

CFS VISION

a safer community

CFS MISSION

To protect life, property and the environment from fire and other emergencies whilst protecting and supporting our personnel and continuously improving

CORPORATE VALUES

Preserving life

Protecting property and the environment

Our volunteer ethic

Community service and accountability

Continuous improvement

Mutual respect and dignity

Teamwork

CFS STRATEGIC PLAN

CFS is the largest Emergency Service in South Australia and arguably one of the most cost effective fire services in Australia. With Brigades in over 430 country and semi-urban communities across the State, CFS is part of the social fabric of South Australia. It's strength is it's people, local members of the community who are prepared to volunteer to ensure the Government's community safety outcomes for emergency prevention and management are met. It is in this context that the Service's Strategic Plan operates, providing clear strategic direction for the CFS and focused on the following strategic goals:

1. PREVENTION AND COMMUNITY SAFETY

Reduce loss and damage from avoidable fires and emergencies.

2. OPERATIONS

Minimise the impact of fire and other emergencies by appropriate preparedness and response to incidents.

3. TRAINING

CFS personnel are competent to safely combat emergencies effectively and efficiently.

4. VOLUNTEER AND STAFF SUPPORT

Support and develop our people.

5. BUSINESS MANAGEMENT

Resources are provided cost effectively using good business practices.

6. STRATEGIC MANAGEMENT

CFS activities emphasise business excellence and continuous improvement.

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LETTER FROM THE CEO

The Honourable Patrick Conlon MP
Minister for Emergency Services
Parliament House
North Terrace
ADELAIDE SA 5000

Dear Minister

On behalf of the South Australian Country Fire Service (CFS) I have pleasure in submitting for your information and presentation to Parliament, the 2002 – 2003 Annual Report for the South Australian Country Fire Service.

The report summarises the Agency's activities during the 12 months to 30 June 2003.

Yours faithfully



Euan Ferguson
Chief Executive Officer
SA Country Fire Service

CHIEF EXECUTIVE OFFICER

The SA Country Fire Service experienced a challenging year both operationally and administratively. The commitment of staff and volunteers ensured successful outcomes. Although the anticipated seriousness of the Fire Danger Season did not eventuate, staff and volunteers continued to make substantial contributions to community safety in many ways. New prevention and community awareness and education programs were launched. Community fire safety programs were sustained and more communication included. Further response planning was completed for industrial, residential and rural risks by staff and senior volunteers.

Particular attention was given to firefighter training throughout the year benefiting from the Training Administration System introduced from the previous year. Targeting basic firefighter training and identifying reaccreditation needs in specialist courses resulted in high levels of firefighter competency statewide.

With the goal of providing realistic “live fire” training to volunteers, training staff designed and supervised the installation of environmentally responsible training props. Simulating a range of oil and gas fires, the props confront firefighters with fireground conditions but do not cause air pollution. A second facility to simulate a room engulfed in flames but eliminating air contaminants has also been under development. These have attracted international attention. A unique water reclamation/re-use system has also been commissioned at the State Training Centre.

With the continued introduction of the SA Government Radio Network (SA-GRN), radio and paging systems to regional areas, operational difficulties for some CFS Brigades became more apparent. CFS staff have collaborated with the SA-GRN team within Department of Administration and Information Services to address these problems. Government made changes to the scope and membership of the SA-GRN Ministerial Advisory Committee and CFS is now represented. This has been beneficial in presenting the operational needs of a SA-GRN user.

The CFS Board recognises its duty of care for volunteer firefighters operating often in life threatening situations. Therefore investigations continued towards identifying a suitable radio system for contingency use in fireground communications.

Staff and senior volunteers commit long hours to achieve their responsibilities. A consultant was commissioned to assist with workforce profiling and the development of a workforce plan that includes volunteer Group Officers. The objective was to identify the point and cause of excessive workloads and to consider options for alleviating them. Some changes to shared responsibilities among staff and minor restructuring were planned. Six extra staff will be recruited to relieve Group Officers of some administrative tasks.

The partnership between CFS and the South Australian Volunteer Fire Brigades Association (SAVFBA) remains strong. Regular meetings of the Association President and Executive Officer with the CEO, and quarterly with the Board, helped maintain awareness of key issues and concerns of our volunteers.

In addition to the operational duties of staff centred on preparedness, prevention, response and recovery, staff members were involved in many other key activities. Greater staff involvement in the business planning and budget cycle gained mutual benefits. CFS staff and senior volunteers have assisted management to contain recurrent and capital expenditure within budget. Staff members provided expert knowledge in a mandatory review of regulations under *Country Fires Act 1989*. Following extensive stakeholder consultation staff prepared proposed amendments to the Regulations for CFS Board consideration. The proposals further enhance community safety.



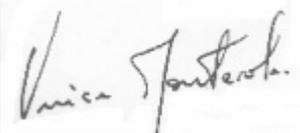
Chief Executive Officer,
Vince Monterola

Mid year, Government appointed a specialist team to review Emergency Services. The CFS Board presented written and oral submissions to the reviewers on matters considered important to sustaining a strong and effective volunteer-based fire service in rural communities. Among the significant recommendations is the proposed reform of the CFS Board to become advisory to CFS, SES and the Minister. We welcomed the opportunity for CFS members to assist with the consideration of Board reform and the implementation of other recommendations.

The many achievements during the year that improved the ability of the CFS to deliver services to the community have been assisted by many stakeholders. The most notable have been CFS volunteers and staff at all levels and the CFS Board. Retiring Board Presiding Member Kym McHugh and retiring members Valerie Monaghan, Jeff Cook and Doreen Erwin, served the community and supported the volunteers throughout their term.

Other contributors include the Board members, staff of the Emergency Services Administrative Unit, the Chief Executive and staff of the Justice Department and colleagues of other emergency services. CFS staff and volunteers have valued their support.

It is because of their many contributions to CFS that this Service is in a strong position to play a major role in the proposed reform of Emergency Services.



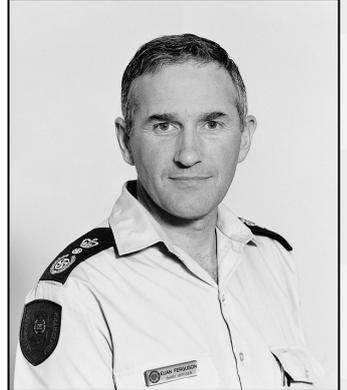
VINCENT MONTEROLA AFSM
CHIEF EXECUTIVE OFFICER

CHIEF OFFICER

At the outset, the outstanding contribution of our wonderful volunteers must be acknowledged. Without these competent and dedicated men and women, and those who support them, CFS would not have been able to plan and prepare for, and respond so effectively to, the many and varied incidents over the last 12 months.

Acknowledgement must also be paid to those members of other emergency services and agencies, both volunteer and paid, with whom CFS has worked over the last 12 months. From the incident ground to executive level, the supportive and collaborative relationship with our partners has grown to attain new strengths.

Many agencies have worked with and assisted CFS during the year, but particular thanks must go to the Emergency Services Administration Unit, Metropolitan Fire Service, South Australian Police, State Emergency Service, Department of Environment and Heritage, ForestrySA, Bureau of Meteorology, South Australian Ambulance Service, St John Ambulance and the Salvation Army.



Chief Officer, Euan Ferguson

FIREFIGHTER SAFETY

CFS reinforced firefighter and emergency service worker safety on the fireground with the production of a video on "Bushfire Safety". The video was supported by a broadsheet and a wallet card depicting the bushfire "Watchout" situations. These safety tools were distributed to CFS brigades and to other emergency services and fire agencies. This is part of our ongoing commitment to reinforcing the "safety first" culture at CFS.

BUSHFIRE SEASON

The 2002-2003 fire season had significant potential to be the worst fire season for about 10 years. Below average rainfall throughout South Australia for much of 2002 led to reduced grass and crop fuel loads in many rural areas, but resulted in very dry fuel conditions in bush, forest and plantation areas. As a result, the risk in areas such as the Adelaide Hills, Fleurieu Peninsula, the Lower South East and Kangaroo Island was significantly higher than for many years previous.

The potential risk was clearly demonstrated on 15 September 2002 when over 500 hectares of pine plantation was destroyed in early bushfires from the mid north, Fleurieu Peninsula and Lower South East.

Whilst the start to the fire season was very busy (including deployments to New South Wales), the peak risk period of January and February was relatively quiet. A measured fire fighting resource was also deployed to assist Victorian bushfire agencies during January. These interstate deployments have provided valuable experience and learning for the South Australian agencies.

BUSHFIRE SEASON AT A GLANCE

The total number of rural incidents was DOWN: (1 311 incidents in 2002-2003 compared to 1 743 in 2001-2002 and 1 819 in 2000-2001). This reflects the reduced fuel loads across pastoral and cropping areas. It also reflects the reduced amount of lightning in January and February and perhaps indicates the success of prevention, education, publicity and preparedness programs (Bushfire Blitz and Bushfire Watch).

The total area burnt was UP: (49 855 ha in 2002-2003 compared to 20 469 in 2001-2002 and 18 709 in 2000-2001). This indicates the difficulty of suppression of a number of fires occurring on public lands due to drier than normal fuels.

Total estimated dollar loss was DOWN: (\$ 1.7M in 2002-2003 compared to \$ 1.9M in 2001-2002 and \$ 2.5M in 2000-2001). This reflects the effectiveness of initial attack, but also that the large fires were in areas of less dollar value (public lands).

DATE START	LOCATION	AREA BURNT (HA)	CAUSE	DAMAGE
15-09-02	Delamere Valley; Fleurieu Peninsula; Region 1	30	Escape	30 Pine forest
15-09-02	Comaum Forest; Region 5	100	Escape	100 Pine slash
15-09-02	Carpenter's Rocks; Region 5	150 + 25	Escape	Mature pine
15-09-02	Wirrabarra; Region 4	300	Escape	Mature pine
21-10-02 to 11-11-02	IMT Support to New South Wales Rural Fire Service; Glenn Innes, Grafton.			Four short IMT's over 2 deployments.
2-11-02 to 11-11-02	Strike Team Support to NSW Rural Fire Service; Cessnock			Four strike teams (firefighters and appliances). Over 2 deployments.
31-10-02	Swan Reach Conservation Park; Region 3	56	Lightning	
2-11-02	Piggery Tk; Mt Rescue; Ngarkat South; Ngarkat Conservation Park; Region 3	18,000 100 200	Lightning	
2-11-02	Billiat Conservation Park; Region 3		Lightning	
2-11-02	Dangali Conservation Park; Region 3		Lightning	
2-11-02	Peebinga Conservation Park; Region 3	50	Lightning	
2-11-02	Flinders Chase National Park, Gosselands, Kangaroo Island; Region 1	6,800	Lightning	Phase 1 Warnings issued. National Park
1-12-02	Horrock's Pass Region 4	1,000	Suspected Deliberate	
7-12-03	Strike Team support to NSW Rural Fire Service			Two Strike Teams (firefighters and appliances). One deployment.
12-12-02	Ngarkat Conservation Park	2,000	Crossed border from Victoria - lightning	
19-12-02	Black Top Rd; Hillbank; Region 2	70	Suspected Deliberate	Scorched fence. Gazebo
18-12-02	Cacuppa; Gawler Ranges National Park	7,000	Lightning	
18-12-02	Paney; Gawler Ranges National Park	8,000	Lightning	
12-01-03	Old Noarlunga	170	Suspicious	Phase 1 Warning issued.
17-01-02	Birdwood	120	Illegal burnoff	Phase 1 Warning issued. Stock, motor vehicle.
27-01-03 to 11-02-03	Strike Team support to CFA / DSE Victoria; Tallangatta / Buchan / Orbost			Two strike teams of firefighters only over 5 deployments.
8-02-03	Goldfields Rd, Parra Wirra	35 ha	Suspicious	Phase 1 Warning issued.
14-02-03	Thomas Hill Rd, McLaren Flat	70 ha	Spark from angle grinder	

AERIAL FIRE FIGHTING STRATEGY

Aircraft continue to be a vital part of the fire fighting effort. Their role in early attack on incipient fires and providing intelligence on going fires has been decisive in early containment of many potentially serious bushfires.

CFS was an active contributor to the development of a National Aerial Fire Fighting Strategy for Australia. In the first season, additional funding of \$250 000 was provided by the State Government and matched by the Commonwealth for the provision of a medium fire fighting helicopter for South Australia. Due to the very active fire season on the east coast, no suitable helicopter was available, however additional fixed wing fire bombers were engaged from the pre-existing CFS firebombing contractor, Australian Maritime Resources. CFS continues to be actively involved in the National Aerial Fire Fighting Centre and further development of the strategy.

Additional State Government funding, matched by the Forest Owners Conference, also allowed CFS to engage a second fixed wing fire bomber in the lower south east.

CFS also made use of the SAPOL aircraft on forecast extreme fire danger days. This improved the capability to provide strategic information over a wide area and to respond to new fires to provide accurate information quickly.

PREMIER'S BUSHFIRE SUMMIT

At the special meeting of the Emergency Management Council on 11 January 2003, the Council endorsed a proposal by the SA Premier to hold a Bushfire Summit in May 2003 to engage the community and raise consciousness of the importance of bushfire preparedness and review the lessons learned from the devastating fires in Victoria and the ACT.

The Summit was held at Parliament House on 23 May 2003. The Summit provided both the Government and the South Australian community with an opportunity to:

- assess the State's preparedness for major bushfires;
- examine the impact of state and urban planning laws on fire risk;
- learn from interstate experiences, particularly the recent NSW and ACT bushfires;
- develop strategies to improve preparedness and community safety.

The Summit was preceded by eight Regional Bushfire Forums held at: Echunga, Nuriootpa, Jamestown, Wudinna, Coober Pedy, Karoonda, Kingscote, Penola and Aberfoyle Park.

Recommendations from the Summit are being developed around three themes;

- Bushfire Risk Management on Public land,
- Development Control in Bushfire Prone Areas, and
- Community Education and Information.

The Summit recommendations will provide immediate and long-term strategic direction for bushfire prevention and community safety in South Australia.

OTHER ACTIVITIES

Other significant achievements by CFS over the year include:

- Participation in the State Chemical, Biological and Radiological Incident Plan.
- Convened a workshop to review and develop appliance standards and design specifications.
- Developed a new leadership and operational management course – "Eagle's Vision".
- Developed the CFS Operations Management Guidelines.



EUAN FERGUSON
CHIEF OFFICER

BOARD REPORT

The Fire Danger Season of 2002-2003 saw the SA Country Fire Service grapple with the expectation of some of the worst fire conditions on record. Significant fuel loads, combined with lack of rainfall substantially heightened concerns, resulting in an extension to 31 May of the Season in the Mount Lofty Ranges, Yorke Peninsula and Lower South East of South Australia.

The Service braced itself for the continuance of the emerging trend in recent years of an overall increase in incident responses and this year proved to be no exception. As a result of representations to Cabinet, additional funding was received from Treasury to assist with the financial impost of preparing for the predicted above average bushfire season. As predicted, an increase was recorded in the number of incidents attended from 7752 in 2001-2002 to 8079 in 2002-2003, the most significant being in vehicle related emergencies.

Whilst vigilantly managing conditions in its own State, the Service responded to a request from the NSW Rural Fire Service in November 2002 to send crews to assist in fighting several large fires burning out of control in northern New South Wales and on the outskirts of Sydney.

In January 2003 the Service also responded to a request from the Victorian Country Fires Authority for assistance in the Tallangatta Valley and East Gippsland to protect significant areas of grass and grazing land. Reports from the field and the host authorities consistently indicated the high standing of CFS volunteers and their service delivery in both these events.

In keeping with its objective of providing volunteers and regional staff the opportunity to speak directly with Board members, visits were undertaken to Naracoorte, Kangaroo Island and the Mt Lofty Ranges during the year. In many instances, the visits highlighted the need for legislative and asset management change. As a result of the visit to Kangaroo Island in September 2002 and prior to the 2002-2003 Fire Danger Season, the Board endorsed CFS liaison with local government to commence the process of declaring the Island a bushfire prone area for development purposes. In June 2003, the Board toured the Mt Lofty Ranges, an area previously identified in need of declaration as a Special Fire Area. The review of the Country Fires Act and Regulations commenced in late 2002, taking up a number of legislative and management issues and involving stakeholders in identifying meritorious changes and solutions.

A number of Board members also participated in the Premier's Bushfire Summit. This summit was initiated as a forum to involve all planning and emergency service authorities in discussions to assess and improve the State's preparedness for major bushfires, to examine the impact of legislation on fire risk and to focus on community safety by learning from interstate experience of bushfires.

The Board also conducted a Strategic Planning Session in April 2003 and received presentations on future directions for the Service from Regional Commanders and Senior Managers. As a result of this session, the Board has commenced a review of existing policies and will continue to evaluate and develop an effective process of providing strategic and policy direction for the CFS.

A special memorial service was held at Mt Lofty Summit on 16 February 2003, which marked the 20th anniversary of the devastating Ash Wednesday bushfires of 1983. The service not only honoured the Ash Wednesday II victims but the eleven volunteer firefighters who have died in action while serving in the CFS between 1979 and 1994.

On behalf of the Service, the Board records its appreciation to those members of the Board who completed their period of appointment during the year, in particular retiring Presiding Member, Kym McHugh, who oversaw the introduction of substantially improved control systems and management procedures.

