	4,106	352	3,505	3,857
Capital user charge	303	2,745	3,048	236	1,714	1,950
Other expenses – Act of Grace	-	-	-	-	594	594
All other expenses	5	1,231	1,236	(25)	1,781	1,756
Total Expenses from Ordinary Activities	17,039	154,681	171,720	15,155	129,637	144,792
Revenues from Ordinary Activities						
Regulatory fees and fines	12,581	114,208	126,789	11,683	99,922	111,605
User charges and fees	506	4,596	5,102	433	3,699	4,132
Direct grants and subsidies	1,730	15,709	17,439	453	3,879	4,332
Proceeds from disposal of non-current assets	40	359	399	209	1,784	1,993
Interest revenue	192	1,741	1,933	283	2,421	2,704
Other revenue	144	1,312	1,456	199	1,700	1,899
Total Revenue from Ordinary Activities	15,193	137,925	153,118	13,260	113,405	126,665
NET COST OF SERVICES	**(1,846)**	**(16,756)**	**(18,602)**	**(1,895)**	**(16,232)**	**(18,127)**
Revenues from State Government						
Services Appropriations and Contributions	3,802	34,518	38,320	3,240	26,464	29,704
Resources received free of charge	114	1,039	1,153	23	189	212
Total Revenue from Government	3,916	35,557	39,473	3,263	26,653	29,916
CHANGE IN NET ASSETS	**$2,071**	**$18,800**	**$20,871**	**$1,368**	**$10,421**	**$11,789**

Source
Reference

FESA Div 3

32. EMERGENCY SERVICES LEVY (ESL) RATES AND CHARGES FOR THE PERIOD 1 JULY 2004 TO 30 JUNE 2005

The Emergency Services Levy Rates declared by the Minister for Police and Fire and Emergency Services applicable to ESL assessments for the levy year 1 July 2004 to 30 June 2005.

ESL Category	ESL Rate	Minimum and Maximum ESL Charges by Property Use			
		Resident, Farming and Vacant Land		Commercial, Industrial and Miscellaneous	
		Minimum	Maximum	Minimum	Maximum
1	0.0147c	$30	$175	$30	$100,000
2	0.0111c	$30	$175	$30	$100,000
3	0.0074c	$30	$175	$30	$100,000
4	0.0052c	$30	$175	$30	$100,000
5	Fixed Charge $30	$30	$30	$30	$30
Mining Tenement	Fixed Charge $30	$30	$30	$30	$30

The Emergency Services Levy Rates declared by the Minister for Police and Fire and Emergency Services applicable to ESL assessments for the levy year 1 July 2003 to 30 June 2004.

ESL Category	ESL Rate	Minimum and Maximum ESL Charges by Property Use			
		Resident, Farming and Vacant Land		Commercial, Industrial and Miscellaneous	
		Minimum	Maximum	Minimum	Maximum
1	0.0088c	$30	$175	$30	$100,000
2	0.0071c	$30	$175	$30	$100,000
3	0.0062c	$30	$175	$30	$100,000
4	0.0044c	$30	$175	$30	$100,000
5	Fixed Charge $30	$30	$30	$30	$30
Mining Tenement	Fixed Charge $30	$30	$30	$30	$30

33. THE IMPACT OF ADOPTING INTERNATIONAL ACCOUNTING STANDARDS

The Authority is adopting international accounting standards in compliance with AASB 1 'First-time Adoption of Australian Equivalents' to international Financial Reporting Standards (IFRS).

AASB 1 requires an opening balance sheet as at 1 July 2004 and the restatement of the financial statements for the reporting period to 30 June 2005 of the IFRS basis. The Authority has prepared its opening balance sheet that has been reviewed by the Officer of the Auditor General. The financial statements as at 30 June 2005 will be restated and presented as comparatives in the first annual financial report prepared on an IFRS basis for the period ending 30 June 2006.

AASB 1047 'Disclosing the Impacts of Adopting Australian Equivalents to International Financial Reporting Standards' requires financial reports to disclose information about the impacts of any changes in accounting policies in the transition period leading up to the adoption date. The Authority has evaluated its accounting policies and there are no significant differences that would have an impact upon adoption other than the reclassification of account groups for disclosure purposes.