



NSW RURAL FIRE SERVICE



# NSW RFS ANNUAL REPORT

2014/15

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## Appendix 1.1

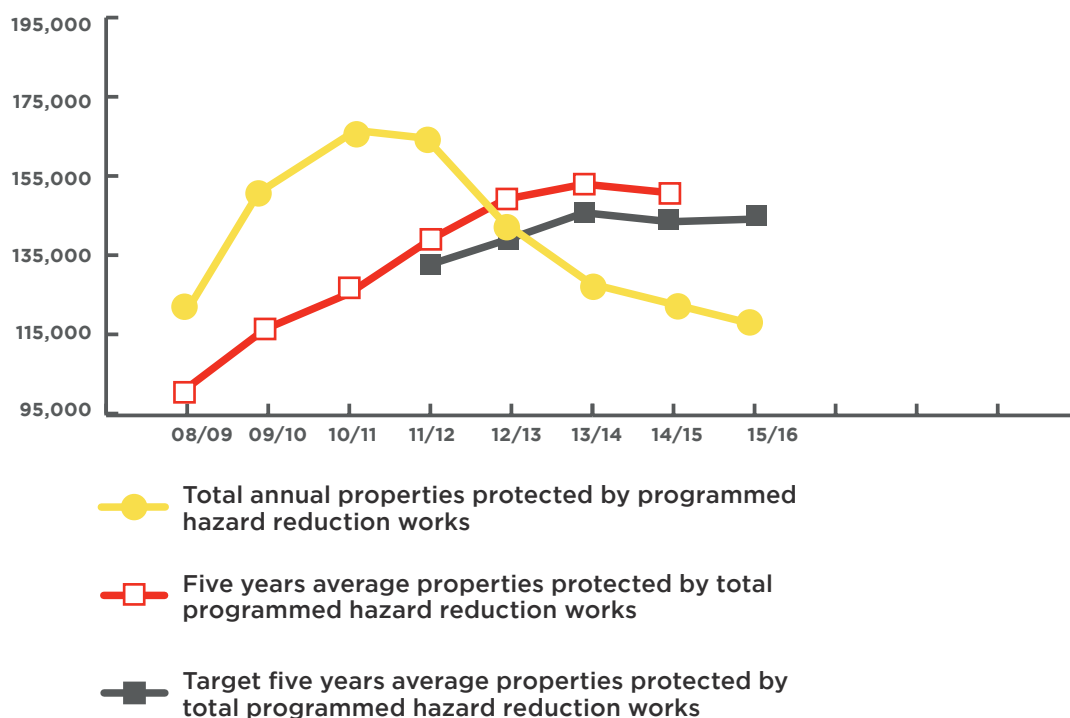
### BUSH FIRE COMMUNITY PROTECTION: PROPERTIES PROTECTED REPORT

Location	Number of works planned	Number of works completed	Proportion of works completed v planned %	Number of properties covered by completed works	Value of properties covered by completed works \$M
<b>Total bush fire protection works</b>	<b>20,577</b>	<b>17,341</b>	<b>84.3%</b>	<b>229,796</b>	<b>\$111,558.0</b>
Total programmed hazard reduction works	9,604	7,360	76.6%	116,977	\$51,469.9
Bush fire hazard complaints	2,145	1,962	91.5%	2,846	\$1,252.2
Private land hazard reduction certificates	683	638	93.4%	1,127	\$495.9
Development control assessments	5,192	4,668	89.9%	52,855	\$33,704.4
Community education programs	2,953	2,713	91.9%	55,991	\$24,636.0

1. The 'Total programmed hazard reduction works' data set is derived from the Bush fire Risk Information Management System (BRIMS) records as at 17 August 2015.
2. The 'Number of works planned' data set is comprised of activities with a scheduled or completed date occurring during 2014/15.
3. The 'Number of works completed' data set comprises activities with a completion date occurring during 2014/15.
4. The 'Value of properties covered by completed works' uses a standard property value of \$440,000 per property which was sourced from a published paper (McAneney K.J. 2005).
5. The planned works for hazard complaints comprise the complaints received in this reporting period and the carryovers.
6. The planned works for DAs comprise the DAs received in this reporting period and the carryovers.

### Goal 28.2.4

**Increase the number of properties protected by hazard reduction works across all bush fire prone land tenures by 20,000 per year by 2016**



### NUMBER OF PROPERTIES PROTECTED BY HAZARD REDUCTION WORKS

	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Total annual properties protected by programmed hazard reduction works	118,021	154,211	167,533	165,945	146,292	124,414	116,977	
Five years average properties protected by total programmed hazard reduction works	96,313	115,612	128,593	136,063	150,400	151,679	144,232	
Target five years average properties protected by total programmed hazard reduction works				132,793	136,793	140,793	144,793	148,793

## PROPERTIES PROTECTED: BY AGENCY

	Target	Number of properties protected	Completed v target (%)
Department of Primary Industries	18,320	24,027	131.2%
Local Govt Authority	57,185	40,294	70.5%
NSW National Parks and Wildlife Service	15,399	17,887	116.2%
Other	921	1,524	165.5%
Forests Corporation NSW	1,263	74	5.9%
Fire & Rescue NSW	4,106	2,374	57.8%
NSW RFS	47,599	30,797	64.7%