The Board also records its appreciation of retiring Chief Executive Officer, Vince Monterola, who played a key role in continuing to improve the financial standing of the CFS and enhancing the Service's image in protecting the community of South Australia.

The Service remains in good hands with the appointment of Euan Ferguson to the position commencing 4 July 2003. Since November 2001 Mr Ferguson has been the Chief Officer of the CFS and has provided outstanding leadership during that time in managing the operational and strategic functions of the Service.

The Board is committed to proactively assisting the Minister for Emergency Services in the achievement of positive changes in response to the Emergency Services Review. It anticipates a vital strategic role in advising the Implementation Taskforce, which will precede the establishment, and subsequently the Service's representation, on the Fire and Emergency Services Commission. The Board is optimistic the emerging environment will be more cohesive and supportive to all emergency services organisations.

The collaboration of volunteers, employers, staff and the government in creating a safer community, not only in regional South Australia, but also in response to interstate demand demonstrates a unique achievement. The involvement of CFS volunteer and management representatives in developing the partnership agreement between the South Australian Government and the Volunteer Sector, culminating in the '*Advancing the Community Together*' framework, is further evidence of the Service's affirmation to shared community commitments, values and principles.

The sincere thanks of the Board are extended to all CFS volunteers and staff, their families and employers for their continued commitment and contribution to the Service.



RICHARD STEVENS
PRESIDING MEMBER

CURRENT BOARD	
Mr Richard Stevens Presiding Member (Minister's Nominee)	Ms Lisien Loan Member (Minister's Nominee)
Mr Russell Branson AFSM Deputy Presiding Member (SAVFBA Nominee)	Mr Russell Peate Member (Local Government Nominee)
Mr P John Forster AFSM Member (SAVFBA Nominee)	Mr Brian Treloar Member (Local Government Nominee)

During the course of the year the following Board members completed their terms of appointment and the Service wishes to thank them for their commitment and contribution:

Mr Kym McHugh	Presiding Member of the Board
Ms Valerie Monaghan	Member Board and Chair, Audit Committee
Mr Jeff Cook	Board Member
Mrs Doreen Erwin	Board Member

FIRE AND INCIDENT STATISTICS

The SA Country Fire Service (CFS) is a community based fire and emergency service dedicated to protecting the life, property and environmental assets of rural and semi-urban South Australians. The Service is constituted under the *Country Fires Act 1989* and operates within the Justice Portfolio under the Minister for Emergency Services.

The CFS provides services in the following areas:

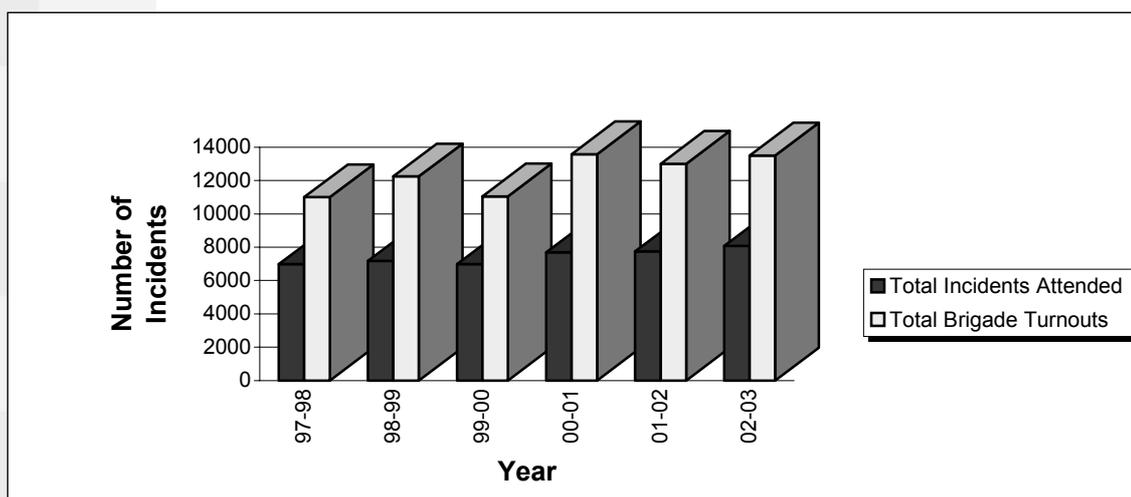
- σ Suppression of bushfires;
- σ Suppression of structure fires;
- σ Motor vehicle collisions;
- σ Hazardous material incidents;
- σ Storm damage, floods and special incidents;
- σ Advice on building fire safety;
- σ Risk and response planning; and
- σ Community education and awareness programs.

The CFS works in close partnership with industry and community groups in high-risk areas to increase awareness of fire prevention and develop risk minimisation programs.

The following statistics are a brief representation of the total number of incidents attended, the type of incident and brigade turnouts in response. Volunteers also expend many hours undertaking other activities including:

- Administration
- Brigade and Group meetings
- Equipment and Station Maintenance
- Response planning, and
- Training.

YEARLY COMPARISON OF NUMBER OF INCIDENTS ATTENDED AND BRIGADE TURNOUTS



**TYPE OF INCIDENTS ATTENDED AND BRIGADE RESPONSES
FOR 2002-2003**

Type of Incident	Total Number of Incidents	Total Number of Brigade Responses
Aircraft Incident / Emergency	3	6
Animal Rescue	57	65
Assist Other Agencies	148	186
Brush Fence	21	49
Building Fire	349	865
Combustible / Flammable leak	128	190
Cover Assignment	38	101
Did Not Arrive (Stop Call)	101	209
Dump	33	60
Electrocution	2	2
Equipment Malfunction (CFS)	143	149
Explosion	7	10
Extrication/Rescue(not vehicle)	14	19
Fixed Alarm Fault	837	1113
Flood	74	96
Forest Fire	36	131
Good Intent Call	196	266
Grain / Crop Fire	41	106
Grass or Stubble Fire	704	1466
Haystack	25	66
Hazardous Material	50	130
Heat Related and Electrical	61	95
Investigation (Burnoff)	130	185
Investigation (Smoke)	299	427
Malicious False Alarm	73	100
Mobile Property / Vehicle	502	785
Other	286	399
Other Assistance	22	25
Private Alarm	204	305
Rubbish Bin	62	96
Rubbish Fire	312	438
Scrub and Grass Fire	633	1686
Search	35	57
Severe Weather/Natural Disaster	187	232
Tree Down	441	534
Tree Fire	128	179
Vehicle Accident / No Injury	661	995
Vehicle Accident Rescue	191	360
Vehicle Accident With Injuries	834	1322
Water / Ice Related Rescue	6	7
Water and Smoke	5	6
Total	8079	13518

CFS annual incident records also reflect the value of property lost or 'dollar loss' for all types of Incidents:-

YEARLY COMPARISON OF DOLLAR LOSS

Incident Group	98-99	99-00	00-01	01-02	02-03
Fixed Alarm	\$10,000.00	\$12,150.00	\$0.00	\$100.00	\$28,000.00
Hazmat	\$34,060.00	\$306,450.00	\$3,417,700.00	\$20,035,090.00	\$693,460.00
Other 1	\$5,350.00	\$5,000.00	\$5,000.00	\$0.00	\$150.00
Other 2	\$379,973.00	\$296,670.00	\$552,795.00	\$3,475,594.00	\$145,565.00
Rural	\$5,112,171.00	\$5,350,520.00	\$2,630,049.00	\$2,092,992.00	\$1,898,325.00
Special Service	\$35,980.00	\$1,006,000.00	\$173,700.00	\$22,000.00	\$305,700.00
Structure	\$8,292,550.00	\$4,276,590.00	\$7,256,580.00	\$9,332,632.00	\$7,747,970.00
Vehicle Related	\$6,490,159.00	\$5,607,840.00	\$14,604,850.00	\$8,006,681.00	\$10,105,474.00
	\$20,360,243.00	\$16,861,220.00	\$28,640,674.00	\$42,965,089.00	\$20,924,644.00

In comparison, the value of property saved or 'dollar saved' is also recorded:-

YEARLY COMPARISON OF DOLLAR SAVED

Incident Group	98-99	99-00	00-01	01-02	02-03
Fixed Alarm	\$0.00	\$10,000.00	\$0.00	\$0.00	\$110,000.00
Hazmat	\$100,500.00	\$20,000.00	\$170,500.00	\$269,800.00	\$800,000.00
Other 1	\$90,000.00	\$0.00	\$0.00	\$0.00	\$450.00
Other 2	\$2,001,475.00	\$1,153,700.00	\$3,488,350.00	\$2,410,912.00	\$4,834,400.00
Rural	\$23,092,404.40	\$7,763,400.00	\$20,099,940.00	\$18,818,690.00	\$78,991,450.00
Special Service	\$10,000.00	\$0.00	\$579,000.00	\$190,000.00	\$10,073,000.00
Structure	\$28,485,000.00	\$22,111,200.00	\$42,224,600.00	\$2,023,985,740.00	\$34,170,600.00
Vehicle Related	\$9,303,370.00	\$2,040,605.00	\$4,741,560.00	\$4,257,470.00	\$8,569,700.00
	\$63,082,749.40	\$33,098,905.00	\$71,303,950.00	\$2,049,932,612.00	\$137,549,600.00



CFS brigades attend a house fire

CFS REGION ONE



Region 1 covers 10 000 square kilometres of the Adelaide Hills, Fleurieu Peninsula and Kangaroo Island with a population base exceeding 250 000 people. The Region also includes the Greater Mount Lofty Park, Yurrebilla, National parks and forestry reserves. The Region offers great diversity from urban interface surrounding Adelaide to rural activities including cropping, viticulture and grazing.

The Region has a large percentage of volunteers and the highest percentage of incidents within the State.

Statistics

88 Brigades
12 Groups
3 974 Volunteers

Total Incidents	2002-03	2001-02	Variance %
Fixed Alarm (no cause)	541	486	+11
HAZMAT Incidents	80	88	-9
Miscellaneous Incidents	137	162	-15
Other Incidences/Attendance	189	206	-8
Rural Incidents	834	760	+10
Special Service Incidents	473	420	+13
Structure Incidents	149	163	-9
Vehicle Related Incidents	820	780	+6
Total Incidents	3223	3065	+5

Highlights 2002-2003

The fire season was relatively quiet with one large incident occurring on Kangaroo Island (Riggs fire). The fire had extreme fire behaviour during the early phase and the suppression success prevented larger areas of private and government lands from being destroyed. The lateness of the curing season assisted fire fighters.

Key achievements in Region One have included;

- σ Planning for relocation of the Regional Office to Mt Barker
- σ Deployment of staff and volunteers to NSW and Victoria
- σ Development of Type 3 incident support kits
- σ Amalgamation of South West and Duncan Gosse Brigades.

CFS REGION TWO



Region Two covers approximately 17 000sq km and includes the Mt Lofty Ranges north of the Torrens River, Mid North, Clare Valley, and Yorke Peninsula areas of South Australia. Land use varies from agriculture, vineyards, wine production, manufacturing, national parks, commercial forestry and urban/rural living.

Statistics

11 Groups
85 Brigades
3 310 Volunteers

Total Incidents	2002-03	2001-02	Variance %
Fixed Alarm (no cause)	197	198	-1
HAZMAT Incidents	40	39	+2
Miscellaneous Incidents	96	89	+8
Other Incidences/Attendance	183	169	+8
Rural Incidents	728	773	-6
Special Service Incidents	269	166	+62
Structure Incidents	99	92	+8
Vehicle Related Incidents	690	686	+1
Total Incidents	2302	2212	+4

Highlights for 2002-2003

- Region 2 Group Officers Workshop, Angaston. Effective weekend with five year plans developed in all strategic areas
- ICS Incident Management seminar conducted at Gumeracha for (30) thirty personnel
- Regional 2 Field Day conducted at Paskerville (hosted by Northern Yorke Peninsula Group). This was an exceptional day with forty-five (45) appliances and command vehicles and four hundred (400) personnel attending small training drills. Incident management was effective and the management of the staging area was very professional
- CFS Information Session on incident management and safety provided to approximately two hundred (200) police officers from the SAPOL Holden Hill and Elizabeth LSA
- Ongoing scripting of CFS into McLeod's Daughters
- Continuity of regional services during significant deployments to NSW and Victoria.

CFS REGION THREE



Region 3 (Murraylands and Riverland) is a diverse region that covers over 54 000 square kilometres. The Regions agricultural pursuits are only now starting to recover from the prolonged drought conditions experienced in this and other parts of the State.

This set of weather conditions has had a marked affect on the cropping, cattle and sheep areas and only minor impact on the irrigated grape, citrus, potato and onion growing areas.

Tourism into and through the area brings with it the attendant problems of vehicle crashes. Whilst these are numerous, an increase in passing lanes being constructed (particularly on the Sturt Highway) hopefully will have a positive affect on the Road Crash Rescue trend.

Statistics

7 Groups
55 Brigades
1 798 Volunteers

Total Incidents	2002-03	2001-02	Variance %
Fixed Alarm (no cause)	75	107	-30
HAZMAT Incidents	16	12	+33
Miscellaneous Incidents	57	57	0
Other Incidences/Attendance	91	88	+3
Rural Incidents	251	262	-4
Special Service Incidents	105	89	+18
Structure Incidents	42	46	-9
Vehicle Related Incidents	256	281	-9
Total Incidents	893	942	-5

Highlights 2002-2003

- The Fire Season commenced with major bushfires in Ngarkat and Billiatt parks followed closely by Regional Staff and volunteers being involved in Victoria or New South Wales
- The remainder of the summer period was relatively quiet albeit an overall increase in incidents was experienced

CFS REGION FOUR



Region 4 covers the Mid-North, Flinders, North East pastoral and North West Pastoral Areas (approximately 700 000 square kilometres or 66% of the state). Region 4 has the Flinders Ranges running through the Region and is known for sheep, cattle and grain production. Mining also takes place in the northern areas of the region.

Statistics

62 Brigades
9 Groups
2 487 Volunteers

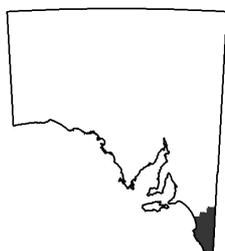
Total Incidents	2002-03	2001-02	Variance %
Fixed Alarm (no cause)	84	55	+52
HAZMAT Incidents	14	10	+40
Miscellaneous Incidents	27	17	+58
Other Incidences/Attendance	36	30	+20
Rural Incidents	259	235	+10
Special Service Incidents	37	27	+37
Structure Incidents	39	48	-18
Vehicle Related Incidents	153	126	+21
Total Incidents	649	548	+18

Highlights 2002-2003

Region 4 responded to the following incidents of notable size or notable interest:-

- Eclipse: resources from the region were actively involved at numerous eclipse sites specifically at Lyndhurst, Woomera, Roxby Downs and Andamooka
- Baxter and Woomera Detention Centres: Throughout the year there were a number of responses to these locations
- Iron Knob: Three (3) structure fires in four (4) months, same street and all next door to each other
- Kenmore Park Fires: North West of Marla, these fires burnt for approximately two weeks, burning in excess of one (1) million hectares
- Wirrabara Forest Fire: Forty (40) hectares burnt with a favourable change in weather the only thing that stopped this becoming a major event
- Mount Horrocks Fire: Approximately 1 000 hectares burnt which lasted for five (5) days and three (3) bombers were used
- Great Australian Cattle Drive and Year of the Outback: Region 4 supplied resources and personnel to a number of events with most Groups and Pastoral brigades being involved.

CFS REGION FIVE



CFS Region 5 covers approximately 20 000 square kilometres of the State, with a population of 70 000 people. In general terms it covers the Upper and Lower South East.

With reliable rainfall and abundant underground water the region has a strong history as a wealthy agricultural area. It is claimed the wine growing district, between Penola and Padthaway, is Australia's premier wine-growing district due to a favourable combination of soils and climate. There has been recent rapid expansion of both viticulture and other horticulture.

The South East of South Australia represents 85% of the States' forests is a \$1.7 billion dollar industry with an annual growth rate of 2% per annum.

The Region has a history of significant fires and other emergencies that impact on the community. In general terms the risks faced by the community are increasing as economical growth continues with industry expansion.

Statistics

81 Brigades
8 Groups
2 730 Volunteers

Total Incidents	2002-03	2001-02	Variance %
Fixed Alarm (no cause)	81	55	+47
HAZMAT Incidents	23	19	+21
Miscellaneous Incidents	16	14	+14
Other Incidences/Attendance	34	42	-19
Rural Incidents	220	206	+7
Special Service Incidents	54	30	+80
Structure Incidents	66	42	+57
Vehicle Related Incidents	190	176	+8
Total Incidents	684	584	+17

Highlights 2002-2003

- NSW contingent support
- Victoria contingent support
- Big Desert Fire support (Tatiara Group's Dry Fire Fighting Resource successfully deployed)
- Multiple Lightning Strikes November
- Multiple Lightning Strikes December.

CFS REGION SIX



Region 6 occupies an area of approximately 188 000 square kilometres, an area just under 20% of South Australia with a population of 33 000 people.

The major road network in the Region is the National Highway One that runs East-West across the north of the Region. The Eyre Highway is the main conduit for heavy freight vehicles, passenger coaches, tourists towing caravans and single light vehicles linking the Eastern States and Western Australia. At present in excess of 140 000 vehicles traverse the Highway annually and it is predicted commercial and tourist traffic will increase significantly over the next decade.

Statistics

60 Brigades
8 Groups
1981 Volunteers

Total Incidents	2002-03	2001-02	Variance %
Fixed Alarm (no cause)	60	68	-12
HAZMAT Incidents	6	9	-33
Miscellaneous Incidents	16	14	+14
Other Incidences/Attendance	17	16	+6
Rural Incidents	102	174	-41
Special Service Incidents	17	12	+41
Structure Incidents	15	23	-34
Vehicle Related Incidents	65	85	-23
Total Incidents	298	401	-26

Highlights 2002-2003

- Major bushfire in Gawler Ranges National Park, which destroyed 16 000 hectares of native vegetation. Logistical problems due to remote location gave incident managers several challenges.
- Region Six supplied ninety-nine (99) firefighters to assist with the fire fighting in Victoria.
- Solar Eclipse at Ceduna in December 2002 was a successful event and the extensive planning undertaken by the Emergency Service Organisations ensured the event ran smoothly.
- Board approved the formation of Penong CFS on the Far West Coast and it will become a part of the Ceduna Group.

1. PREVENTION AND COMMUNITY SAFETY

Reduce loss and damage from avoidable fires and emergencies.

COMMUNITY SAFETY

Fire Prevention

The CFS provides advice and education programs to organisations and communities throughout semi-urban and rural South Australia.

Prevention Services runs programs such as Community Fire Safe to provide support and advice to residents of high bushfire risk areas.

Regional Prevention Officers, located in each of the six CFS Regions, provide direct support to local council Fire Prevention Officers and Regional Bushfire Prevention Committees for the development of district and regional bushfire prevention planning.

The CFS also provides fire prevention advice on development proposals to planning authorities and developers through the Building Fire Safety Section and the Development Assessment Unit.

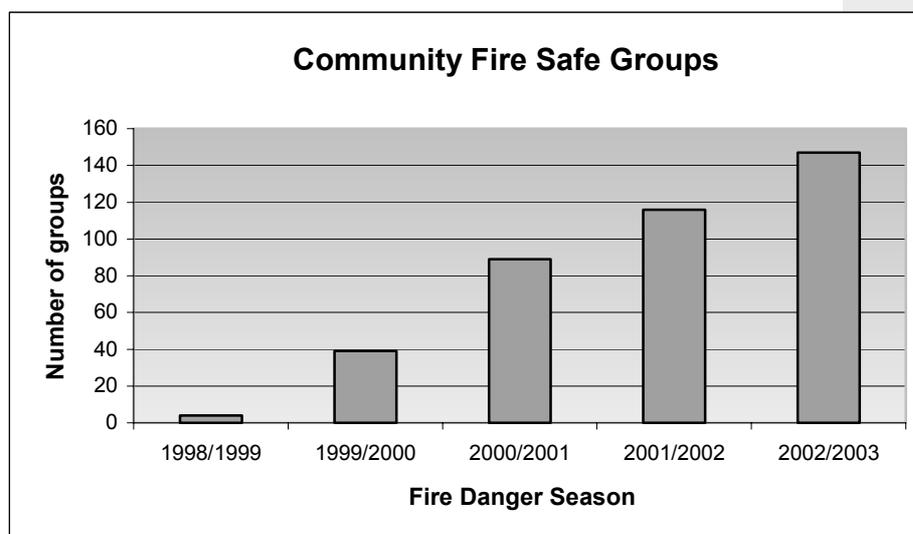
COMMUNITY EDUCATION

Community Fire Safe

The 2002-2003 Fire Danger Season (FDS) marked the fifth year of operation for the Community Fire Safe Program. Four facilitators initiated thirty-one (31) new groups and met with forty (40) existing groups.

The program continued to focus efforts in high-risk communities predominantly within the Mount Lofty Ranges. Community Groups were also established in Coffin Bay and Kangaroo Island.

The graph below shows the increase in the number of Community Fire Safe Groups since 1998.



Bushfire Blitz



The Bushfire Blitz vans prepare to visit local communities

Prior to the Fire Danger Season, the State Government allocated additional funding to CFS for the development and implementation of the Bushfire Blitz program. The program was designed to deliver 'once-off' fire safety advice to residents of high-risk areas. Eighty-three (83) meetings were held in twenty-six (26) high-risk communities with over 3500 residents in attendance.

Winter Fire Safety Campaign

A strategic alliance was formed with Duracell (Gillette) to provide funding to promote the campaign through advertising and editorial public relations.

One component of this is the "Change your Clock, Change your Smoke Alarm Battery" campaign, which was run in conjunction with the South Australian Metropolitan Fire Service (SAMFS). The success of the campaign interstate led to the program being conducted in South Australia and will now be held each year at the end of the daylight saving period to promote home fire safety and the need for preparation.

CFS entered into a partnership arrangement with SAMFS for the production and distribution of a multi-cultural brochure on home fire safety throughout South Australia.

Fire Prevention Officers

Ten (10) additional local government Fire Prevention officers were trained and accredited by CFS to enable local government to undertake fire prevention responsibilities.

District Bushfire Prevention Plans have been audited against the requirements of the *Country Fires Act, 1989* and the audit process will continue to ensure annual review of all plans.

Building Fire Safety

The CFS Building Fire Safety Section provides a consultancy service to planning authorities and developers for industrial and commercial development and provides CFS representation on local government Building Fire Safety Committees.

The majority of applications received by the Development Assessment Unit were for developments within the Mt Lofty Ranges with a number of bushfire safety reports requested for various building, land division and plantation developments elsewhere in the State.

2. OPERATIONS

Minimise the impact of fire and other emergencies by appropriate preparedness and response to incidents.

FIRE DANGER SEASON

The 2002-2003 Fire Danger Season had significant potential to be the worst since the devastating fires in 1983. Below average rainfall throughout much of South Australia for an extended period leading up to the fire season led to reduced grass and crop fuel loads, however significantly drier fuel conditions existed in bush, forest and plantation areas.

As a result of these conditions, the risk in areas such as the Mt Lofty Ranges, Fleurieu Peninsula, the Lower South East and Kangaroo Island was significantly higher than for many years. A 500-hectare pine plantation fire highlighted the potential risk on the 15 September 2002.

Whilst the Fire Danger Season was initially busy with deployments to both New South Wales and Victoria, the peak period in South Australia of January and February 2003 was relatively quiet. While the total number of rural incidents decreased (1 311 incidents in 2002-2003 as compared to 1 743 in 2001-2002 and 1 819 in 2000-2001) the total area burnt increased (49 855 ha in 2002-2003 as compared to 20 469 in 2001-2002 and 18 709 in 2000-2001). The increased area burnt reflects several large fires on public lands and the increased difficulty in suppression due to the very dry fuel conditions. While there was an increase in the area burnt, the total dollar loss was down (\$1.7 m in 2002-2003 as compared to \$1.9 m in 2001-2002 and \$2.5 m in 2000-2001) reflecting the effectiveness of initial attack, but that also the larger fires were on public lands.

INTERSTATE DEPLOYMENTS

The Service prides itself in not only responding to incidents with the State, but wherever possible providing assistance to interstate fire fighting authorities. During the year interstate deployments involved the Service responding to a request from the NSW Rural Fire Service to send two deployments of Incident Management Teams in late October 2002, with a further two deployments of four Strike Teams in November 2002. In early December 2002 a further deployment took place with the involvement of two Strike Teams. The NSW Rural Fire Service recognised the contingent of South Australian volunteers for their vital role in protecting more than 20 000 homes threatened by fires by the awarding of a Meritorious Unit Service Award.

The Service also responded to a request from the Victorian Country Fires Authority to protect significant areas of grass and grazing land in late January 2003 with the provision of two Strike Teams over five (5) deployments.



CFS volunteer provides assistance to the NSW Rural Fire Service

OPERATIONAL CAPABILITIES

State Operations, Support and Coordination

The State Operations Centre has progressively upgraded its staffing to ensure a continuity of service provision to the community and CFS and SES volunteers. These staffing revisions have enabled a minimum of two personnel to be located within the State Operations Centre at all times for initial emergency call taking, brigade dispatch to emergencies, assisted messaging and radio services utilising the SA-GRN.

As brigade turnout systems have changed over to the "ALERTS" system, replacing the existing Telstra exchange based ERS-7 system, the State Operations Centre has become a critical point for paging and turnout for CFS brigades. CFS as part of its service to support volunteers, has undertaken the role of call taker for the SES in the early phases of that agencies support to emergency response management.

Discussions are continuing between CFS and SAMFS on the development of a joint emergency call taking facility for the emergency services. The development of an integrated and seamless service, incorporating Computer Aided Dispatch systems, will provide streamlined dispatch to emergency incidents for the community and volunteers.

CFS has continued the development of its State Coordination Centre. This important functional area provides the critical resource support required for major emergencies around the State. The major activation of this Centre for 2002-2003 occurred for the deployment of CFS and SAMFS volunteers to the New South Wales and Victorian bushfire emergencies last summer.

Aerial Operations

CFS has finalised its contract for aerial fire bombing services for the next three years. This will enable the continuation of the CFS initial attack fire bombing services, proven to be most effective in the Mount Lofty Ranges and the Lower South East districts.

CFS has been involved in the development of the National Aerial Fire Fighting Strategy. For the 2002-2003 fire season, CFS applied for additional funding from Cabinet to be involved in the Strategy. CFS, with the support of the Premier, matched Cabinet funding with grant funding from the Federal Government. This enabled CFS to place additional aircraft in the Mount Lofty Ranges and Lower South East over the peak periods of the fire season.



Aerial Fire Bomber in action (Photo courtesy 'The Advertiser')

CFS continues to support the implementation of the National Aerial Fire Fighting Strategy with in kind support for proposal development, and participation in the management of a national company to broker procurement of contract fire bombing services for the 2003-2004 fire season.

CFS Enhanced Mapping Project

During the year the Service launched further editions of its series of new generation map books, based on recent aerial photography, ensuring maps are up to date and accurate. In September 2002 the highly detailed Riverland and Murray Mallee book featuring 1:100,000 scale maps of the area from Padthaway to 50 km north of Renmark was launched. In addition, the Kangaroo Island

book, containing six (6) high quality 1:100 000 maps covering the whole of Kangaroo Island was launched.

In addition to the sale of the books to emergency service organisations, the Project continues to sell this and all previous map books (Lower South East and Mt Lofty Ranges) to map resellers and the public. The income recovered assists in funding the production of the next book in the series and planning has now commenced for production of maps which will cover the Yorke Peninsula and the Mid-North.

PRE-INCIDENT PLANNING

The CFS continued the development of pre-incident response plans, providing for minimisation of incident severity and streamlining of response. Notably, the CFS produced "Operations Management Guidelines". These guidelines, for the first time, describe in a single document the principles, operational systems of work and operational management structures for the CFS. The document has been widely distributed within the CFS and across other fire management agencies. In addition the CFS developed and implemented a Multi-Agency Interstate Support Plan. This plan was used successfully on several occasions with the deployment of multi-agency Strike Teams to both NSW and Victoria. CFS continued to review State Operational Policies and Procedures as well as several Memoranda of Understanding with other emergency services organisations.

LIAISON WITH OTHER AGENCIES

Co-operation between emergency services has improved and remains high. CFS is working with a number of agencies to progress joint initiatives.

Memorandums of Understanding have been finalised with the State Emergency Service (SES) for the call receipt and despatch by CFS Operation Centre Officers and media liaison by Corporate Affairs Officers. Recurrent costs in providing these services will be met by SES.



CFS liaises with SAPOL and SA Ambulance at incident scene

A notable initiative in this area included working more closely with the SA Metropolitan Fire Service through the formation and strengthening of the Joint Operations Leadership Group, the Joint Operations Team and the Enhanced Mutual Aid Working Party. Issues of mutual interest and concern are being identified and resolved to ensure improved service delivery to the Community.

In addition the CFS continues to work with a number of fire and land management agencies through the Government Agencies Fire Liaison Committee (GAFLC). Initiatives of the GAFLC include the review of the Fire Access Track standards, cost recovery Memorandum of Understandings between agencies and the Prescribed Burning Policy.

The Service also hosted a delegation of forestry industry managers from China, visiting South Australia to study forest fire management. The delegation visited Kuitpo Forest, CFS Headquarters and CFS Stirling station and spoke with personnel on fire management including air operations, hazard reduction methods, preventative planning and community safety.

CORPORATE AFFAIRS AND MEDIA LIAISON

The SA Country Fire Service recognises that effective communication with key stakeholders is essential – particularly in times of a major incident or crisis.

The CFS Corporate Affairs Section provides an effective public information service through methods that include:

- Media liaison 24 hours a day
- Management of the CFS website and e-mail list
- The delivery of strategic advice on media issues
- The development of media strategies and media crisis response plans
- Fire ground safety training for media representatives
- Media training to staff and volunteers
- Production of the quarterly **Volunteer** magazine
- Production of the monthly **firefront** e-newsletter
- Liaison and advice to the Emergency Service Administration Unit, the SAVFBA, the office of the Minister for Emergency Services and other agencies
- Coordination of corporate and promotional activities.



Minister for Emergency Services, Hon Pat Conlon, addresses the media during the Bushfire Blitz campaign

In any dealings with the community and the media, recognition of and adherence to the Country Fires Act and the mission statement of the SA Country Fire Service is paramount. CFS staff and volunteers ensure they maximise every available opportunity to preserve life, protect property and the environment, maintain the volunteer work ethic, provide community service and embrace the notion of teamwork.

Every contact that volunteers or staff have with the media or the community is an opportunity to promote the CFS as a leader. With this responsibility comes the imperative to present a professional and credible image to the public to enhance both the public confidence and understanding of the organisation's activities.

A number of different media training packages have been developed and delivered to volunteers and staff statewide. Training of media representatives regarding fire ground safety and safety at other emergency incidents also continues.

Key achievements for the Section have included:

- Operation Nomad (Bushfire Watch) communication strategy developed and launched
- Launch of 2003 Fire Danger Season and development of communication strategy
- Women in CFS marketing strategy developed and implemented
- SAPES Games marketing strategy developed and implemented
- Winter Fire Safety campaign developed and implemented
- Bushfire Summit and regional bushfire forums
- Corporate Image project – rebranding of vehicles, stationery etc
- Development and implementation of Complaint Handling Policy
- Development of Bushfire Safety Video and training pack
- Coordinated 20 year Ash Wednesday Memorial Service
- Deployment of Media Liaison Officer for Victorian and NSW bushfires
- Development and implementation of CFS logo policy

- Update of Standard Operating Procedure (Media Management guidelines)
- Issue of monthly *firefront* electronic newsletter.

SPECIAL EVENTS

More than five hundred (500) competitors and spectators attended the CFS State competitions held at Wirreanda High School on Sunday, 29 September 2002. Twenty-eight (28) Brigades competed in events for both senior firefighters and cadets. Blackwood Brigade won the Road Crash Rescue Exercise, with the 'Government Cup' being won by Waikerie Brigade and Nuriootpa Brigade awarded the 'Best All Round Brigade'.

CFS Brigades also provided vital support and assistance to event organisers during the 'Tour Down Under' international bicycle race, the V8 touring car event 'Clipsal 500 Adelaide' and the Classic Adelaide Rally.



The CFS display was awarded first prize in the best outdoor display industrial section of exhibitors at the 2002 Royal Adelaide Show

3. TRAINING

CFS personnel are competent to safely combat emergencies effectively and efficiently

VOLUNTEER TRAINING

Following the trend of the last five years, the level of volunteer participation continued to show an upward trend throughout 2002-2003, with a total of 10 693 course accreditations gained across the State. For the first time in the history of the Standards of Fire and Emergency Cover, individual brigades reached their training targets and a growing number of brigades are now reaching this standard.

CFS has a structure that allows for 430 Brigade Training Offices and 60 Group Training Officers in addition to Specialist Volunteer Instructors across identified areas of Road Crash Rescue, HAZMAT, Compressed Air Breathing Apparatus, Compartment Fire Behaviour/Tactical Ventilation and Flammable Liquids Training.

The CFS Board endorsed the policy that all CFS firefighters must complete their Level One training within six months of joining or have their operational status amended from that of fire fighter to brigade auxiliary. As a result of this process, CFS is now able to mandate that no fire fighter will become operational within having completed the basic firefighter training.

Capital works Projects at the State Training Centre have included Phase One of the Thermal Oxidiser Project, designed to minimise all smoke emissions associated with training within Compartment Fire Behaviour. This project, to be completed in September of 2003, will result in all training props meeting stringent environmental standards. Approval was also granted for the construction of classroom facilities at the Naracoorte Training Facilities.



CFS Brigades attend a truck rollover

CFS continues to promote inter-agency training. The Leadership Course has been delivered across many agencies, including SAMFS, SAMFS Country Command, SES and SAPOL. The increasing focus on preparedness and training associated with terrorism has resulted in close co-operation between CFS and SAPOL and SA Ambulance in the areas of Hazmat and Atmospheric Monitoring.

CFS was again successful in extending its scope as a Registered Training Organisation. The final report recognised nine areas of 'Best Practice', being

1. Development, Implementation and Maintenance of the Training Administration System. (TAS)
2. Excellent, clear, comprehensive and easy to follow lesson plans
3. Well-presented training manuals and guides
4. Clear explanation and documentation of the mapping process to achieve the new training packages
5. World Class training facilities that are recognised and utilised nationally including training rooms, fire simulation for a range of fire types and the Compartment Fire Behaviour facility.
6. Clear and rigorous assessment materials
7. Excellent Business Planning Process used to develop State Training Program
8. Use of CFS Training Web site to store learning materials and the dissemination of policies
9. Comprehensive pre course information packs.