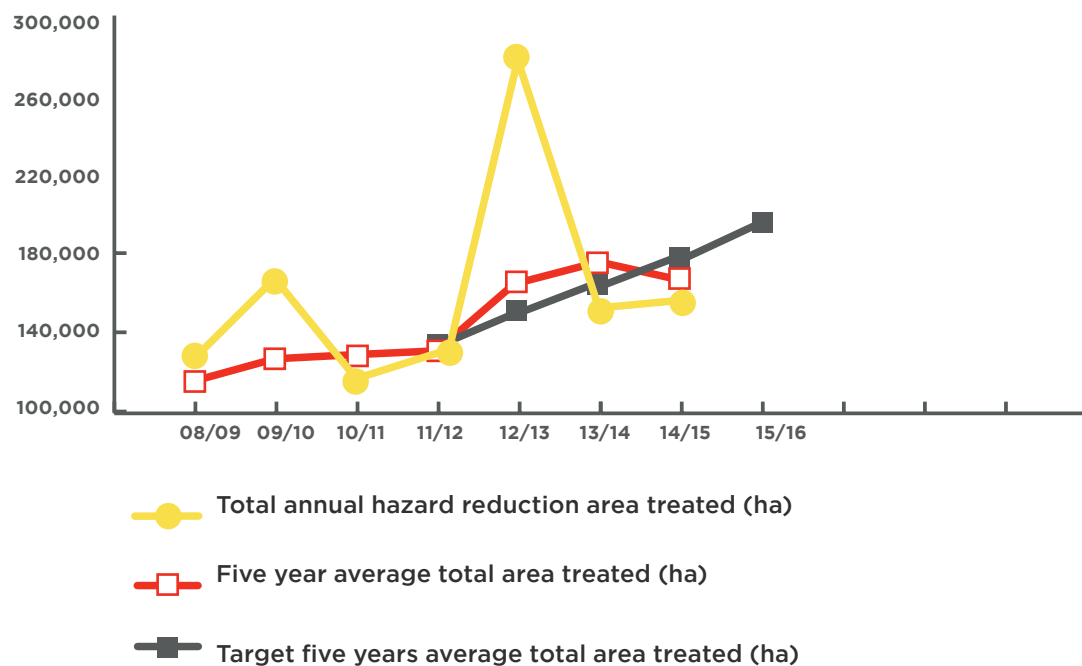
## COMPLETED HAZARD REDUCTION WORKS SUMMARY BY TENURE

	Burning (ha)	Mechanical (ha)	Other (ha)	Total (ha)
Australian Rail Track Corporation	163.30	12.91	0.00	176.21
Catchment Authority	116.66	0.00	0.00	116.66
Commonwealth	465.58	143.63	183.37	792.58
Dept of Primary Industries (Crown Lands)	1,412.59	2,246.78	110.74	3,770.11
Local Government Authority	427.55	11,488.93	3,791.00	15,707.48
NSW National Parks and Wildlife Service	114,342.70	1,826.23	81.57	116,250.50
Other	3,285.35	805.79	1.34	4,092.48
Private	8,628.30	284.04	23.40	8,935.74
Railcorp	0.00	62.21	0.00	62.21
Roads and Maritime Services	0.00	88.61	0.00	88.61
Forests Corporation NSW	2,069.78	86.47	8.61	2,164.86
<b>Total hazard reduction areas</b>	<b>130,911.81</b>	<b>17,045.60</b>	<b>4,200.03</b>	<b>152,157.44</b>

NOTE: The total hazard reduction area on land tenure exclude 195.85 hectares by grazing means.

### Goal 28.2.5

#### Increase the annual average level of area treated by hazard reduction activities by 45 percent by 2016



#### AVERAGE LEVEL OF THE AREA TREATED BY HAZARD REDUCTION

	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Total annual hazard reduction area completed (ha)	123,334.51	174,705.85	117,633.25	138,211.48	281,492.19	157,222.46	152,157.44	
Five year average total area of hazard reduction work completed (ha)	113,946	126,915	128,894	135,688	167,075	173,853	169,343	
Target five years average total area of hazard reduction works completed (ha)				139,900	150,435	161,762	173,943	187,041

NOTE: All measurements are in hectares.



## HAZARD REDUCTION AREAS COMPLETED: BY LAND TENURES VERSUS TARGET

Land tenure	Target	Completed HR Area by method				Completed v target(%)
		Burning	Mechanical	Other	Total	
Australian Rail Track Corporation	271.7	163.30	12.91	0.00	176.21	64.9%
Catchment Authority	404.4	116.66	0.00	0.00	116.66	28.8%
Commonwealth	126.7	465.58	143.63	183.37	792.58	625.6%
Dept of Primary Industries (Crown Lands)	2,588.6	1,412.59	2,246.78	110.74	3,770.11	145.6%
Local Government Authority	11,623.3	427.55	11,488.93	3,791.00	15,707.48	135.1%
NSW National Parks and Wildlife Service	125,546.4	114,342.70	1,826.23	81.57	116,250.50	92.6%
Other	2,542.40	3,285.35	805.79	1.34	4,092.48	161.0%
Private	10,365.0	8,628.30	284.04	23.40	8,935.74	86.2%
Railcorp	225.1	0.00	62.21	0.00	62.21	27.6%
Roads and Maritime Services	587.5	0.00	88.61	0.00	88.61	15.1%
Forests NSW	19,662.1	2,069.78	86.47	8.61	2,164.86	11.0%

### Hazard Reduction Undertaken By the NSW RFS

While not a land management agency, members of the Service contribute significantly to hazard reduction activities in support of land management agencies and private property owners. During the reporting year, the NSW RFS undertook 1,711 hazard reduction works comprising approximately 25,957 hectares of hazard reduction work protecting a total number of 30,797 assets with a value of \$13.6 billion (based on median insurance house and contents value in Sydney 2004 - McAneney K. J . 2005).

## HAZARD REDUCTION CERTIFICATES ISSUED

Certificate issuing agency	Number Issued	% of total
Dept of Primary Industries (Crown Lands)	353	14.26%
Local Government Authority	599	24.20%
NSW National Parks and Wildlife Service	343	13.86%
NSW RFS	1,154	46.63%
Other	26	1.05%
<b>Total</b>	<b>2,475</b>	<b>100%</b>

## HAZARD COMPLAINTS RECEIVED

Land tenure	Complaints received	% of total
Private land	1,155	62.20%
Council land	522	28.11%
State Government land	160	8.62%
Commonwealth land	-	0.00%
Australian Rail Track Corporation land	4	0.22%
To be determined	16	0.86%
<b>Total</b>	<b>1,857</b>	<b>100%</b>