COURSES FUNDED FOR CFS VOLUNTEERS	NUMBER TRAINED
Advanced Resuscitation	84
Atmospheric Monitoring	43
Bushfires – Surviving the Summer	318
CABA	195
CABA Instructor	11
CABA Re-accreditation	130
CABA Seminar	32
Chemical, Biological and Radiation (CBR) First Responder	20
Chainsaw Safety	46
Deadman Zone	20
Defensive Driving	300
Driving Vehicles 1	231
Flammable Liquids Simulator Training	18
GRN Instructor Voice	56
GRN MCS 2000	1 702
GRN MTS 2000	1 702
GRN Network	1 702
Hazmat	49
Hazmat Re-accreditation	12
Hazmat Seminar	24
ICS Sector Command	112
ICS Strike Team Leader	93
Leadership	218
Level 1	1 729
Level 2	446
Level 3	207
LPG Instructor	42
RCR	85
RCR Seminar	45
Senior First Aid	813
Staging Area Management	29
Train Small Groups	108
Workplace Assessor	71
TOTAL	10 693

4. VOLUNTEER AND STAFF SUPPORT

Support and develop our people

CFS is a very diverse organisation with volunteers and career staff spread across all parts of South Australia, requiring efficient and effective support by both the agency and the Emergency Services Administrative Unit (ESAU) service deliverers.

HUMAN RESOURCES

The Human Resources Branch of ESAU is involved in maximizing the support for all CFS people to improve recruitment, skills, capabilities, performance and retention of staff, enhancing the work of volunteers.

2001-2002 was another busy year for the recruitment and selection of CFS staff, with a total of twelve (12) vacancies being filled.

Classification reviews were carried out for twelve (12) positions, resulting in an increase in remuneration levels for nine (9), reflecting an increase in work value since the positions were last classified.

A review was also conducted of the administrative services supporting CFS regional operations. This review made recommendations intended to enhance staffing levels and improve efficiencies in regional offices.

CFS was represented on three Justice Portfolio Working Groups, which are developing strategies to enhance the management of diversity and aboriginal recruitment and employment.

CFS joined with the other organisations represented on the Emergency Services Leadership Group in endorsing the development of an indigenous employment strategy that aims to increase Aboriginal recruitment and establish retention and employee development mechanisms. A consultant position at ASO-5 was funded to take a lead role in strategy development and implementation.

CFS AGE PROFILE

Age Group (Years)	Number of Employees (Persons)			% of all Agency employees	% of Australian Workforce
	Male	Female	Total		
15 – 19	-	-	-	-	7.1
20 – 24	2	1	3	4.6	10.4
25 – 29	4	3	7	10.8	10.6
30 – 34	6	3	9	13.8	11.6
35 – 39	7	1	8	12.3	11.2
40 – 44	8	2	10	15.4	12.9
45 – 49	11	1	12	18.5	12.3
50 – 54	9	-	9	13.8	11.1
55 – 59	3	1	4	6.2	7.7
60 – 64	3	-	3	4.6	3.6
65 +	-	-	-	-	1.5

LEAVE MANAGEMENT

Employee Type	Sick Leave Taken for the Period July 2002 to June 2003		
	Total Full Time Equivalent (FTE) Sick Days for Period *		
	Family Carers Leave *	Other Sick Leave	Total Sick Leave
PSM Act			0.00
Executives		2.00	2.00
Weekly Paid			0.00
Disability Service Officers			0.00
Emergency Services		131.23	131.23
Medical Officers			0.00
Nurses			0.00
Public Sector Salaries		9.00	9.00
Other			0.00
TOTAL	0.00	142.23	142.23

* refer to 2002-2003 Public Sector Organisations Workforce Information and Instruction booklet for FTE calculations

Employee Type	Average FTE for period July 2002 to June 2003
PSM Act	
Executives	2.00
Weekly Paid	1.00
Disability Services Officers	
Emergency Services	31.58
Medical Officers	
Nurses	
Public Sector Salaries	36.33
Other	
TOTAL	70.91



The State Operations Centre located at CFS Headquarters

**EMPLOYEES BY STREAM, LEVEL APPOINTMENT TYPE AND GENDER as at
June 2003**

STREAM	Ongoing			Contract Short Term			Contract Long Term			Casual			Total		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
ADMINISTRATIVE SERVICES															
Administrative Services Officers															
Trainees															
ASO1	1	4	5	3	3	6							4	7	11
ASO2	1		1										1		1
ASO3	2		2										2		2
ASO4	3		3		1	1							3	1	4
ASO5	4		4										4		4
ASO6	5		5										5		5
ASO7	4		4										4		4
ASO8		1	1											1	1
Managers Administrative Services															
MAS1															
MAS2	2		2										2		2
MAS3															
Total Administrative Services													26	9	35
OPERATIONAL SERVICES															
GSE04	1		1										1		1
L1															
L2	3	2	5										3	2	5
L3	11	3	14										11	3	14
L4	10		10										10		10
L5	1		1										1		1
L6															
Total Operational Services	26	5	31										26	5	32
EXECUTIVES															
Executive Officers															
EL1															
EL2															
EL3															
Level A							1		1				1		1
Level B							1		1				1		1
Level C															
Level D															
Level E															
Level F															
Total Executive Services							2		2				2		2

OCCUPATIONAL HEALTH SAFETY AND WELFARE (OHSW)

A Service Level Agreement has been the basis of a collaborative approach between the CFS and ESAU Health Safety and Welfare Branch Staff in managing OHSW, Workers Compensation, Rehabilitation and the Stress Prevention Program.

During the interstate Bushfires ESAU provided staff to fulfil the role of Safety Advisor, with a CFS career member and volunteer fulfilling the role of Safety Advisor on the fireground. As a result, a checklist, draft role statements and kit were developed to assist the safety advisors. The draft role statements have been further developed and remain in an extensive consultation phase.

A presentation was made to the Australasian Fire Authorities Council (AFAC) Conference in Brisbane on that role by the ESAU Manager OHSW, on behalf of the CFS and considerable interest in the subject from AFAC members ensued.

The OHSW module for the Level 1 Fire fighting Course has been upgraded and the Compressed Air Breathing Apparatus (CABA) medical has been improved. The main alterations to the medical have revolved around particular conditions eg asthma and the body mass index (BMI) restrictions. While these may seem controversial, the CFS has a duty of care to its staff and volunteers to, so far as is reasonably practicable, ensure that each employee is safe from injury and risks to health.

During January, the CFS endorsed an OHSW Management System Framework, which set out the plans for 2001-2004 with objectives, key performance indicators and targets. This plan is being revised into programs to assist the compliance with the Performance Standards for Self Insurers (PSSI). The CFS has undergone an audit conducted by an external provider against the PSSI in relation to workers compensation and rehabilitation. Resultant gaps have been addressed through action plans. In addition, WorkCover has conducted a preliminary OHSW audit in preparation for the final audit in November 10-14. There is a priority commitment by the CFS to comply with the Standards and several reports have been submitted to the Emergency Services Leadership Group, outlining the outstanding requirements for PSSI Compliance for each of the Emergency Services.

WorkCover has agreed to continue its support for the Flexible Learning Package for CFS for another year. Each course conducted by Business SA is evaluated and the results are sent to WorkCover. Progress has been achieved with the introduction of level 2 training.

Considerable effort is being directed to policy, procedure and Standard Operating Procedures review.

As the workers compensation costs are increasing across the Justice Portfolio and the Government in general, solutions have been sought to minimise the increases. Consequently, the Government Senior Management Council has endorsed a shared services approach and it is anticipated that the commencement date is 2 February 2004. A significant amount of discussion and development of a model is underway, with the CFS, the South Australian Volunteer Fire Brigades Association (SAVFBA) and the Emergency Services Administrative Unit (ESAU) voicing the volunteer issues, to ensure that the current service delivery is maintained.

Several accidents have been fully investigated and reports, with action plans for recommendations, have been completed, in order to determine causes and prevent recurrences.

The CFS has continued its program of risk assessments for appliances and has almost completed the 28 generic appliance types, which account for 60% of the fleet.

MECHANISM OF INJURY

The year 2002-2003 has resulted in a 24% reduction in new claims and 26% in their costs. Since 2000-2001, there has been a reduction of 41% in costs for new claims. The reduction has enabled a significant claim to be redeemed.

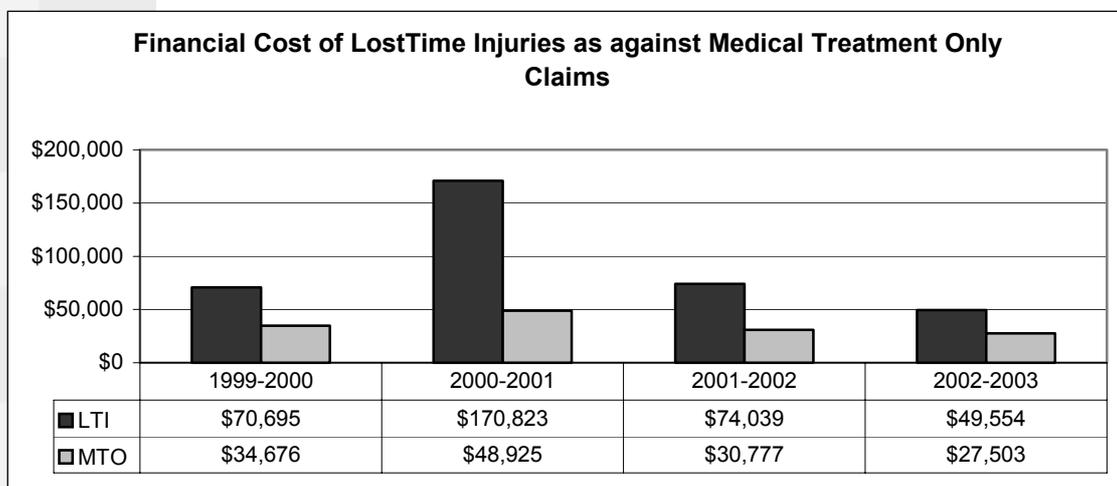
A consistent trend in the CFS is that slips, trips and falls are the major cause of injury with 20% of those claims amounting for 31% of costs.

The major agency of injury is the appliances, with 31% of costs resulting from accidents in egress from the appliance.

A Hazard Alert was distributed throughout the CFS as a result of a burn to a foot, which caused many weeks of lost time for a volunteer. The Alert reminded volunteers that footwear meeting the Australian Standards for firefighters, must be worn at training and operational activities.

Heat stress incidents have decreased, presumably to increased education and awareness. It is interesting to note that of the accident/incidents reporting an occurrence time, 37% were reported between 1200-1800 hours, 26% between 1800 hours and 2400 hours, 17% between 0600 and 1200, with the remaining 6% between 0000 and 0600 hours. There is no collated data to indicate any correlation between the response rate during those hours and the times.

The total number of new claims for the financial year 2002 – 2003 was 58 claims broken down into lost time injuries and medical treatment only claim numbers.



Lost time injuries financial costs have seen a reduction of 33% in financial costs for new claims. Medical Treatment Only Claims financial costs has seen a reduction of 11% in financial costs for new claims. Both indicators show reductions on last year's total suggesting a significant reduction in severity and duration of new claims.

The average cost of lost time injuries for the financial year 2002 – 2003 was \$3,097 per claim compared to last year's total of \$4,936 per claim. Medical treatment only injuries averaged at \$655 per claim for the financial year (2002 – 2003) as compared to last financial year's total of \$505 per claim.

STRESS PREVENTION AND MANAGEMENT

The Stress Prevention and Management (SPAM) Team conducted numerous critical incident stress defuses, debriefs and pre-incident training sessions for Brigades during 2002-2003. The SPAM Team provided professional and peer support to firefighters during the Victorian bushfires.

A professional evaluation of the SPAM Program was carried out during 2002-2003, the results of which were very positive. The involvement of volunteer peer supports was cited as a most valuable feature.

The Family Support Unit was instrumental in providing practical support to families during the Victorian Bushfire campaign.

REDUCING OUTSTANDING LIABILITY

Return to work programs and negotiation of a significant redemption has minimised costs.

CFS was again a participant in the whole of Government actuarial process. This year, however, due to the impending Shared Services model introduction, an actuarial assessment was conducted for the three (3) major portfolios; Justice, Department of Education, Training and Employment and the Department of Human Services.

The resultant additional information led to a 65% increase in the Justice Portfolio estimated workers compensation liability.

CFS was assessed at having a \$3.319 million liability; a 62% increase from \$2.047 million in 2001-2002. This is despite a clear downward trend over a number of years. Concerns were raised with the OCPE at the level of liability attributed through portfolio evaluations and minor agencies receiving a penalty that may be an unavoidable consequence.

FUTURE DIRECTIONS

The CFS is committed to meeting the WorkCover Performance Standards for Self Insurers, which involves a considerable amount of work in the area of the balance between the volunteer and staff contribution.

There will be continuing focus on the training of volunteer Health and Safety Representatives through the successful implementation of the flexible learning package. While the numbers trained to date have been modest there has been a significant return from the increased knowledge and skills at brigade and group level.

OCCUPATIONAL HEALTH, WELFARE AND SAFETY STATISTICS

Table 1 – OH&S Legislative Requirements

	2002/2003	2001/2002	2000/2001
Number of Notifiable occurrences pursuant to Health Safety and Welfare Act Regulations, Division 6.6	4	0	0
Number of notifiable injuries pursuant to Health Safety and Welfare Regulations, Division 6.6	3	4	13
Number of notices served pursuant to Health Safety and Welfare Act, section 35, section 39, section 40	0	0	0

Table 2 – Injury Management Legislative Requirements

	2002/2003	2001/2002	2000/2001
Total number of employees who participated in a rehabilitation program	8	9	4
Total number of employees rehabilitated and reassigned to alternative duties	2	0	2
Total number of employees rehabilitated back to their original work	2	3	0

Table 3 – WorkCover Action Limits

	2002/2003	2001/2002	2000/2001
The number of open claims as at 30 th June	34	55	102
Percentage of workers compensation expenditure over gross annual remuneration	0.11%	0.33%	N/A

Table 4 – Number of Claims

	2002/2003	2001/2002	2000/2001
The number of new workers compensation claims in the financial year	58	76	102
The number of fatalities	0	0	0
The number of lost time injuries (LTI)	16	15	26
The number of medical treatment only (MTO) injuries during the reporting period	42	61	76
Total number of whole working days lost	412	485	967

Table 5 – Cost of Workers Compensation

	2002/2003	2001/2002	2000/2001
Cost of new claims for the financial year	\$77,411	\$104,816	\$131,507
Cost of all claims excluding lump sum payments	\$201,925	\$313,454	\$300,065
Amount paid for lump sum payments s42 of the WRC Act)	\$205,600	\$65,688	\$1,068.00
Amount paid for lump sum payments s43, of the WRC Act)	\$44,559	\$143,000	\$0.00
Amount paid for lump sum payments s44 of the WRC Act)	\$0.00	\$0.00	\$0.00
Total amount recovered from external sources s54 of the WRC Act	\$25,544	\$722	\$85,971
Budget allocation for workers compensation	\$498,000	\$430,356	\$300,000

Table 6 – Trends

	2002/2003	2001/2002	2000/2001
Injury frequency rate (calculated from Australian Standard AS1885) for new lost time injury/disease for each million hours worked	Unable to calculate	Unable to calculate	Unable to calculate
Most frequent cause (mechanism)of injury 2002/2003 – Falls Trips and Slips 2001/2002 - Body Stressing 2000/2001 - Body Stressing	12 22% of new claims	24 32% of new claims	25 25% of new claims
Most expensive cause (mechanism)of injury 2002/2003 – Falls Trips and Slips 2001/2002 – Mental stress 2000/2001 - Body Stressing	\$26,634 34% of new claims costs	\$47,322 45% of new claim costs	\$43,780 33% of new claim costs

Table 7 – Meeting the Organisation's Strategic Targets

	2002/2003
10% reduction in new claim numbers for the financial year 2002-03 compared to financial year 2001-02	24% Reduction
10% reduction in new claim financial costs for the financial year 2002-03 compared to financial year 2001-02	26% Reduction
10% reduction in gross financial costs for the financial year 2002-03 compared to financial year 2001-02	13% Reduction
Gap analysis conducted between the PSSI requirements and the agency's current compliance. Action plans to be developed to address gaps	100%
Quarterly ESAU statistics provided to Health Safety and Welfare Committee. Trend analysis included	100%
DAIS Workplace Services notification provided within 24 hours of all immediately notifiable injuries	100%

VOLUNTEER MANAGEMENT

The Volunteer Management Branch of ESAU is engaged in a range of activities for CFS volunteers with regard to policy, practices and the provision of services and advice in the volunteer management field, including Human Resource Planning, Volunteer Information Programs, Equity and Diversity, Recruitment and Retention, Volunteer Leadership and Management Practices, Training and Youth Programs.

To achieve an Integrated Volunteer Management Plan for CFS brigades and groups, the branch has worked closely with volunteers to develop and implement strategies at the local level that enhance the functioning of brigades. Strategies are tailored to meet the needs of local brigades and groups, and include recruitment and retention, conflict resolution, administration, management and cadets.