## INSPECTIONS, FORMAL NOTICES AND ENFORCEMENT WORKS

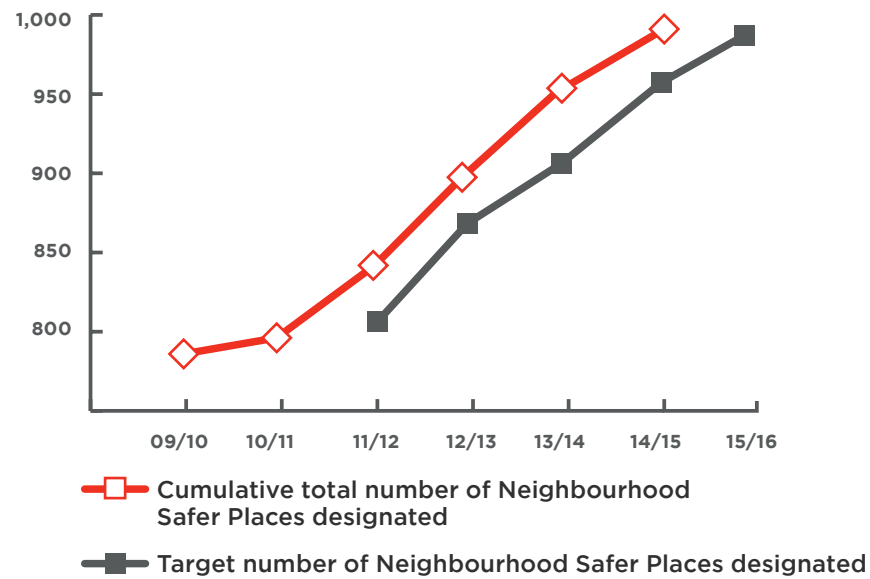
Number of hazard complaints inspections undertaken	Number of formal notices issued under Section 66 of the Act	Enforcement works undertaken under Section 70 of the Act
2,279	132	24

PERMITS ISSUED UNDER THE *RURAL FIRES ACT 1997*

Permits issued by	Number Issued	% of total
Fire & Rescue NSW	451	1.77%
NSW RFS	25,091	98.23%
<b>Total</b>	<b>25,542</b>	<b>100%</b>

## Appendix 1.2

### Neighbourhood Safer Places



### NEIGHBOURHOOD SAFER PLACES

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Cumulative total number of Neighbourhood Safer Places designated	740	793	849	900	959	983	
Target number of Neighbourhood Safer Places designated			833	873	913	953	993

## Appendix 2.1

### Waste handling report

The NSW RFS continues to be committed to reducing the amount of waste to landfill and improving procurement procedures to ensure the Government's targets in this area are achieved.

The NSW RFS increased recycling over the previous reporting period by 5%.

Data was compiled on the amount of paper recycled and office equipment wastes, including toner cartridges and printer ribbons. Paper avoidance strategies continue through the extensive use of email, computer generated forms and the internet as well as double-sided printing and photocopying of documents.

Recycling at the NSW RFS Headquarters in Lidcombe based on the office waste stream assessment included:

- 3,890 kg paper waste
- 1,040 kg co-mingled (glass bottles, aluminium cans, PET)
- 9,830 kg cardboard
- 100 percent of all used toner cartridges
- 100 percent of obsolete computers and computer monitors

## Appendix 2.2

### Environmental Score Performance Report

	Score
EPS (All Corporate Passenger Vehicles)	14.1
EPS (All Corporate Light Commercial Vehicles)	9.5

The figures are based on Corporately marked vehicles; no operationally marked vehicles have been included in this report.

## Appendix 2.3

### Digital information security annual attestation statement 2014/15

NSW RFS is in the process of implementing the NSW Government Digital information security policy (DISP) as per the directive of the NSW Government (refer to memorandum M2012-15). This is underpinned by updating its current ISMS to align with the requirements of the latest version of the ISO 27001 standard, ISO 27001:2013.

Information security is important to NSW RFS and a risk based approach has been taken to implement security controls. An independent third party review of ISMS was carried out for assessing compliance to the ISO 27001:2013 standard. As a result, actions to align the current ISMS to the ISO 27001:2013 standard were identified.

I, Commissioner Shane Fitzsimmons, am of the opinion that NSW RFS had an Information Security Management System (ISMS) in place during the financial year being reported on consistent with the Core Requirements set out in the Digital Information Security Policy for the NSW Public Sector.

I, Commissioner Shane Fitzsimmons, am of the opinion that the security controls in place to mitigate identified risks to the digital information and digital information systems of NSW RFS are adequate for the foreseeable future.

I, Commissioner Shane Fitzsimmons, am of the opinion that there are no other Public Sector Agencies, or parts thereof, under the control of NSW RFS with a risk profile sufficient to warrant an independent Information Security Management System.

NSW RFS is implementing a Record management system (TRIM) in compliance with the NSW Government information classification guidelines and continues to incorporate the changes into systems and business processes.



Shane Fitzsimmons, AFSM  
NSW RFS Commissioner

## APPENDICES - MEMBERSHIP AND STRATEGIC SERVICES

### Appendix 3.1

#### Salaried and volunteer members

	2015	2014	2013
Full Time Equivalent Positions (FTE)	824	822	846
Permanent Position Count	804	781	773
Headcount at Census	849	858	883
Volunteer members	74,516	73,746	71,976

The Public Service Commission collects workforce profile data from Public Sector Agencies

### Appendix 3.2

#### Executive Remuneration

Senior Executives Band	2015			2014		
	Female	Male	Average Remuneration	Female	Male	Average Remuneration
Band 4 (430,451 - 497,300)	0	0	-	0	0	-
Band 3 (305,401 - 430,450)	0	1	397,720	0	1	336,850
Band 2 (242,801 - 305,400)	1	4	265,031	1	2	273,633
Band 1 (170,250 - 242,800)	2	11	190,102	1	15	178,302
Totals	3	16		2	18	
	19			20		

4.67% of NSW RFS employee related expenditure in 2014 relates to senior executives

4.87 % of NSW RFS employee related expenditure in 2015 relates to senior executives

## Appendix 3.3

### Membership applications

As 30 June 2015

	2014/15	2013/14	2012/13
<b>New member applications</b>	4,558	6,408	4,503
<b>(includes junior member applications)</b>	(298)	(410)	(317)

## Appendix 3.4

### Equal opportunity

Trends in representation of EEO Groups				
EEO Group	Benchmark/Target	2015	2014	2013
<b>Women</b>	50%	34.2%	34.4%	33.0%
<b>Aboriginal People and Torres Strait Islanders</b>	2.6%	1.2%	1.3%	1.5%
<b>People whose First Language Spoken as a Child was not English</b>	19.0%	5.2%	5.6%	5.4%
<b>People with a Disability</b>	N/A	5.1%	5.0%	4.8%
<b>People with a Disability Requiring Work-Related Adjustment</b>	1.5%	3.1%	3.4%	3.8%

**Equal opportunity (cont.)**

<b>Trends in distribution of EEO Groups</b>				
<b>EEO Group</b>	<b>Benchmark/ Target</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
Women	100	90	91	92
Aboriginal People and Torres Strait Islanders	100	N/A	N/A	N/A
People whose First Language Spoken as a Child was not English	100	107	106	110
People with a Disability	100	109	113	116
People with a Disability Requiring Work-Related Adjustment	100	114	116	118

Note 1: A Distribution Index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.