Key Achievements include:

- Support to Cadet Coordinators and Cadet Programs
- Recruitment and Retention Programs
- Volunteer training in Management including Administration and Workplace Dignity
- Training, Goal Setting and Conflict Resolution
- Volunteer Development through the conference sponsorship program and Scholarships for the Diploma in Community Services (Volunteer Management)
- Support for Field Days such as Paskeville, Cleve and Lucindale.



CFS cadets demonstrate their fire fighting skills

Close liaison with CFS volunteers occurred in developing local recruitment campaigns including a focus on retention. Targeted recruiting of operational support volunteers is occurring in some parts of the CFS and planned in others. Volunteer Management Branch has also released a 'Volunteer Recruiting Handbook', coupled with recruiting materials to assist brigades with the recruiting process. The handbook is a compilation of successful recruiting and retention strategies that have been gathered from brigades across the State.

The focus on Cadet recruitment and retention strategies included production of recruitment materials including brochures, cards, banners and video for use at schools, field days and Brigade recruitment campaigns, as well as retention strategies investigated and reported in relation to youth volunteering.

Volunteer Management Branch has also encouraged the development of volunteer leaders in undertaking further studies and development activities including:

- Managing the Emergency Services Scholarship Program for volunteers to access the Advanced Diploma in Community Services (Volunteer Management) through partnership with Onkaparinga Technical and Further Education
- Providing training for volunteer Harassment Contact Officers
- Providing access to training for administrative duties, such as computer training and regional workshops in administration

Workplace Dignity Training is also being delivered to CFS Groups and Brigades across the state. The training fulfills the commitment CFS has made to the creating and maintaining safe workplaces for volunteers and includes policies addressing Harassment and Bullying.

LEADERSHIP PROGRAMS

First conducted from 5 – 9 August 2002, Eagle's Vision is a unique program, offering a five (5) day field based learning opportunity, during which CFS leaders test their strengths and weaknesses,

challenge their decision-making skills and further develop their understanding of effective leadership and teamwork.

By far the most significant contribution a CFS volunteer or career officer can make to their team is to provide good leadership within an Operational Management Framework developed and shared across the organisation.

As a team-based activity, Eagle's Vision is held at Moolooloo Sheep Station in the Flinders Ranges; north west of Blinman with the Ranges providing a spectacular backdrop for a personal learning journey. The program most closely aligns with the key result area of "Planned Human Resource Development" within the Strategic HRM Framework. It provides equal access to learning and opportunities for leaders to contribute to the development of the CFS Leadership and Operational Management Framework. The course also enables participants to develop their skills in many outdoor activities such as abseiling, celestial navigation and practical problem solving.

Initially conceived to provide an opportunity for CFS leaders to develop their leadership skills, Eagle's Vision has since been opened up to participants from SAPOL, SES, SAMFS and the National Parks & Wildlife Service.

WORKFORCE PROFILE

The Country Fire Service Workforce Profile was undertaken in August and September 2002. The project was guided by the simple objective to identify the workforce demand and supply projections of the CFS for three specific work groups:

- Employees of CFS
- Administrative staff who provide 100% administrative support to the CFS, and
- Senior Level Group Officers (regional volunteers).

The workforce profile identified a workforce that has evolved from, and continues to aspire to, a volunteer ethos and that supports and attempts to maintain the values of volunteerism and one that is committed to the delivery of a quality service to the South Australian public. The extent to which this is done with a degree of personal sacrifice was clearly demonstrated in the findings and cannot be ignored.

Whilst the majority of staff considered their skills transferable across the South Australian Public Sector, they did however plan to stay with CFS and were seeking career development opportunities within the Service.

Two areas of acute risk make it imperative that staff numbers in CFS be reviewed. The first is the load on staff who continue to take on functions and projects because there is nobody else to undertake essential work. The second is that necessary tasks are being ignored because resources are not available in CFS or ESAU. Such responsibilities as asset management, records management, administrative support, occupational health and safety risk assessment, workforce planning and risk management must be addressed.

To alleviate Volunteer Group Officer and CFS employee work pressures, CFS is to be funded for the appointment of six Business Support Officers (one officer per region) to assist Group Officers with perceived "non-operational" responsibilities such as risk management planning, asset management, policy development/implementation and pre-incident planning.

CFS continues to work towards identifying action plans to address issues raised in the reports, so that over time appropriate numbers of suitably qualified staff members enhance public safety objectives of CFS through comprehensive support of volunteers.

THE ROLE OF THE SOUTH AUSTRALIAN VOLUNTEER FIRES BRIGADES ASSOCIATION

Under the *Country Fires Act 1989* the South Australian Volunteer Fire Brigades Association (SAVFBA) is recognised as an association which represents the interests of CFS volunteers, and the Association is empowered to take such steps as may be reasonably available to it to advance the interests of members of CFS organisations. The Association acts in accordance with a Memorandum of Understanding with the CFS Board.

The Association nominates members for appointment as Volunteer representatives on the CFS Board and as management committee delegates. The Association holds two (2) general meetings and at least four (4) management committee meetings per year. The executive committee meets as business dictates.

OBJECTIVES OF THE ASSOCIATION

- To promote public concern in measures to be taken in the interests of fire prevention and fire extinction in the saving of both life and property.
- To recommend to the CFS Board and other appropriate authorities various measures for considerations in the development and efficiency of the CFS.
- To provide nominations to CFS Board advisory committees.
- To appoint delegates to meetings of the Federal body - The Assembly of Volunteer Fire Brigades Associations.
- To perform any other function consistent with the aim of the Association.



Pictured attending the Ash Wednesday Memorial Service at Mt Lofty Summit are (left to right) Mr Vince Monterola CEO CFS, Her Excellency Marjorie Jackson-Nelson, Governor of SA, Mrs Helen Monterola, SAVFBA President Mr Cam Stafford, Premier Mike Rann and Mrs Kay Stafford

5. BUSINESS MANAGEMENT

Resources are provided cost effectively using good business practices.

ASSET MANAGEMENT

BUILDINGS

CFS experienced delays in the allocation of budgets leading to a very short year for the delivery of projects. However several major projects proceeded including:-



Joint SA Ambulance and CFS Centre at
Port Wakefield

- The completion in January 2003 of a joint SA Ambulance and CFS Emergency Services Centre at Port Wakefield housing two CFS appliances. Facilities include CFS communications room, Brigade office and store with additional shared areas consisting of toilets, change rooms, showers, kitchen and an operations/meeting room.
- A two appliance Brigade station was constructed at Auburn and was operational by the end of the financial year. The facility includes a communications room, office, operations/meeting room, store, toilets and change rooms.

- A large transportable building was installed at Blanchetown. It provided joint amenities for the CFS Brigade and SES Unit consisting of a joint communications room, operations/meeting room, kitchen and toilets.
- A large transportable classroom was installed at the Naracoorte Training Centre.
- Two transportable units were ordered to provide a small meeting room with a communications area and toilet for the Mount Torrens and Hay Flat Brigades with installation to be completed in the new financial year.
- A tender was let for the construction of a new appliance storage shed on land acquired by private purchase at Thornlea in the South East.

CFS continued to undertake a large amount of preparation, planning and background work including:

- Completion of building requirements guidelines for the design of Brigade Stations and Group Control Centres
- A review of construction methods and procurement processes leading to the development of generic designs for new Brigade Stations and Group Control Centres that permit the use of transportable units in locations where they are cost effective and appropriate.
- Acquisition of land for Cummins and Kingston is now almost complete.

This year saw CFS adopt a new approach to the replacement of fire stations with priority to be given to those stations where tenure has been terminated or with extensive condition problems. In order to assist in the identification of the stations to be replaced, thirty-three independent condition inspections were completed.

By maintaining careful control on the project scopes and costs, CFS will be able to substantially reduce the funds recently paid to the Department of Administration and Information Services (DAIS) for the risk management they provide and the architects that they engage. Currently Government requires the CFS, SES and SAMFS to use DAIS services for projects that exceed \$150 000. By reducing project costs the CFS will be able to divert a considerable amount of funds for the direct benefit of CFS volunteers.

VEHICLE FLEET

CFS currently has 890 vehicles in its fleet, comprising the following categories:

RURAL INCLUDING	COUNT	URBAN INCLUDING	COUNT	SPECIAL INCLUDING	COUNT	COMMAND INCLUDING	COUNT
24	212	22	16	HAZMAT	1	Command	109
34	193	24P	44	Logistics	7	Communication	6
LR	104	32	9	RCR	10	Staff cars	41
		URP	5	Trailer	99		
		UP	11	Tanker	16		
				Other	6		
TOTAL	509		86		139		156

24 Pumper (24 P) appliances

During the year several new appliances were delivered to Brigades in many areas of the State. New 24P type appliances were delivered to Aldgate, Ardrossan, Clare, Cummins, Eudunda, Jamestown, Mannum, Wudinna and Yorketown.

These Brigades are now benefiting from technology, materials and innovations that provide safer and more efficient fire appliances to the CFS fleet including:

- 60-metre hose reels on all 24P type appliances
- Improved exit angle and protection for the hose reels
- Improved water tank low-level alarm systems
- Improved material used for the burn over protection curtains
- Compressed Air Breathing Apparatus (CABA) brackets that facilitate safer and easier donning of CABA.



New 24 Pumper appliance

Pumper appliances

CFS has noted an increase in fire risks relating to industrial/commercial areas in many parts of country South Australia. In some areas the pumping capacity required to meet the risk began to exceed the capabilities of existing appliances. CFS acquired two (2) pumpers as part of a New South Wales Fire Brigades contract and these appliances have been provided to Millicent and Nuriootpa.

The pumps on these appliances are capable of pumping 3,000 litres per minute of water, which represents a 50% increase on the capacity of a 24P pump. This provides CFS with capacity to meet the current and immediately foreseeable needs of fire protection in the areas of Millicent and Nuriootpa.

Rescue appliance

A new dedicated Road Crash Rescue (RCR) appliance was purchased and delivered to Mount Barker. CFS secured this vehicle as part of a SES contract. Mount Barker CFS attends a significant number of road crashes on the South Eastern Freeway and other areas in the Mount Barker district. Many of these calls require use of the specialised skills and equipment that Mount Barker CFS has available. The RCR vehicle is a purpose built vehicle designed to safely carry the tools, equipment and personnel needed to efficiently extricate injured people from the many accidents that this Brigade attends.



Dedicated Road Crash Rescue appliance

Refurbished Appliances

As a result of new appliances being introduced to the CFS fleet other Brigades have been issued with refurbished appliances providing improved and safer fire fighting capabilities –

REFURBISHED APPLIANCE TYPE		
24	24 P	14
Hallett Carey Gully Balgowan Robertstown Bangham Tanunda Waterloo Galga Kangarilla (later model) South West (later model)	Hamley Bridge Port Lincoln (dual cab) Port Wakefield	Hermitage Strathalbyn Coffin Bay

Second Hand Vehicles

Prime mover: After many years of significant support by CMI Hino with the loan of the prime mover used for towing the promotions pantechnicon, CFS has purchased this truck from CMI Hino.

Bulk Water Carriers (formerly tanker):

- CFS purchased a 7 year old ex milk tanker fitted with a 5 000 litre stainless steel tank. The availability of this second hand vehicle provided an opportunity for CFS to place an extra Bulk Water Carrier into the fleet. The vehicle will be located in the South East of the State.
- CFS investigated the concept of using second hand milk tanker trailers as a Bulk Water Carriers. In



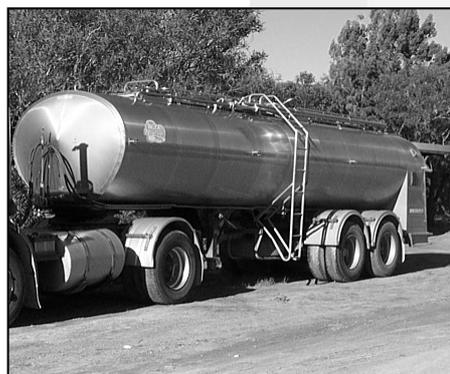
Bulk Water Carrier

June 2003 a trailer became available and, after an automotive engineers inspection was purchased. The trailer is a 2-axle trailer with a capacity of 17 000 litres in a stainless steel tank. This vehicle will be located in CFS Region 3.

Tray top truck with tailgate loader:

A steel tray and tailgate loader has been fitted to a Hino truck that CFS had available. This vehicle, which is housed at the State Training Centre, will be used for logistical support during major incidents. In particular this vehicle will a valuable resource for carting fire retardant and foam concentrate for aerial fire fighting operations.

CFS Technical Services also developed a prototype appliance to trial modifications to flashing lights and vehicle striping, making CFS vehicles more easily identifiable both during transit and when in attendance at incident response.



2-axle trailer with stainless steel tank

TELECOMMUNICATIONS SYSTEMS

Over the last financial year a number of key milestones have been reached by CFS regarding its telecommunications systems. Transition to the SA-GRN (Voice and Paging) has been achieved, with the exception of delivery of pagers to two groups in Region 6. The old ERS7 technology which is no longer supported by Telstra is now being replaced with ALERTS technology and this is providing CFS Volunteers with much greater flexibility than they have experienced previously in relation to emergency call receipt. ALERTS has also provided a contingency in the event of paging network failure that CFS was previously lacking.

Fire Station Interfaces have now been installed across all CFS Regions and the next phase of these installations is now underway and an investigation into a solution for fireground simplex (VHF replacement) has been completed.

As at 30 June 2003 the following equipment infrastructure had been delivered to CFS regions throughout the State:

EQUIPMENT TYPE	NUMBER DELIVERED
GRN Portables	1 468
GRN Mobiles (including station radios)	1 889
GRN Pagers	10 000
Fire Station Interfaces	370
Local Area Paging systems	7
VHF Portables	143
ALERTS Telebridges	2

TRANSITION OF ASSETS PROJECT

The Transition of Assets Project was established in 1999 and has been responsible for obtaining ownership or care/control of assets used by the emergency services authority previously controlled by Local Government.

The project team has been in negotiation with various owners including, Councils, State Government Departments, Federal Government Departments and private owners to transfer vehicles, appliances, minor plant and equipment into the name of the Minister for Emergency Services, together with obtaining long term tenure for all emergency services sites by way of transfer, lease, licence or rededication to the Minister.

The project is now nearing completion and as at 30 June 2003 98% of all relevant vehicles, appliances, minor plant and equipment previously controlled by local government had been transferred to the Minister for Emergency Services.

Some form of tenure providing for the Minister to obtain ownership or care and control of the land has been negotiated for 91% of emergency services land and building sites (a total of 406 sites out of 447sites). It is anticipated the balance of the sites will be secured before the end of 2003.

PERSONAL PROTECTION EQUIPMENT

All fire fighting personal protection equipment including boots, clothing, helmets and gloves are now covered by Australian Standards. CFS continues to work with other stakeholders towards compliance with these standards and specifications and evaluations are being conducted into both structural and wild land fire fighting clothing.

FINANCIAL MANAGEMENT

ACCOUNT PAYMENT PERFORMANCE

Particulars	Number of Accounts paid	Percentage of Accounts Paid (by number)	Value in \$A of Accounts Paid	Percentage of Accounts Paid (By value)
Paid by the due date	17 108	93.8	37 807 344.21	95.31
Paid less than 30 days from due date	638	3.5	1 265 863.52	3.19
Paid more than 30 days from due date	493	2.7	594 517.88	2.42
Total	18 239	100.0	39 667 725.61	100.0

CONSULTANCY SERVICES

A total of \$100 273.35 (\$215 390 in 2001-2002) was paid to consultants engaged by ESAU:

	Number of Consultancies	Reason	Sub Total
Below \$10 000	5	-	\$20 887 45
\$10 000 to \$50 000	4	Valcorp – Valuation Services – Stage 1, 2	\$18 827 30
		Julie Sloan Mgt – Workforce Plan	\$20 000 00
		M Stuart Skinner – Station Inspections	\$22 300 00
		Standards Australia – Development Assessment	\$18 258 60
			\$79 385 90
Above \$50 000	Nil		

CONTRACTUAL AGREEMENTS

During 2002-2003 the CFS did not enter into any contractual agreements where the total value of the contract exceeded \$4 million and the contract extended beyond a single year.

ENERGY EFFICIENCY ACTION PLAN

In May 2002, the Premier launched the Government Energy Efficiency Action Plan to facilitate a whole of government energy management program to improve energy efficiency and reduce costs across all Government sectors.

The following is the statistical reporting for the energy targets and usage prepared by ESAU for all Emergency Service agencies, including CFS:

TOTAL CONSUMPTION

	2002-2003			Baseline 2000-2001		
	Energy Use (GJ)	Expenditure (\$)	Emissions	Energy Use (GJ)	Expenditure (\$)	Emissions
CBD	594	\$ 26 759	183	517	\$ 22 271	159
All other	4 598	\$242 416	1 417	3467	\$171 740	1 069
Total	5 193	\$269 175	1 601	3984	\$194 011	1 228

The State Government expects a reduction in energy consumption (and production if greenhouse gases) of 15% by 2010 – based on 2000-2001 consumption as a baseline. Energy SA has set energy consumption reduction targets of 0.45% in 2001/02 and 1.81% for the out years to 2010, equating to 15% by that date.

The CFS recorded a rise in energy consumption due to the transfer of assets from Local Government over the reporting period. During this period Councils gradually transferred the responsibility for the management of these assets to the State Government and consequently the electricity costs have risen.

FRAUD

Groups and Brigades continue to be audited in accordance with the Country Fires Act 1989, while Headquarters continues to be audited by the Auditor General's Department. The Agency is unaware of any incidents of fraud during the 2002-2003 Financial Year.

OVERSEAS TRAVEL

Destination	Reason for Travel	Total number of employees involved	Total cost for CFS
Auckland, New Zealand	Contract negotiations to purchase refurbished appliance	1	\$3 400
Portugal	To present short course on Forest Fire Safety as part of IVth International Forest Fire Research Conference.	1	Nil (cost covered by host)

6. STRATEGIC MANAGEMENT

CFS activities emphasise business excellence and continuous improvement.

The CFS executive and CFS Board remain responsible for the overall delivery of strategic management, emphasising service to the community and a program of continuous improvement.

CFS BOARD MEETINGS

Meetings of the CFS Board are held monthly, with additional dates allocated for quarterly visits to CFS regional areas. Board Outcomes are advised on a monthly basis to the Minister for Emergency Services, CFS staff, ESAU Managers and CFS volunteers.

COMMITTEE STRUCTURE

To assist in the execution of its responsibilities, the Board maintains the following sub-committees:-

Audit Committee: as a sub-committee of the Board, it provides recommendations to the Board on financial management, internal audit and achievement towards strategic goals. Six Board members are on this committee which meets quarterly.

The following committees are also maintained to provide consultation and advice:

State Volunteer Management Committee: membership is drawn from one staff representative and one volunteer representative of each CFS Region. Working parties are formed to address particular issues. This is the primary volunteer advisory committee to the Board.

Volunteer Occupational Health And Safety Committee: formed in accordance with the Occupational Health, Safety and Welfare Act with representatives from each SAVFBA Branch and the State Executive.

State Training Committee: Re-established in 1997 with volunteer representatives from each CFS Region, and members of training staff. It aims to highlight issues and provide coordinated responses and training outcomes across the State.

Technical Committee: represented with operational fire fighters from each CFS Region, and technical staff, to advise on new appliances, equipment and protective clothing.

Staff Occupational Health And Safety Committee: committee for staff in accordance with the requirements of the Occupational Health, Safety and Welfare Act.

Other advisory committees are also established under the *Country Fires Act 1989* including:

SA Bushfire Prevention Advisory Committee: advises the Minister and provides a forum for discussion on bushfire prevention. The fourteen members represent fire fighting and prevention, land management, public utilities and conservation agencies.

Regional Bushfire Prevention Committees: assess hazards and coordinate prevention planning for each CFS Region. Membership includes CFS Regional Commander, CFS Group and Local Government representatives and nominees from the SA Farmers Federation, NPWSA, Forestry SA, SA Water and the Conservation Council of Australia.

District Bushfire Prevention Committees: rural councils are required to establish prevention committees for their area. The committees assess fire hazards, advise on control and prepare plans for bushfire prevention. Members include Fire Prevention Officers, representatives of CFS Brigades and Local Government and nominees from NPWSA, Forestry SA and SA Water where appropriate.

FREEDOM OF INFORMATION

Section 1 – Policy Documents

The types of documents held by the South Australian Country Fire Service (CFS) Headquarters and Regional Offices include:

- Annual Reports.
- Agenda, Minutes and Reports presented to CFS Board.
- Ministerial enquiries and briefings.
- Minutes of Regional and Advisory Committees.
- Group and Brigade Incident files.

Section 2 – Information Statements

The CFS' overall structure and functions are detailed in the Service's Annual Report and copies can be obtained by contacting the SA Country Fire Service.

The Country Fire Service Board is responsible to the Minister for Emergency Services for the administration of the *Country Fires Act 1989*, specifically 'An Act to provide for the prevention, control and suppression of fires; to provide for the protection of life and property in fire and other emergencies'. Impact on members of the public includes emergency response to rural fire, vehicle related and special service incidents, resulting in the reduction of risk and potential loss of life and protection of assets and the environment.

Participation of various members of the public in policy development for the administration and control of the CFS is largely detailed in the Corporate Governance Statement. The CFS Board accepts submissions from a number of sources which include government and non-government representation e.g. Volunteer Advisory Committees.

Section 3- Contact Arrangements

Applications for access to, or amendment of, files held by the Service should be directed in writing to:

Freedom of Information Officer
South Australian Country Fire Service
Level 7
60 Waymouth Street
ADELAIDE SA 5000
Telephone: 8463 4200

CFS received and processed four (4) formal FOI applications during 2002-2003.

LEGISLATIVE REVIEW

In August 2002 CFS commenced a review of its Regulations under the *Country Fires Act 1989*. A number of significant issues have been highlighted for addition, modification or amendment including: -

- The need for the issue of infringement notices for minor offences relating to the Country Fires Act and Regulations with particular reference to breaches of hazard reduction requirements and the use of fire during the fire danger season.
- Whilst Regional and District Bushfire Prevention Plans are the lead statutory documents that are required to encompass strategic fire management initiatives, fire management planning and operations are not always co-ordinated across different land tenure.
- Development assessment and deficiencies in building fire safety legislation, and
- Brigade and Group prescribed positions, membership and registrations

Concurrent to the findings of the Regulations Review, the 'Premier's Bushfire Summit' held on 23 May 2003 also highlighted several identical issues. These have been referred to the Emergency Management Council in a 'Statement of Recommended Initiatives' and CFS will continue to monitor outcomes in the near future.

MANAGEMENT PRACTICES

Self Assessment: during this financial year, CFS Managers began to utilise the 'Self Assessment using the Australian Business Excellence Framework Principles'.

Risk Management: the Risk Management Framework provided to CFS during 2001-2002 was found to be too complicated and ESAU Risk and Prevention Branch commenced a review and modification.

Complaint Management Policy: this policy was formulated in accordance with the Australian Standard (AS4269) and the workplace dignity, harassment and whistleblowers policies and procedures. The policy was essentially formulated to ensure an easy process exists for a member of the public to make a complaint, however, it is also applied to internal complaints within the Service. In the case of external complaints, Handling Officer for the Service is the Manager Corporate Affairs. In the event of internal complaint, the Chief Executive Officer appoints an officer to handle the issue.



Burnside CFS attend a motor vehicle incident



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16 September 2003

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Mr R Branson
Acting Chairperson
Country Fire Service Board
GPO Box 2468
ADELAIDE SA 5001

ABN: 53 327 061 410

Dear Sir

The audit of the accounts of the Country Fire Service Board for the year ended 30 June 2003 has been completed.

The audit coverage encompassed all areas of the Board's financial operations including payment of accounts, cash receipting and banking, debtors and asset registers. Matters arising from the audit were referred in writing to the Chief Executive and a satisfactory response has been received.

Returned herewith are the Board's financial statements together with my Independent Audit Report which is unqualified.

Yours faithfully

**K I MacPHERSON
AUDITOR-GENERAL**



Auditor-General's
Department

INDEPENDENT AUDIT REPORT

TO THE ACTING CHAIRPERSON COUNTRY FIRE SERVICE BOARD

SCOPE

As required by section 31 of the *Public Finance and Audit Act 1987* and subsection 21 of the *Country Fires Act 1989*, I have audited the financial report of the Country Fire Service Board for the financial year ended 30 June 2003. The financial report comprises:

- A Statement of Financial Performance;
- A Statement of Financial Position;
- A Statement of Cash Flows;
- Notes to and forming part of the Financial Statements;
- Certificate by the Acting Chairperson, the Chief Executive and the Manager, Financial Services, Emergency Services Administrative Unit.

The financial report includes the consolidated financial statements of the consolidated entity, comprising the Country Fire Service Board and the entities it controlled at the year's end or from time to time during the financial year.

The members of the Country Fire Service Board are responsible for the financial report. I have conducted an independent audit of this financial report in order to express an opinion on it to the Acting Chairperson.

The audit has been conducted in accordance with the requirements of the *Public Finance and Audit Act 1987* and Australian Auditing and Assurance Standards to provide reasonable assurance that the financial report is free of material misstatement.

Audit procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with Treasurer's Instructions promulgated under the provisions of the *Public Finance and Audit Act 1987*, Accounting Standards and other mandatory professional reporting requirements in Australia so as to present a view which is consistent with my understanding of the Country Fire Service Board's and of the consolidated entity's financial position, their financial performance and their cash flows.

The audit opinion expressed in this report has been formed on the above basis.

AUDIT OPINION

In my opinion, the financial report presents fairly in accordance with the Treasurer's Instructions promulgated under the provisions of the *Public Finance and Audit Act 1987*, applicable Accounting Standards and other mandatory professional reporting requirements in Australia, the financial position of the Country Fire Service Board and of the economic entity as at 30 June 2003, their financial performance and their cash flows for the year then ended.

K I MacPHERSON
AUDITOR-GENERAL

16 September 2003

Country Fire Service Board

Statement of Financial Performance for the year ended 30 June 2003

		Consolidated		Country Fire Service	
		2003	2002	2003	2002
		\$'000	\$'000	\$'000	\$'000
REVENUES FROM ORDINARY ACTIVITIES:	Note				
Fees and charges for services	3	3 267	1 830	3 267	1 830
Interest		201	98	194	95
Other revenue	4	512	537	511	350
Total Revenues		3 980	2 465	3 972	2 275
EXPENSES FROM ORDINARY ACTIVITIES:					
Employee benefits	5	6 925	5 909	6 925	5 909
Depreciation	6	5 751	4 614	5 751	4 614
Emergency Services Administrative Unit recharge		5 320	5 125	5 320	5 125
Government Radio Network costs	7	9 544	9 752	9 544	9 752
Supplies and services	8	16 493	14 849	16 494	14 943
Total Expenses		44 033	40 249	44 034	40 343
NET COST OF SERVICES		40 053	37 784	40 062	38 068
REVENUES FROM GOVERNMENT:					
Contributions from the Community Emergency Services Fund		43 401	41 148	43 401	41 148
Total Revenues from Government		43 401	41 148	43 401	41 148
NET REVENUES / (COST) FROM DISPOSAL OF NON-CURRENT ASSETS	9	(40)	44	(40)	44
SURPLUS FROM ORDINARY ACTIVITIES		3 308	3 408	3 299	3 124
NON-OWNER TRANSACTION CHANGES IN EQUITY					
Net credit to an asset revaluation reserve on revaluation of non-current assets	17	23 308	-	23 308	-
Net revenues from the transfer of assets from local government	10	12 507	9 793	12 507	9 793
Total Revenues and Expenses recognised directly into equity		35 815	9 793	35 815	9 793
TOTAL CHANGES IN EQUITY OTHER THAN THOSE RESULTING FROM TRANSACTIONS WITH THE STATE GOVERNMENT AS OWNER		39 123	13 201	39 114	12 917

Country Fire Service Board

Statement of Financial Position as at 30 June 2003

		Consolidated		Country Fire Service	
	Note	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
CURRENT ASSETS:					
Cash assets	11	3 167	2 136	2 875	1 851
Receivables	12	1 815	1 042	1 814	1 042
Total Current Assets		4 982	3 178	4 689	2 893
NON-CURRENT ASSETS:					
Property, plant and equipment	13	100 598	62 236	100 598	62 236
Total Non-Current Assets		100 598	62 236	100 598	62 236
Total Assets		105 580	65 414	105 287	65 129
CURRENT LIABILITIES:					
Payables	14	1 592	1 803	1 592	1 802
Provision for employee benefits	15	838	723	838	723
Total Current Liabilities		2 430	2 526	2 430	2 525
NON-CURRENT LIABILITIES:					
Payables	14	73	74	73	74
Provision for employee benefits	15	3 310	2 170	3 310	2 170
Total Non-Current Liabilities		3 383	2 244	3 383	2 244
Total Liabilities		5 813	4 770	5 813	4 769
NET ASSETS		99 767	60 644	99 474	60 360
EQUITY:					
Accumulated surplus	16	76 459	60 644	76 166	60 360
Asset revaluation reserve	17	23 308	-	23 308	-
TOTAL EQUITY		99 767	60 644	99 474	60 360
Commitments and Contingent Liabilities	18				

Country Fire Service Board

Statement of Cash Flows for the year ended 30 June 2003

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)	Inflows (Outflows)
Note	\$'000	\$'000	\$'000	\$'000
CASH FLOWS FROM OPERATING ACTIVITIES:				
PAYMENTS:				
Employee benefits	(4 972)	(5 564)	(4 972)	(5 564)
Supplies and services	(17 746)	(14 935)	(17 746)	(15 030)
Government Radio Network costs	(9 212)	(9 752)	(9 212)	(9 752)
Emergency Services Administrative Unit recharge	(5 320)	(5 125)	(5 320)	(5 125)
Total Payments	(37 250)	(35 376)	(37 250)	(35 471)
RECEIPTS:				
Fees and charges for services	1 182	1 876	1 182	1 876
Interest on investments	194	98	187	95
Other revenue	1 844	537	1 844	350
Total Receipts	3 220	2 511	3 213	2 321
CASH FLOWS FROM GOVERNMENT:				
Contributions from the Community Emergency Services Fund	43 401	41 148	43 401	41 148
Net Cash provided by Operating Activities	9 371	8 283	9 364	7 998
	21			
CASH FLOWS FROM INVESTING ACTIVITIES:				
Proceeds from the sale of non-current assets	197	123	197	123
Payments for non-current assets	(8 537)	(7 599)	(8 537)	(7 599)
Net Cash used in Investing Activities	(8 340)	(7 476)	(8 340)	(7 476)
NET INCREASE IN CASH HELD	1 031	807	1 024	522
CASH AT 1 JULY	2 136	1 329	1 851	1 329
CASH AT 30 JUNE	3 167	2 136	2 875	1 851
	11			

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

1. Objectives and Funding

(a) Objectives

The Country Fire Service Board (the Board) is established under the *Country Fires Act 1989* and is responsible under the Act for the following:

- Prevention, control and suppression of fires in the country;
- Protection of life and property in fire and other emergencies occurring in the country.

(b) Funding and Administrative Arrangements

Funding of the Board is derived from the Community Emergency Services Fund (the Fund), established by the *Emergency Services Funding Act 1998*, for the cost of its operational services in the protection of South Australian citizens and their property and the cost of strategic and administrative services delivered to it by the Emergency Services Administrative Unit (ESAU).

Funds generated by Groups and Brigades through fund raising activities are held locally by these operational units. Financial data was collected from these operational units for the financial year ended 30 June 2003 for the purpose of consolidation. The data was reviewed and was not considered to be reliable at this time. As a result, the Board has chosen not to include these funds in the financial statements. Further work is continuing on a number of matters with a view to consolidating this data in the 2003-04 financial statements.

2. Significant Accounting Policies

(a) Basis of Accounting

The financial report is a general purpose financial report prepared in accordance with Treasurer's Instructions and Accounting Policy Statements promulgated under the provisions of the Public Finance and Audit Act 1987, Statements of Accounting Concepts, applicable Australian Accounting Standards, and mandatory professional reporting requirements (Urgent Issues Group Consensus Views). It has been prepared on the accrual basis of accounting using the historical cost accounting method, with the exception of certain major non-current assets which have been revalued to their fair value.

(b) Principles of Consolidation

The financial statements incorporate the assets and liabilities of all entities controlled by the Board as at 30 June 2003 and the results of all controlled entities for the year then ended. The effects of all transactions between entities in the consolidated entity are eliminated in full. Refer to Note 27.

(c) State Government Funding

The financial report is prepared under the assumption of ongoing financial support being provided to the Board by the State Government.

(d) Valuation of Non-Current Assets

Property, plant and equipment are brought to account at fair value. During 2002-03 the Board brought to account the first stage of implementation of revaluation to fair values of approximately 40 per cent of properties and approximately 90 percent of emergency response vehicles. The remaining properties and emergency response vehicles will be revalued to fair value during 2003-04.

- (i) Plant and equipment is at historical cost.
- (ii) Independent valuations for certain land and buildings were obtained in 2002-03 from Andrew J Lucas, MBA, B.App.Sc (Val), AVLE (Val), ASA, Certified Practicing Valuer of Valcorp Australia Pty Ltd. and was determined on the basis of open market values for existing use.
- (iii) An independent valuation of vehicles was obtained in 2002-03 for current emergency response vehicles from Stephen Sinclair, B.App.Sc (Val), AVLE (Val), ASA, Certified Practicing Valuer of Valcorp Australia Pty Ltd. and represents the written down current cost of vehicles.
- (iv) Assets transferred from Local Government are initially recognised at their fair value at the date of acquisition.
- (v) Capital works in progress represent costs accumulated during the construction or development of an asset and is valued at cost.

(e) **Depreciation of Non-Current Assets**

Depreciation is calculated on a straight line basis to write off the net cost or revalued amount of each depreciable non-current asset over its expected useful life. Estimates of remaining useful lives are made on a regular basis for all assets with annual reassessments for major items.

Asset Class	Useful Lives Years
Communications equipment	10
Vehicles	5-20
Plant and equipment	6-10
Computer equipment	5
Buildings	30

(f) **Employee Benefits**

(i) *Salaries and Annual Leave*

Liabilities for wages, salaries and annual leave expected to be settled within twelve months of the year-end represent present obligations resulting from employees' services provided to reporting date, calculated at undiscounted amounts based on remuneration wage and salary rates that the Board expects to pay at the time the liability is settled. Relevant employment on-costs are shown under the item 'Payables'.