Note 2: The Distribution Index is not calculated where EEO group or non-EEO group numbers are less than 20.

**Volunteer to Career**

Approximately 72 percent of members currently employed with the NSW RFS are drawn from the Service’s volunteer membership. Volunteer members are encouraged to pursue a career in the Service. The RFSA is a valued partner of the RFS in conducting the Volunteer to Career Program (V2C). This is the eighth year this successful program has been run, the 2014/15 program was held over the weekend of 2 May 2015. To date 540 volunteer members have attended the program.



## Appendix 3.5

### Public Interest Disclosures

Statistical data for reporting in accordance with the *Public Interest Disclosures Act 1994* and Public Interest Disclosures Regulation 2011.

	Made by public officials performing their day to day functions	Under statutory or other legal obligation	All other PIDs
Number of public officials who made PIDs directly	0	1	2
Number of PIDs received	0	2	3
<i>Of PIDs received, number primarily about:</i>			
Corrupt Conduct	0	1	3
Maladministration	0	1	0
Serious and Substantial waste	0	0	0
Government Information Contravention	0	0	0
Local Government pecuniary interest contravention	0	0	0

Number of PIDs finalised (since 1 January 2012)

9

Additional Information	Response
Does NSW RFS have an internal reporting policy?	Yes. Service Standard 1.1.30 Public Interest Disclosures in the NSW RFS
Has head of agency taken actions to meet staff awareness obligations?	Yes. Training provided, publication of information on Intranet site and access to Service Standards

**Appendix 3.6****Reported Injuries and Registered Workers Compensation Claims 2014/15**

Injury Type	Reported Injuries			Workers Compensation Claims	
	Volunteer Member	Salaried Member	Non RFS Personnel	Volunteer Member	Salaried Member
Breathing difficulties	9	1	0	0	0
Burns	13	4	0	3	0
Contusion with skin intact	41	6	0	4	0
Dislocation	3	0	0	3	0
Foreign body in eye, ear, nose, respiratory or digestive systems	13	7	0	6	1
Fracture	21	2	2	21	1
Head injury	13	4	1	4	2
Heart attack / chest pains	5	0	1	5	0
Heat stress / heat stroke	28	3	0	14	0
Injuries to nerves and spinal cord	4	2	0	1	0
Internal injury of chest, abdomen and pelvis	16	3	0	2	3
Laceration / abrasion	67	24	1	16	15
Other muscle stress	30	7	0	6	3
Poisoning and toxic effects of substances	55	29	1	11	2
Psychological disorders	10	3	0	10	3
Smoke inhalation	24	0	2	16	0
Sprains and strains of joints and adjacent muscles	105	50	2	61	18
Superficial injury	14	1	0	14	5
<b>TOTAL</b>	<b>471</b>	<b>146</b>	<b>10</b>	<b>197</b>	<b>53</b>
<b>GRAND TOTAL</b>			<b>627</b>		<b>250</b>

NOTE: - There were no prosecutions under the *Work Health and Safety Act 2011* in the reporting period.

## Appendix 3.7

### Learning and Development - NSW RFS Training activity

Volunteers and their qualifications	2015	2014	2013
Bush Firefighters	3,176	3,319	2,100
Village Firefighters	860	652	547
Advanced Firefighters	591	628	404
Crew Leaders	333	245*	548
Group Leaders	55	40	43
First Aid	2,266	1,839	1,794
Breathing Apparatus	646	561	524
Chain Saw Operators	789	798	710
Rural Fire Drivers	602	565	417
NSW RFS Instructors	134	114	317
NSW RFS Training Coordinators	58	41	89
NSW RFS Assessors	118	91	113
Assessor Advocates	6	23	10

\*Crew Leaders are members attaining CLS (pre-requisite for CLS is to hold CLV & CLW)

Figures generated by SAP LSO database only cover qualifications generated by electronic databases within each reporting year. Figures are inclusive of newly certified and recertified members

## Appendix 3.8

### Counselling and Support Unit

	Critical Incident Support Services (CISS)		Member Assistance Program (MAP)		Employee Assistance Program (EAP)	
	# of requests	# of personnel assisted	Hours	# of new requests	Internal	External
2015	273	786	8,522	347	92	26
2014	259	617	8,203	308	89	22
2013	283	992	9,445	351	107	26

NOTE: These figures do not account for pre-incident information and education sessions provided throughout the reporting year.

## Appendix 3.9

### Chaplaincy and Family Support network activity

Chaplaincy Activity	Totals - Senior Chaplain and Senior Family Support Chaplain			Totals - Volunteer Fire District Chaplains and Family Support volunteers		
	2015	2014	2013	2015	2014	2013
Visits to NSW RFS Headquarters	155	160	141	0	2	5
Visits to Fire Control Centres	19	38	35	435	455	439
Visits with Fire Control Officers	17	31	28	215	225	230
Visits to Rural Fire Brigades	38	45	57	148	140	122
Regional Conferences	0	0	0	0	0	0
State Management Conferences	0	0	0	0	0	0
Brigade Captains Meetings	0	0	2	36	38	42
Seminars & Conferences	4	3	3	23	0	23
Station Openings & Dedications	4	3	15	8	5	12
Fire Fleet Blessings & Services	11	9	9	48	54	56
Personal & Family Counselling	78	84	58	364	372	352
Telephone Support & Counselling	210	255	221	320	295	284
Home Visits-Members & Family	35	27	30	175	182	164
Hospital Visitation-Members	40	62	58	169	165	152
Funeral Services Conducted	7	11	9	9	8	20
Infant Christenings/ Dedications	0	1	1	4	6	18
Service Weddings	5	4	3	6	4	7
NSW RFS callouts	9	8	8	136	130	117
FRNSW callouts	0	0	0	0	0	2
NSW Parks and Wildlife Service Callouts	0	0	0	0	0	0
Respond to suicide	0	0	0	0	1	0
Championship & Field Days	5	6	5	2	2	3
Critical Incident Support	30	35	8	19	28	25
Work Cover and other NSW RFS Meetings	51	49	42	0	0	0
<b>Total kms travelled</b>	<b>53,021</b>	<b>50,764</b>	<b>57,666</b>	<b>18,660</b>	<b>22,515</b>	<b>17,342</b>

## Appendix 3.10

### Bushfire Natural Hazard Cooperative Research Centre (BNHCRC)

Year	Cash Contribution	In-kind Contribution*	Additional Bush Fire CRC Research Contribution
2013	\$334,000	\$575,260	\$150,000*
2014	\$334,000	\$562,912	\$250,000**
2015	\$370,000	\$457,008	N/A

The in-kind contribution is based on a schedule of predetermined values for various levels of contribution towards Bushfire and Natural Hazards CRC outcomes or research utilisation. It also includes a component of actual costs incurred by the NSW RFS towards achieving these outcomes, such as travel expenses to attend conferences.

\*For the commissioned research into the January 2013 Fires in NSW - 'Community Understanding and Awareness of Bush fire Safety - January 2013 bush fires'.

\*\*For the commissioned research into the October 2013 Fires in NSW.

## Appendix 3.11

### Consultative Committees

The Rural Fire Service Association (RFSA) is a state-wide non-partisan member association and a valued partner of the NSW RFS. The NSW RFS Commissioner relies on a number of consultative committees, comprising RFSA representatives and senior staff of the Service, for advice on the NSW RFS operations and management.

The Committees that met in the reporting period were: Community Engagement, Membership Services (including the Young Members Group, a sub-group of the Membership Services Consultative Committee), Infrastructure Services and Operations. Details of representation and attendance at this Committee are set out as follows.

## APPENDICES - MEMBERSHIP AND STRATEGIC SERVICES

### Consultative Committees (cont.)

#### COMMUNITY ENGAGEMENT CONSULTATIVE COMMITTEE

Name	Attendance	No. Eligible to Attend
Stephen O'Malley (Chair July 2014-June 2015)	2	2
Marcia LeBusque (Deputy Chair)	1	2
Neil Thompson	2	2
Helen Riedl	1	2
Victoria Williams	2	2
Glenn O'Rourke	2	2
Jayne Leary	2	2
Bruce (Jamie) Bertram	2	2
Barry Kennedy	2	2
Donna Brotherson	2	2

\*Tim Arnott also attended a meeting as an observer.

#### INFRASTRUCTURE SERVICES CONSULTATIVE COMMITTEE

Name	Attendance	No. Eligible to Attend
Assistant Commissioner Bruce McDonald, AFSM (Chair)	2	2
Brian McDonough (Deputy Chair)	2	2
Mark Ross	2	2
Troy Dowley	2	2
Steve Jones	2	2
Steve Smith	1	2
Pat Bradley	2	2
Sally Smith	1	2
Jim Smith, AFSM	1	2
Tom Nolles, AFSM	2	2

\*John Fitzgerald, AFSM also attended the two meetings as a RFSA Representative

## MEMBERSHIP SERVICES CONSULTATIVE COMMITTEE

Name	Attendance	No. Eligible to Attend
Bronwyn Jones (Chair)	2	2
Ken Middleton (Deputy Chair)	2	2
Steve Mepham	0	2
Glenn Wall	2	2
Peter Mooney	2	2
Sean McArdle, AFSM	1	2
David Doblinger	2	2
Helen Carlos	2	2
Peter Burfitt	2	2
Robyn Martyn	2	2

\*Scott Campbell also attended the two meetings as a RFSA Representative.

## YOUNG MEMBERS GROUP SUB-COMMITTEE

Name	Attendance	No. Eligible to Attend
Stephanie Huysmans (Chair)	2	2
Jason Conn	2	2
Megan Goddard	1	2
Jackson Meaney	1	2
Nathan Barnden	2	2
Renee Smith (Deputy Chair 2015)	2	2
James Kirk	1	2
Hannah Wells	2	2
Alex Naylor Deputy Chair (2014)	0	2
Jamie Laws	0	2
Nathan Inwood *	1	2
Jayden Nichols *	1	2
Christopher Syme *	1	2
Brooke Bevan *	1	2
Narelle Koteff (Ex Officio)	1	2
Jane Hollier (RFSA Representative)	2	2
Tracey McNamara (Secretariat)	2	2
Kristine Wendtman (A/Ex Officio / VRWP Representative)	2	2

\*Members appointed in March 2015

## APPENDICES - MEMBERSHIP AND STRATEGIC SERVICES

### Consultative Committees (cont.)

#### OPERATIONS CONSULTATIVE COMMITTEE

Name	Attendance	No. Eligible to Attend
Deputy Commissioner Rob Rogers, AFSM (Chair)	2	2
David Hoadley, AFSM (Deputy Chair)*	1	2
Wayne Halliday	2	2
Brendon Ede	1	2
Geoff Ryan	2	2
Krystaal Hinds	1	2
David Stimson	2	2
Bill Clifford	2	2
Peter Arthur	1	2
Steve Robinson	2	2

\*Chris Powell, AFSM represented David Hoadley, AFSM as Deputy Chair during the March 2015 meeting