(ii) *Long Service Leave*

Long service leave is recognised on a pro-rata basis in respect of services provided by Board employees to balance date. The liability has been calculated at nominal amounts based on current salaries and wages rates using a benchmark of twelve years as advised by the Department of Treasury and Finance. Relevant employment on-costs are shown under the item 'Payables'.

(iii) *Sick Leave*

No provision has been made in respect of sick leave. As sick leave taken by employees is considered to be from the current year's accrual, no liability is recognised.

(iv) *Superannuation*

Contributions are made by the Board to a number of State Government and externally managed superannuation schemes. These contributions are treated as an expense when they occur. The Board has no liability for payments to beneficiaries as they have been assumed by the respective superannuation schemes. The only liability outstanding at balance date relates to any contributions due but not yet paid to the superannuation schemes.

(v) *Workers Compensation*

A liability has been reported to reflect unsettled workers compensation claims. The workers compensation provision is based on an actuarial assessment prepared by Taylor Fry Consulting Actuaries. For the 2003 valuation, the Justice, Human Services and all other portfolios have been analysed separately. In previous years, the Justice Portfolio was analysed together with all other non-Human Services agencies. The new valuation methodology has resulted in the Justice Portfolio's liability being more specifically measured. The Board's liability is an allocation of the Justice Portfolio's total assessment.

It is important to note that the new methodology adopted for this valuation has significantly contributed to the large increase in liability in 2003. Applying the new methodology to the previous year's data would have resulted in the Board's June 2002 liability being 25% larger than reported.

The Board fully funds this provision for both employees and volunteers.

(g) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of Goods and Services Tax (GST), where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense.

Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the Statement of Financial Position.

Cash flows are included in the Statement of Cash Flows on a gross basis.

(h) Revenue Recognition

All revenues are recognised when services are provided at the fair value of the consideration received or receivable.

Interest revenue is recognised as it accrues, taking into account the effective yield on the financial asset.

The gross proceeds of non-current asset sales are included as revenue at the date control of assets passes to the buyer. The gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal.

(i) Cash

For the purposes of the Statement of Cash Flows, cash includes cash on hand, cash at bank and investments.

(j) Change in Accounting Policy

In accordance with Accounting Standard AASB 1028 "Employee Benefits" on 1 July 2002 the entity changed its policy for recognising its liability for salaries and wages and annual leave. Under the new policy the amount of the liability is calculated using the remuneration rate that is expected to apply at the time of settlement rather than the remuneration rate that applies at reporting date.

This change in accounting policy had no material impact on the results for the period.

(k) Change in Accounting Estimate

The Long Service Leave Liability shorthand benchmark, as advised by the Department of Treasury and Finance has been revised upwards from 8 years to 12 years. The change in the accounting estimate has resulted in the liability being reduced by \$70,000 from \$707,000 to \$637,000.

3. Fees and Charges for Services

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Fees and charges for services for the reporting period comprised:				
Government Radio Network recovery	2 085	1 154	2 085	1 154
Training and other recoveries	220	202	220	202
Incident cost recoveries	947	422	947	422
Other	15	52	15	52
	3 267	1 830	3 267	1 830

4. Other Revenue

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Other revenue for the reporting period comprised:				
Donations	26	193	25	6
Rent received	34	36	34	36
Fuel Rebate	44	50	44	50
Grants from Commonwealth Government	243	16	243	16
Other	165	242	165	242
	512	537	511	350

5. Employee Benefits

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Employee benefit expenses for the reporting period comprised:				
Salaries and wages	4 403	4 332	4 403	4 332
Payroll tax and superannuation	618	571	618	571
Long service leave	11	201	11	201
Workers compensation	1 752	657	1 752	657
Other employee related expenses	141	148	141	148
	6 925	5 909	6 925	5 909

6. Depreciation

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Depreciation expenses for the reporting period were charged in respect of:				
Communications equipment	1 407	1 198	1 407	1 198
Vehicles	3 288	2 848	3 288	2 848
Plant and equipment	262	264	262	264
Computer equipment	124	122	124	122
Buildings	670	182	670	182
	5 751	4 614	5 751	4 614

7. Government Radio Network (GRN) costs

The Board has been charged by the Department for Administrative and Information Services for costs associated with the provision of emergency communication services, including voice, paging and data transmission using the GRN.

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Contribution towards GRN – voice	7 743	7 687	7 743	7 687
Contribution towards GRN – paging	1 801	1 646	1 801	1 646
Other GRN costs	-	419	-	419
	9 544	9 752	9 544	9 752

8. Supplies and Services

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Supplies and services for the reporting period comprised:				
Consumables and minor purchases	3 098	2 995	3 098	2 995
Repairs and maintenance	2 827	2 433	2 827	2 433
Operating Lease Costs	1 246	1 195	1 246	1 195
Aerial Support Costs	1 558	831	1 558	831
Operational costs	313	387	313	387
Uniforms and protective clothing	1 221	1 547	1 221	1 547
Communication expenses	1 932	1 873	1 932	1 873
Energy	245	225	245	225
Travel and training	1 615	1 172	1 615	1 172
Other expenses	2 438	2 191	2 439	2 285
	16 493	14 849	16 494	14 943

9. Net Revenues from Disposal of Non-Current Assets

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Proceeds from disposal of non-current assets	197	123	197	123
Less: Written down value of non-current assets	(237)	(79)	(237)	(79)
Net revenues from disposal of non-current assets	(40)	44	(40)	44

10. Transfer of Assets from Local Government, and other sources.

Since 1999 negotiations have been undertaken to identify and transition land, buildings, minor plant and equipment and motor vehicles from Local Government and other sources into the ownership or the care and control of the Minister for Emergency Services (the Minister). As at 30 June 2003 approximately 98% of all vehicles, appliances, minor plant and equipment have been transferred to the Minister, and security of tenure by way of transfer, rededication, lease or licence for approximately 91% of all land and buildings has been negotiated. Some operational costs in the servicing of these non-transferred assets have been incurred over the course of 2002-03.

11. Cash Assets

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Cash on hand	2	2	2	2
Cash at bank	1 857	878	1 734	761
Investments	1 308	1 256	1 139	1 088
	3 167	2 136	2 875	1 851

In addition to the cash and investments shown, there is known to be additional cash and investments on hand as at 30 June 2003 held by CFS Groups and Brigades. These funds have been generated by the CFS Groups and Brigades as a result of fund raising activities and all such funds are held locally by these units. Financial returns relating to these funds were sought for the financial year ended 30 June 2003 for the purpose of reflecting these funds as part of the consolidated cash and investments held. The financial returns supporting this figure have been assessed as not being sufficiently reliable at this time to include these funds in the consolidated position as at 30 June 2003. Further work will be undertaken to include this data in the consolidated financial statements for 2003-04.

12. Receivables

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Current:				
Sundry debtors	904	269	903	269
Less: allowance for doubtful debts	6	-	6	-
	898	269	897	269
GST Refunds	917	773	917	773
	1 815	1 042	1 814	1 042

13. Non-Current Assets
(a) Property, Plant and Equipment

	Consolidated		Country Fire Service	
	2003 \$'000	2002 \$'000	2003 \$'000	2002 \$'000
Land at independent valuation	3 429	780	3 429	780
Land at cost	472	1 917	472	1 917
Total Land	3 901	2 697	3 901	2 697
Buildings at independent valuation	18 206	7 224	18 206	7 224
<i>Less: Accumulated Depreciation</i>	404	137	404	137
	17 802	7 087	17 802	7 087
Buildings at cost	3 497	5 757	3 497	5 757
<i>Less: Accumulated Depreciation</i>	383	610	383	610
	3 114	5 147	3 114	5 147
Total Buildings	20 916	12 234	20 916	12 234
Total Property	24 817	14 931	24 817	14 931
Vehicles at independent valuation	56 527	34 541	56 527	34 541
<i>Less: Accumulated Depreciation</i>	542	17 713	542	17 713
	55 985	16 828	55 985	16 828
Vehicles at cost	2 505	21 694	2 505	21 694
<i>Less: Accumulated Depreciation</i>	880	6 576	880	6 576
	1 625	15 118	1 625	15 118
Total Vehicles	57 610	31 946	57 610	31 946
Communications equipment at cost	17 064	16 992	17 064	16 992
<i>Less: Accumulated Depreciation</i>	6 737	5 339	6 737	5 339
Total Communications equipment	10 327	11 653	10 327	11 653
Computer equipment at cost	1 894	1 437	1 894	1 437
<i>Less: Accumulated Depreciation</i>	1 206	1 100	1 206	1 100
Total Computer equipment	688	337	688	337
Plant and equipment at cost	3 742	3 308	3 742	3 308
<i>Less: Accumulated Depreciation</i>	2 301	2 274	2 301	2 274
Total Plant and Equipment	1 441	1 034	1 441	1 034
Total Work in progress at cost	5 715	2 335	5 715	2 335
Total Property, Plant and Equipment	100 598	62 236	100 598	62 236

(b) Asset Movement Schedule

	2003						Total
	Land and Building	Vehicles	Communication Equipment	Computer Equipment	Plant and Equipment	Work in Progress	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Gross Carrying Amount:							
Balance at 1 July 2002	15 678	56 235	16 992	1 437	3 308	2 335	95 985
Transfer of work in progress	830	2 931	-	374	18	(4 153)	-
Asset Revaluation	1 309	(4 050)	-	-	-	-	(2 741)
Transfer from local govts. councils	7 936	4 546	9	16	-	-	12 507
Additions	-	46	82	85	699	7 533	8 445
Disposals	(149)	(676)	(19)	(18)	(283)	-	(1 145)
Balance at 30 June 2003	25 604	59 032	17 064	1 894	3 742	5 715	113 051
Accumulated Depreciation:							
Balance at 1 July 2002	(747)	(24 289)	(5 339)	(1 100)	(2 274)	-	(33 749)
Asset Revaluation	379	25 670	-	-	-	-	26 049
Disposals	251	485	9	18	235	-	998
Depreciation expense	(670)	(3 288)	(1 407)	(124)	(262)	-	(5 751)
Balance at 30 June 2003	(787)	(1 422)	(6 737)	(1 206)	(2 301)	-	(12 453)
Net Book Value							
As at 30 June 2003	24 817	57 610	10 327	688	1 441	5 715	100 598

	2002						Total
	Land and Building	Vehicles	Communication Equipment	Computer Equipment	Plant and Equipment	Work in Progress	
	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000	\$'000
Gross Carrying Amount:							
Balance at 1 July 2001	6 584	50 796	13 524	1 255	3 585	1 158	76 902
Transfer of work in progress	985	1 282	3 786	12	23	(6 088)	-
Asset Reclassification	106	53	52	83	(294)	-	-
Transfer from local govts. councils	8 003	4 385	-	-	-	-	12 388
Additions	-	244	-	87	-	7 265	7 596
Disposals	-	(525)	(370)	-	(6)	-	(901)
Balance at 30 June 2002	15 678	56 235	16 992	1 437	3 308	2 335	95 985
Accumulated Depreciation:							
Balance at 1 July 2001	(396)	(19 470)	(4 394)	(916)	(2 189)	-	(27 365)
Asset Reclassification	(45)	(10)	(57)	(62)	174	-	-
Disposals	-	510	310	-	5	-	825
Transfer from local govts. councils	(124)	(2 471)	-	-	-	-	(2 595)
Depreciation expense	(182)	(2 848)	(1 198)	(122)	(264)	-	(4 614)
Balance at 30 June 2002	(747)	(24 289)	(5 339)	(1 100)	(2 274)	-	(33 749)
Net Book Value							
As at 30 June 2002	14 931	31 946	11 653	337	1 034	2 335	62 236

14. Payables

Payables comprise the following:	Consolidated	Country Fire Service		
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Current Liabilities:				
Accrued salaries and wages	29	13	29	13
On-costs re employee benefit provisions and accruals	36	40	36	40
Creditors	1 527	1 750	1 527	1 749
	1 592	1 803	1 592	1 802
Non-Current Liabilities:				
On-costs re employee benefit provisions and accruals	73	74	73	74
	73	74	73	74

15. Provision for Employee Benefits

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Employee benefits for the reporting period comprised:				
Current liabilities:				
Annual leave	191	205	191	205
Long service leave	20	20	20	20
Workers compensation	627	498	627	498
	838	723	838	723
Accrued salaries and wages (included in payables)	29	13	29	13
On-costs re provision for employee benefits (included in payables)	36	40	36	40
	903	776	903	776
Non-Current Liabilities:				
Long service leave	617	621	617	621
Workers compensation	2 693	1 549	2 693	1 549
	3 310	2 170	3 310	2 170
On-costs re provision for employee benefits (included in payables)	73	74	73	74
	3 383	2 244	3 383	2 244

16. Accumulated Surplus

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2002	60 644	47 443	60 360	47 443
Changes during the period:				
Surplus from ordinary activities	3 308	3 408	3 299	3 124
Net revenues from the transfer of assets from Local Government	12 507	9 793	12 507	9 793
Balance at 30 June 2003	76 459	60 644	76 166	60 360

17. Asset Revaluation Reserve

The asset revaluation reserve is the cumulative balance of asset revaluation increments and decrements.

	Consolidated		Country Fire Service	
	2003	2002	2003	2002
	\$'000	\$'000	\$'000	\$'000
Balance at 1 July 2002	-	-	-	-
Revaluation of Land and Buildings	1 688	-	1 688	-
Revaluation of Vehicles	21 620	-	21 620	-
Balance at 30 June 2003	23 308	-	23 308	-

18. Commitments and Contingent Liabilities

	Consolidated 2003 \$'000	2002 \$'000	Country Fire Service 2003 \$'000	2002 \$'000
(a) Commitments for Capital Expenditure				
As at the reporting date the Board had entered into contracts for the following capital expenditures which are not included in the financial statements.				
These projects are due for completion within one year:				
Vehicles	1 375	1 061	1 375	1 061
Fire stations and other equipment	714	466	714	466
	2 089	1 527	2 089	1 527

(b) Operating Leases

Commitments under non-cancellable operating leases at the reporting date are payable as follows

Payable not later than one year	875	833	875	833
Payable later than one year and not later than five years	1 270	1 435	1 270	1 435
Payable later than five years	661	871	661	871
	2 806	3 139	2 806	3 139

The above mentioned operating lease payments are not recognised in the financial statements as liabilities.

These non-cancellable leases are property leases, with rental payable monthly in arrears. Contingent rental provisions within the lease agreement require the minimum lease payments to be increased annually based on CPI movement.

(c) Contractual Commitments

At the end of the reporting period the Board had the following commitments on contracts.

	Consolidated 2003 \$'000	2002 \$'000	Country Fire Service 2003 \$'000	2002 \$'000
Payable not later than one year	1 388	1 034	1 388	1 034
Payable later than one year and not later than five years	2 799	-	2 799	-
	4 187	1 034	4 187	1 034

Contractual commitments relate to aerial bombing, cleaning, and occupational welfare services.

19. Reconciliation of Surplus from Ordinary Activities to Net Cash provided by Operating Activities

	Consolidated 2003 \$'000	2002 \$'000	Country Fire Service 2003 \$'000	2002 \$'000
Surplus from Ordinary Activities	3 308	3 408	3 299	3 124
Depreciation	5 751	4 614	5 751	4 614
Net (revenue)/loss from disposal of non-current assets	40	(44)	40	(44)
Increase in employee benefits	1 255	318	1 255	318
Decrease in payables	(211)	(59)	(209)	(60)
Decrease / (increase) in receivables	(772)	46	(772)	46
Net Cash provided by Operating Activities	9 371	8 283	9 364	7 998

20. Remuneration of Auditors

	Consolidated 2003 \$'000	Country Fire Service 2002 \$'000	Consolidated 2003 \$'000	Country Fire Service 2002 \$'000
The amount due and payable for audit services provided by the Auditor-General's Department	19	18	19	18

The auditors provided no other services.

21. Consultancies

Total expenditure (excluding GST) on 11 (14) consultancies in 2002-03 amounted to \$90 000 (\$231 000).	2003 Number of Consultants	Consolidated 2002 Number of Consultants	Country Fire Service 2003 Number of Consultants	Country Fire Service 2002 Number of Consultants
Less than \$10 000	8	8	8	8
\$10 000 - \$50 000	3	5	3	5
Greater than \$50 000	-	1	-	1

22. Remuneration of Employees

The number of employees whose remuneration received or receivable fell within the following bands were:	2003 Number of Employees	Consolidated Service 2002 Number of Employees	Country Fire 2003 Number of Employees	Country Fire 2002 Number of Employees
\$100 001 - \$110 000	5	-	5	-
\$110 001 - \$120 000	-	-	-	-
\$130 001 - \$140 000	1	-	1	-

The aggregate remuneration for all employees referred to above was \$666 000 (Nil).

23. Board Members' Remuneration

The names of persons who held office as a member of the Board during the course of the reporting period were:

Mr R Stevens – commenced December 2002	Mr BK McHugh – ceased February 2003
Ms L Loan – commenced December 2002	Mr J Cook – ceased February 2003
Mr R Peate – commenced March 2003	Ms D Erwin – ceased February 2003
Mr B Treloar – commenced March 2003	Ms V Monaghan – ceased December 2002
Mr R Branson	
Mr PJ Forster	
Mr V Monterola	

Mr Monterola is employed as Chief Executive of the Country Fire Service and does not receive board member fees.