## Appendix 3.12

### NSW RFS Internal Bravery and Service Awards

	Volunteer Members	Salaried Members	Total
<b>Commissioner's Award for Valour</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Commissioner's Commendation for Bravery</b>	<b>5</b>	<b>Nil</b>	<b>5</b>
Firefighter Joshua Denney	Ingleside Brigade, Warringah Pittwater, Region East		
Captain Anthony Lord	Cobar Headquarters Brigade, Far West Team, Region West		
Deputy Captain Timothy Lord	Cobar Headquarters Brigade, Far West Team, Region West		
Firefighter Gary Sambridge	Ingleside Brigade, Warringah Pittwater, Region East		
Deputy Captain Christopher Snelson	Geandale Brigade, Far West Team, Region West		
<b>Commissioner's Commendation for Service</b>	<b>14</b>	<b>Nil</b>	<b>14</b>
Firefighter Timothy Agnew	Duffys Forest Brigade, Warringah Pittwater, Region East		
Deputy Captain Colin Brooker	Davidson Brigade, Warringah Pittwater, Region East		
Firefighter Selin Carroll	Davidson Brigade, Warringah Pittwater, Region East		
Captain Trent Dowling	Davidson Brigade, Warringah Pittwater, Region East		
Firefighter Robert Duncan	Kenthurst Brigade, The Hills, Region East		
Deputy Captain Timothy Eliot	Davidson Brigade, Warringah Pittwater, Region East		
Deputy Captain Norman Fountain	Crookwell Brigade, Southern Tablelands, Region South		
Deputy Captain Scott Lawrence	Davidson Brigade, Warringah Pittwater, Region East		
Firefighter Graeme MacGregor	Davidson Brigade, Warringah Pittwater, Region East		
Firefighter Michael McIlwraith	Davidson Brigade, Warringah Pittwater, Region East		
Deputy Group Captain Sean McLoughlin	Ingleside Brigade, Warringah Pittwater, Region East		
Firefighter Daryl Meppem	Davidson Brigade, Warringah Pittwater, Region East		
Firefighter Richard Miller	Wyong Headquarters Brigade, The Lakes, Region East		
Senior Deputy Captain Darryl Pearson	Davidson Brigade, Warringah Pittwater, Region East		

## APPENDICES - MEMBERSHIP AND STRATEGIC SERVICES

	Volunteer members	Salaried members	Total
<b>Commissioner's Certificate of Commendation (Unit)</b>	<b>4</b>	<b>0</b>	<b>4</b>
Blue Mountains Rural Fire District	Region East		
Bourke Headquarters, Geandale and Nyngan Headquarters Brigades	Far West Team, Region West		
Davidson Brigade	Warringah Pittwater, Region East		
Warringah Pittwater Supporting Units	Warringah Pittwater, Region East		
<b>Commissioner's Certificate of Commendation (individual)</b>	<b>2</b>	<b>0</b>	<b>2</b>
Matthew Esson	Hornsby Rural Fire Brigade, Hornsby/Ku-ring-gai, Region East		
Stephen Price	Valley Heights Rural Fire Brigade, Blue Mountains, Region East		
<b>Commissioner's Unit Citation for Bravery</b>	<b>Nil</b>	<b>Nil</b>	<b>Nil</b>
<b>Commissioner's Unit Citation for Service</b>	<b>2</b>	<b>1</b>	<b>2</b>
Belrose 1A, Belrose 1B, Ingleside 1A, Tumbledown Dick 1 and Warringah Pittwater Headquarters 1 Rural Fire Brigades	Warringah Pittwater, Region East		
Cobar Headquarters and Geandale Rural Fire Brigades and Far West Team	Far West Team, Region West		
NSW RFS and National Parks and Wildlife Service	Remote Area Firefighting Teams		
<b>Totals</b>	<b>27</b>	<b>1</b>	<b>28</b>

## NSW RFS Long Service Awards

Long Service Medals	Volunteer members	Salaried members	Totals
10 yr Long Service Medal	820	29	849
20 yr Long Service Medal	300	4	304
30 yr Long Service Medal	234	2	236
40 yr Long Service Medal	165	1	166
50 yr Long Service Medal	115	0	115
60 yr Long Service Medal	59	0	59
70 yr Long Service Medal	8	0	8
<b>Totals</b>	<b>1,701</b>	<b>36</b>	<b>1,737</b>

## NSW RFS Long Service Medals Clasps

Long Service Medals	Volunteer Members	Salaried Members	Totals
20 yr	176	15	191
30 yr	56	6	62
40 yr	23	0	23
50 yr	18	0	18
60 yr	3	0	3
70 yr	0	0	0

## APPENDICES - MEMBERSHIP AND STRATEGIC SERVICES

### Australian Honours System

#### Australian Fire Service Medal

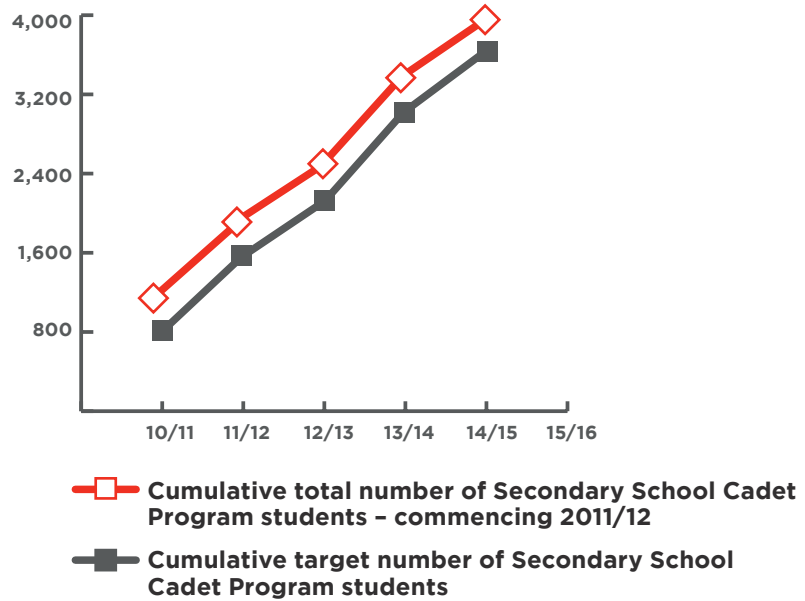
Australian Fire Service Medal	Volunteer members	Salaried members	Totals
<b>Australia Day</b>	<b>5</b>	<b>2</b>	<b>7</b>
Superintendent Kevin Charles Adams	MIA Zone Manager, Region South		
Group Captain Peter Warwick Conn	Orana, Region West		
Captain Harmen Kampman	Far South Coast, Region South		
Superintendent Jayson Anthony McKellar	Lower Hunter, Region East		
Group Captain Craig Anthony Robertson	Illawarra, Region East		
Group Captain Thomas John Sturgeon	Canoboloas, Region West		
Volunteer Ralph Frank Walker	Lower North Coast, Region South		
<b>Queen's Birthday</b>	<b>6</b>	<b>0</b>	<b>6</b>
Group Captain Edgar Patrick Bradley	New England, Region North		
Group Captain Trevor Fletcher	Far South Coast, Region South		
Volunteer Franklyn John Matters	Southern Highlands, Region East		
Deputy Captain Elaine Robinson	Cudgegong, Region West		
Group Captain Brian Francis Ryan	South West Slopes, Region West		
Volunteer Rudy Schuett	Mid North Coast, Region North		
<b>Totals</b>	<b>11</b>	<b>2</b>	<b>13</b>