The number of members whose income from the Country Fire Service Board falls within the following bands was:	2003 Number of Members	2002 Number of Members
\$1 - \$10 000	9	5
\$10 001 - \$20 000	-	1
\$60 001 - \$70 000	-	1
\$80 001 - \$90 000	-	1
\$130 001 - \$140 000	1	-

Total remuneration received by those members was \$193 000 (\$202 000), which includes fringe benefits and superannuation contributions. These figures include Mr V Monterola, the Chief Executive, Country Fire Service.

24. Financial Instruments

(a) Terms and Conditions

Financial Instrument	Note	Accounting Policies and Methods	Nature of Underlying Instrument
<i>Financial Assets</i>			
Cash at bank	11	Cash at bank comprises cash held in a Department of Treasury and Finance Deposit Account and a deposit account held at Westpac. Interest revenue is recorded on an accrual basis.	<p>Interest on cash at bank is calculated quarterly by the Department of Treasury and Finance and is based on the average daily balance of the Deposit Account. The interest rate is the Treasurer's Approved Rate of Interest on Deposit Accounts, which varied between 4.59 percent and 4.60 percent during 2002-2003 (4.06 percent and 4.80 percent in 2001-2002).</p> <p>Interest on cash at bank is calculated on a quarterly basis for the Society Cheque Fund. Interest rates for the Society Cheque Fund have varied from 0.30% to 0.31% during 2002-2003.</p>
Investments	11	The Board holds cash deposits with the South Australian Government Financing Authority and Westpac. Interest revenue is recorded on an accrual basis.	<p>Interest on deposits is credited monthly and is calculated on the average daily balance of the account. The rate of interest is based on the overnight cash rate less a margin of 0.10 percent and during the reporting period varied between 4.05 percent and 4.65 percent (4.15 percent and 4.90 percent in 2001-2002).</p> <p>Interest rates for the Westpac Term Deposit Account have varied from 4.05% to 4.30% during 2002-2003. Interest is calculated on a monthly basis for the Term Deposit Account.</p>
Receivables	12	Receivables are recorded at the amounts due to the Board, less an allowance for doubtful debts. They are recorded when goods have been supplied and services completed.	Receivables are due within 30 days of the rendering of an account.
<i>Financial Liabilities</i>			
Payables	14	Payables are recorded at the agreed amounts at which the liabilities are to be settled. They are recorded when the goods and services have been provided to the Board.	Terms of payment are 30 days unless otherwise agreed in the terms and conditions of individual contracts.

(b) Interest Rate Risk

Financial Instrument	Consolidated			2003	2003			
	Weighted Average Interest Rate at 30.6.03 %	Interest Bearing	Non-Interest Bearing	2003 Total	Weighted Average Interest Rate at 30.6.03 %	Country Interest Bearing	Fire Service Non-Interest Bearing	2003 Total
		\$'000	\$'000	\$'000		\$'000	\$'000	\$'000
<i>Financial Assets:</i>								
Cash on hand		-	2	2		-	2	2
Cash at bank	4.60	1 857	-	1 857	4.60	1 734	-	1 734
Investments	4.65	1 308	-	1 308	4.65	1 139	-	1 139
Receivables		-	1 815	1 815		-	1 814	1 814
Total Financial Assets		3 165	1 817	4 982		2 873	1 816	4 689
<i>Financial Liabilities:</i>								
Payables		-	1 665	1 665		-	1 665	1 665
Total Financial Liabilities		-	1 665	1 665		-	1 665	1 665

Financial Instrument	Consolidated			2002	2002			
	Weighted Average Interest Rate at 30.6.02 %	Interest Bearing	Non-Interest Bearing	2002 Total	Weighted Average Interest Rate at 30.6.02 %	Country Interest Bearing	Fire Service Non-Interest Bearing	2002 Total
		\$'000	\$'000	\$'000		\$'000	\$'000	\$'000
<i>Financial Assets:</i>								
Cash on hand		-	2	2		-	2	2
Cash at bank	1.14	878	-	878	1.27	761	-	761
Investments	4.55	1 256	-	1 256	4.65	1 088	-	1 088
Receivables		-	1 042	1 042		-	1 042	1 042
Total Financial Assets		2 134	1 044	3 178		1 849	1 044	2 893
<i>Financial Liabilities:</i>								
Payables		-	1 877	1 877		-	1 876	1 876
Total Financial Liabilities		-	1 877	1 877		-	1 876	1 876

(c) Net Fair Values of Financial Assets and Liabilities

Financial Instrument	Note	Consolidated		2003	
		Total Carrying Amount	Net Fair Value	Total Carrying Amount	Net Fair Value
		\$'000	\$'000	\$'000	\$'000
<i>Financial Assets:</i>					
Cash on hand	11	2	2	2	2
Cash at bank	11	1 857	1 857	1 734	1 734
Investments	11	1 308	1 308	1 139	1 139
Receivables	12	1 815	1 815	1 814	1 814
Total Financial Assets		4 982	4 982	4 689	4 689
<i>Financial Liabilities:</i>					
Payables	14	1 665	1 665	1 665	1 665
Total Financial Liabilities		1 665	1 665	1 665	1 665

Financial Instrument	Note	2002		Country Fire Service	
		Total Carrying Amount	Consolidated Net Fair Value	Total Carrying Amount	Net Fair Value
		\$'000	\$'000	\$'000	\$'000
<i>Financial Assets:</i>					
Cash on hand	11	2	2	2	2
Cash at bank	11	878	878	761	761
Investments	11	1 256	1 256	1 088	1 088
Receivables	12	1 042	1 042	1 042	1 042
Total Financial Assets		3 178	3 178	2 893	2 893
<i>Financial Liabilities:</i>					
Payables	14	1 877	1 877	1 876	1 876
Total Financial Liabilities		1 877	1 877	1 876	1 876

(d) Credit Risk Exposure

The Board's maximum exposure to credit risk at the reporting date in relation to financial assets is the carrying amount of those assets as indicated in the Statement of Financial Position.

The Board has no significant exposures to any concentrations of credit risk.

25. Related Party Transactions

Members of the Board, or their member-related entities, conduct transactions with the Country Fire Service within a normal supplier relationship on terms no more favourable than those with which it is reasonable to expect SA Country Fire Service would have adopted with the member or member-related entity at arms-length in similar circumstances.

26. Controlled Entity

The consolidated financial statements at 30 June 2002 include the following controlled entity:

<i>Name of Controlled Entity</i>	<i>Place of Incorporation</i>
The Country Fire Service Foundation	Australia

The Country Fire Service Foundation (the Foundation) was incorporated on 22 November 2001 under the *Associations Incorporations Act, 1985*. The Foundation was established for the following purposes;

- To support CFS Volunteers and members of the public, and to relieve them from poverty, sickness, destitution, suffering or misfortune arising from fires and other emergencies in the country.
- To provide money, property or benefits to Deductible Gift Recipients or for the establishment of Deductible Gift Recipients.

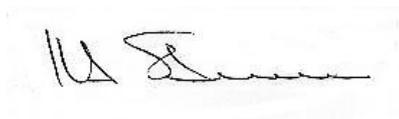
27. Event Occurring After Reporting Date

In October 2002, the Minister for Emergency Services (the Minister) commissioned a review into the management, administration and governance arrangements of emergency services in South Australia. This included the structure and activities of the Country Fire Service Board (the Board).

The Report of the Emergency Services Review Taskforce, subsequently released by the Minister in May 2003, foreshadowed a number of major recommendations. Some of these may directly impact the structure and operations of the Board.

In July 2003 the Government provided a formal response to that report and signalled its intention to implement many of the Report's recommendations. While it is not possible to determine what financial effect(s) will flow from this, it is anticipated that the Board will continue, albeit likely within a framework of revised administrative and governance arrangements.

In our opinion, the attached Financial Statements of the Country Fire Service Board, being the Statement of Financial Performance, Statement of Financial Position and Statement of Cash Flows for the year ended 30 June 2003 and notes thereto, present fairly, in accordance with the Treasurer's Instructions and Accounting Policy Statements promulgated under the provisions of the *Public Finance and Audit Act, 1987* (as amended), Statements of Accounting Concepts, applicable Australian Accounting Standards and applicable Urgent Issues Group Consensus Views. In addition, internal controls over financial reporting have been effective throughout the reporting period.



R Stevens CHAIRPERSON COUNTRY FIRE SERVICE BOARD	E Ferguson CHIEF EXECUTIVE COUNTRY FIRE SERVICE	T Pearce MANAGER FINANCIAL SERVICES EMERGENCY SERVICES ADMINISTRATIVE UNIT
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MEDALS AWARDED 2002-2003

Australian Fire Service Medals

Rod Cooper
Andrew Lawson
Kevin May
Geoff Smith
Quentin Russ

Mt Lofty Group Officer
Manager Operations and Planning
Regional Commander – Region 4
Spencer Group Officer
Tumby Bay Group Officer

National Medals

Region One

Robert Quattrocchi	Athelstone Brigade	Donald Fogg	Echunga Brigade
Michael Rossi	Athelstone Brigade	Irene Anderson	Echunga Brigade (1 st Clasp)
John Follett	Athelstone Brigade (plus 1 st Clasp)	Raymond Grose	Happy Valley Brigade
Malim Watts	Athelstone Brigade	Kevin Jolly	Kangarilla Brigade
Bryce Watson	Basket Range Brigade	Wayne Endersby	Kangarilla Brigade
Douglas Watson	Basket Range Brigade (plus 1 st & 2 nd clasp)	Nicole Benham	Kangarilla Brigade
Jonathon Hardy	Basket Range Brigade	Barbara Cain	Kangarilla Brigade
Gary Bau	Basket Range Brigade	Johannes Jansen	Kangarilla Brigade (1 st Clasp)
Douglas Bishop	Basket Range Brigade	John Ziesing	Littlehampton Brigade
William Bishop	Basket Range Brigade (plus 1 st and 2 nd Clasp)	Brett Merritt	Littlehampton Brigade
Robert Butler	Basket Range Brigade	Craig Dearman	Lobethal Brigade
William Cramond	Basket Range Brigade	Edwin Schneemilch	Macclesfield Brigade
Donald Cranwell	Basket Range Brigade	Warren Rogers	Montecute Brigade (plus 1 st Clasp)
Dean Duncan	Basket Range Brigade	Philip Chambers	Morphett Vale Brigade
Jonathon Medder	Belair Brigade	Brian Holecek	Morphett Vale Brigade (1 st Clasp)
Trevor Cock	Belair Brigade (1 st Clasp)	Peter Venning	Morphett Vale Brigade (1 st Clasp)
Roberta Rice	Belair Brigade	Rohan Roylance	Morphett Vale Brigade
Peter Carter	Blackwood Brigade	Robert Pappin	Mt Lofty Tower Brigade
Ian Robinson	Blackwood Brigade (1 st Clasp)	Richard Eylward	Norton Summit/Ashton Brigade
Forbes Thompson	Blackwood Brigade	Gregory James	Oakbank/Balhannah Brigade (1 st Clasp)
David Whomes	Blackwood Brigade	Lance Lawson	Oakbank/Balhannah Brigade (1 st Clasp)
John Harris	Blewitt Springs Brigade	Carl Cederblad	Region One Operations Brigade (2 nd Clasp)
Joan Harris	Blewitt Springs Brigade	Alison Cederblad	Region One Operations Brigade (plus 1 st Clasp)
Andrew Missen	Bridgewater Brigade	Laurence Wickes	Sellicks Brigade (1 st Clasp)
Peter Dawson	Bridgewater Brigade	Thomas Fairbrother	Stirling Brigade
Peter Walker	Brukunga Brigade	Robert Darragh	Stirling Brigade
Meredith Goodwin	Brukunga Brigade	Christine Pointon	Stirling Brigade
Lee Videon	Cherry Gardens Brigade	Desmond Bailes	Stirling Brigade
Graeme Vickerman	Cherry Gardens Brigade	Gerold Seppelt	Stirling Brigade
Geoffrey Lewis	Cherry Gardens Brigade (plus 1 st Clasp)	Ashley Mildred	Stirling Brigade
Paul Heck	Cherry Gardens Brigade	Brendan McEvoy	Upper Sturt Brigade
Robert Cornish	Cherry Gardens Brigade	Stephen Rogers	Waitpinga Brigade
John Coppi	Cherry Gardens Brigade	Stephen Jak	Waitpinga Brigade
David Frith	Cherry Gardens Brigade	Susan West	Waitpinga Brigade
Grant Holliday	Cherryville Brigade (1 st Clasp)	Malcolm Yeates	Woodchester Brigade
Robert McDougall	Cherryville Brigade (2 nd Clasp)	Tony Barnes	Woodchester Brigade
Nick Papavasiliou	Echunga Brigade	Eric Harvey	Woodchester Brigade (1 st Clasp)
Barry Graham	Echunga Brigade	Kevin Harvey	Woodchester Brigade (1 st Clasp)
John Forster	Echunga Brigade		

Region Two

Mark Grocke	Dublin Brigade	Maurice Horgan	Tarlee Brigade
Brenton Henschke	Region 2 Operations Brigade	Jim Mulligan	Williamstown Brigade
Daryl Bartsch	Tanunda Brigade	Allen Wyatt	Williamstown Brigade
Frank Gorey	Tarlee Brigade	Brian Agars	Tanunda Brigade (plus 1 st Clasp)
Mark Hill	Tarlee Brigade (plus 1 st Clasp)	Adrian Buckby	Woolsheds/Wasleys Brigade

Region Three

Clyde Badman	Barmera Brigade (2 nd Clasp)	Steven Gazzola	Jervois Brigade
Ian Campbell	Glossop Brigade (2 nd Clasp)	Wayne Thorley	Jervois Brigade
Ian Cooper	Glossop Brigade	Andrew Williss	Jervois Brigade
William Wilksch	Glossop Brigade (plus 1 st Clasp)	Chris Martin	Regional Commander (2 nd clasp)
Shane Coleman	Jervois Brigade		

Region Four

Timothy Galpin	Andamooka Brigade	Roger Mortimer	Orroroo Brigade
Barry Burgess	Gulnare Brigade (plus 1 st & 2 nd clasp)	Michael Rosenblatt	Orroroo Brigade
John Prest	Gulnare Brigade	Anthony Schmidt	Orroroo Brigade
Paul Thomas	Gulnare Brigade (plus 1 st clasp)	Phillip Tapscott	Orroroo Brigade
Graham Wilsdon	Gulnare Brigade	Jeffrey Tapscott	Orroroo Brigade
Geoff Lenartowicz	Napperby Brigade	Grantly Wilkin	Orroroo Brigade
Ian Barton	Orroroo Brigade	Robert Wilson	Orroroo Brigade
Trevor Cozens	Orroroo Brigade (plus 1 st & 2 nd clasp)	Christopher Ellsmore	Port Broughton Brigade
Darryl Gillies	Orroroo Brigade (plus 1 st & 2 nd clasp)	David White	Roxby Downs Brigade
Warren Hooper	Orroroo Brigade	Wayne Ellard	Wilmington Brigade

Region Five

Graham Lamond	Moorak Brigade (plus 1 st Clasp)
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Region Six

Neil Ackland	Yeelanna Brigade	Graham Hurrell	Coffin Bay Brigade
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Commonwealth Centenary Medal**Region One**

Lois Allen	Bradbury Brigade	Lenard Brooks	Meadows Brigade
Terence Beeston	Norton Summit/Ashton Brigade	Lance Lawson	Oakbank/Balhannah Brigade
Keith Taylor	Norton Summit/Ashton Brigade	David Przibilla	Willunga Brigade
Malcom Blesing	Hindmarsh Valley Brigade	Vincent Monterola	Stirling Brigade

Region Two

Colin Angas	Angaston Brigade	Raymond Obst	Greenock Brigade
Geoffrey Brown	Salisbury Brigade	Robert Styling	Salisbury Brigade
Jeffrey Clark	Region 2 Operations/Williamstown Brigade	Anthony Wege	Nuriootpa Brigade
Brenton Henschke	Region 2 Operations/Dalkeith Brigade	Andrew Young	Angaston Brigade
Sharon Martin	Hamley Bridge Brigade		

Region Three

Michael Arnold	Waikerie Brigade	Donald Patten	Murray Bridge Brigade
Ian Colliver	Cooke Plains Brigade	Neville Schultz	Cambrai Brigade
Dean Elliot	Coonalpyn Brigade	Kenneth Schutz	Pinaroo Brigade
Raoul Otto De Grancy	Monash Brigade		

Region Four

Timothy Cooper	Jamestown Brigade	Shane Fantinel	Napperby Brigade
Betty Cox	Orroroo Brigade	John Sargent	Gladstone Brigade
Vivienne Obst	Stirling North Brigade		

Region Five

Doreen Hodgson	Nangwarry Brigade	Shane Francis	Naracoorte Brigade
Fredrick Stent	Penola Brigade	Robert Davis	Yahl/Mt Gambier & Port McDonnell Operations
Allan Marshall	Naracoorte Brigade	Peter Edgcumbe	Tantanoola Brigade

Region Six

Kevin Elson	Cleve Brigade	Annette Hutt	Wudinna Brigade
Robert Habner	Toolgie Hills Brigade	Elizabeth Kammermann	Cleve Brigade
John Hanson	Cowell Brigade	Leon Roberts	Wirrulla Brigade
Greg Hurrell	Yeelanna Brigade		

Ministerial Commendation

Greg Hurrell	Yeelanna Brigade
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