#### National Medal/ Clasp

	Volunteer members	Salaried members	Totals
Medals	130	4	134
Clasps	159	7	166
<b>Totals</b>	<b>289</b>	<b>11</b>	<b>300</b>

## Appendix 3.13

### Secondary School Cadet Program



	2010/11	2011/12	2012/13	2013/14	2014/15
<b>Cumulative total number of Secondary School Cadet Program students - commencing 2011/12</b>	814	1,654 (840)	2,484 (827)	3,341 (860)	4,164 (823)
<b>Cumulative target number of Secondary School Cadet Program students</b>	800	1,600	2,400	3,200	4,000

The Secondary School Cadet Program is a goal within the NSW Governments State Plan. Goal 28.2.2 for the NSW RFS states: Enhance volunteer training programs with a particular focus on cadet training schemes.

This program has exceeded the target since measurements began in 2011.

## Appendix 4.1

### Internal Audit and Risk Management Statement 2014/15



NSW RURAL FIRE SERVICE



#### Internal Audit and Risk Management Attestation for the 2014-2015 Financial Year for the NSW Rural Fire Service

I, Shane Fitzsimmons, am of the opinion that the NSW Rural Fire Service has internal audit and risk management processes in operation that are, excluding the exceptions described below, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 *Internal Audit and Risk Management Policy*.

I, Shane Fitzsimmons, am of the opinion that the internal audit and risk management processes for the NSW Rural Fire Service have not departed from the core requirements set out in Treasury Circular NSW TC 09/08.

These processes provide a level of assurance that will enable the senior management of the NSW Rural Fire Service to understand, manage and satisfactorily control risk exposures.

I, Shane Fitzsimmons, am of the opinion that the Audit and Risk Committee for the NSW Rural Fire Service is constituted and operates in accordance with the independence and governance requirements of Treasury Circular NSW TC 09/08. The Chair and Members of the Audit and Risk Committee are:

- Ms Gerardine Brus, Independent Chair, appointed for a 4-year term commencing 20<sup>th</sup> March 2014, ending on 19<sup>th</sup> March 2018.
- Mr Arthur Butler, Independent Member, reappointed for a 4-year term commencing 2<sup>nd</sup> October 2014, ending on 1<sup>st</sup> October 2018.
- Mr Richard Lyons, Non-Independent Member, (Director Executive Services, NSW Rural Fire Service), reappointed 1<sup>st</sup> June 2014, resigned 3<sup>rd</sup> October 2014.
- Assistant Commissioner Bruce McDonald AFSM, Non-Independent Member, (Executive Director Infrastructure Services, NSW Rural Fire Service), appointed 4<sup>th</sup> October 2014, ending 25<sup>th</sup> June 2015.
- Mr Brad Scutella, Non-Independent Member, (Executive Director Executive Services, NSW Rural Fire Service), appointed 26<sup>th</sup> June 2015, ending 25<sup>th</sup> June 2018.

A handwritten signature in black ink, appearing to read 'Shane Fitzsimmons'.

Shane Fitzsimmons, AFSM  
**Commissioner**

Date: 11 SEP 2015

## Appendix 4.2

### 2014/15 Government Information (Public Access) Statistics

**TABLE A: NUMBER OF APPLICATIONS BY TYPE OF APPLICANT AND OUTCOME**

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with	Refuse to confirm/deny whether information is held	Application is withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	2	0	0	0	0	0	0
Private sector business	1	41	2	1	0	0	0	2
Not for profit organisations or community groups	2	0	0	0	0	1	0	0
Members of the public (application by legal representative)	0	6	1	1	0	0	0	0
Members of the public (Other)	5	12	2	2	0	0	0	1

2014/15 Government Information (Public Access) Statistics (cont.)

TABLE B: NUMBER OF APPLICATIONS BY TYPE OF APPLICATION AND OUTCOME

	Access granted in full	Access granted in part	Access refused in full	Information not held	Information already available	Refuse to deal with application	Refuse to confirm/deny whether information is held	Application is withdrawn
Personal information applications	0	5	2	1	0	0	0	0
Access applications (other than personal information applications)	8	59	3	4	0	1	0	3
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	0



## 2014/15 Government Information (Public Access) Statistics (cont.)

**TABLE C: INVALID APPLICATIONS**

Reason for invalidity	No of applications
Application does not comply with formal requirements (section 41 of the Act)	4
Application is for excluded information of the agency (section 43 of the Act)	0
Application contravenes restraint order (section 110 of the Act)	0
Total number of invalid applications received	4
Invalid applications that subsequently became valid applications	1

**TABLE D: CONCLUSIVE PRESUMPTION OF OVERRIDING PUBLIC INTEREST AGAINST DISCLOSURE: MATTERS LISTED IN SCHEDULE 1 TO THE ACT**

	Number of times consideration used
Overriding secrecy laws	0
Cabinet information	1
Executive Council information	0
Contempt	0
Legal professional privilege	1
Excluded information	3
Documents affecting law enforcement and public safety	0
Transport safety	0
Adoption	0
Care and protection of children	0
Ministerial code of conduct	0
Aboriginal and environmental heritage	0

**TABLE E: OTHER PUBLIC INTEREST CONSIDERATIONS AGAINST DISCLOSURE: MATTERS LISTED IN TABLE TO SECTION 14 OF THE ACT**

	Number of occasions when application not successful
Responsible and effective government	2
Law enforcement and security	0
Individual rights, judicial processes and natural justice	64
Business interests of agencies and other persons	0
Environment, culture, economy and general matters	0
Secrecy provisions	0
Exempt documents under interstate Freedom of Information legislation	0

**TABLE F: TIMELINES**

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	85
Decided after 35 days (by agreement with applicant)	2
Not decided within time (deemed refusal)	3
<b>Total</b>	<b>90</b>

## 2014/15 Government Information (Public Access) Statistics (cont.)

**TABLE G: NUMBER OF APPLICATIONS REVIEWED UNDER PART 5 OF THE ACT (BY TYPE OF REVIEW AND OUTCOME)**

	Decision varied	Decision upheld	Decision pending	Total
Internal review	0	3	0	3
OIC review	0	0	0	0
Internal review following recommendation under section 93 of the Act	0	0	0	0
Review by NCAT	1			1
<b>Total</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>4</b>

**TABLE H: APPLICATIONS FOR REVIEW UNDER PART 5 OF THE ACT (BY TYPE OF APPLICANT)**

	Number of applications for review
Applications by access applicants	3
Applications by persons to whom information the subject of the access application relates (see section 54 of the Act)	0

**TABLE I: APPLICATIONS TRANSFERRED TO OTHER AGENCIES UNDER DIVISION 2 OF PART 4 OF THE ACT (BY TYPE OF TRANSFER)**

	Number of applications transferred
Agency-initiated transfers	6
Applicant-initiated transfers	0

## APPENDICES - EXECUTIVE SERVICES

### STATISTICS REQUIRED BY CLAUSE 7 OF THE GOVERNMENT INFORMATION (PUBLIC ACCESS) REGULATION 2009

Total number of access applications received by the agency during the reporting year (including withdrawn applications but not including invalid applications)	90
Total number of access applications received by the agency during the reporting year that the agency refused, either wholly or partly because the application was for the disclosure of information referred to in Schedule 1 to the Act.	4

## Appendix 4.3

### Committees

#### RURAL FIRE SERVICE ADVISORY COUNCIL (RFSAC)

The RFSAC met on two occasions during the reporting period and attendance was as follows:

Name	Organisation	Attendance/ Represented
Commissioner Shane Fitzsimmons, AFSM	NSW RFS	1/1
Cr Keith Rhoades, AFSM	Local Government NSW	1
Cr Chris Manchester	Local Government NSW	2
Mr John Parker	NSW Rural Fire Service Association	1
Mr Warren Cree	NSW Rural Fire Service Association	2
Superintendent David Hoadley, AFSM	NSW Rural Fire Service Association	2
Mr Rob Pallin	Nature Conservation Council of NSW	2
Mr Graham Brown	NSW Farmers Association	1
Mr Karl Sullivan	Insurance Council of Australia	0/2

#### AUDIT AND RISK COMMITTEE (ARC)

The ARC met on seven occasions during the reporting period and attendance was as follows:

Name	Role	Attendance
Ms Gerardine Brus	Independent Chair	7
Mr Arthur Butler	Independent Member	7
Mr Richard Lyons	Member, Director Executive Services NSW RFS	3
Mr Bruce McDonald	A/Member, Acting Executive Director Infrastructure Services, NSW RFS	3
Mr Brad Scutella	Member, Executive Director Executive Services, NSW RFS	1

NOTE: Together Mr Lyons, Assistant Commissioner McDonald and Mr Scutella represented the NSW RFS on the Committee throughout the period.

## APPENDICES - EXECUTIVE SERVICES

### BUSH FIRE CO-ORDINATING COMMITTEE (BFCC)

The BFCC met on four occasions during the reporting period and attendance was as follows:

Name	Organisation	Attendance/ Represented
Commissioner Shane Fitzsimmons, AFSM	NSW RFS	3/1
Deputy Commissioner Jim Hamilton, AFSM	Fire and Rescue NSW	3/1
Dr Ross Dickson	Forestry Corporation NSW	3/1
Ms Naomi Stephens	National Parks & Wildlife Service	1/3
Cr Keith Rhoades AFSM	Local Government NSW	2
Cr Chris Manchester	Local Government NSW	2/1
Superintendent David Hoadley, AFSM	NSW Rural Fire Service Association	4
Assistant Commissioner Alan Clarke, APM	NSW Police Force	3/1
Mr Bob Conroy	Nominee of Minister for the Environment	0
Mr Rob Pallin	Nature Conservation Council of NSW	3
Mr Graham Brown	NSW Farmers Association	3
Dr Allison Rowlands	Ministry for Police and Emergency Services	2/1
Mr Tim Wilkinson	NSW Trade & Investment	4
Mr Simon Oliver	NSW Trade & Investment	3

## **FIRE SERVICES JOINT STANDING COMMITTEE (FSJSC)**

The FSJSC met on two occasions during the reporting period and attendance was as follows:

<b>Name</b>	<b>Organisation</b>	<b>Attendance/ Represented</b>
Commissioner Greg Mullins, AFSM	Fire and Rescue NSW	1/1
Commissioner Shane Fitzsimmons, AFSM	NSW RFS	1/1
Chief Superintendent Paul McGuiggan	Fire and Rescue NSW	1
Assistant Commissioner Stuart Midgley, AFSM	NSW RFS	2
Mr Jim Casey	Fire Brigade Employees' Union of NSW	0
Mr Brian McKinlay, AFSM	NSW Rural Fire Service Association	1
Mr Alan Holley	NSW Rural Fire Service Association	1

## **LOCAL GOVERNMENT LIAISON COMMITTEE (LGLC)**

The LGLC met on two occasions during the reporting period and attendance was as follows:

<b>Name</b>	<b>Organisation</b>	<b>Attendance/ Represented</b>
Commissioner Shane Fitzsimmons, AFSM	NSW RFS	0
Deputy Commissioner Rob Rogers, AFSM	NSW RFS	2
Mr Stephen O'Malley	NSW RFS	2
Cr Keith Rhoades, AFSM	Local Government NSW	2
Cr Chris Manchester	Local Government NSW	2
Mr Chris Powell	NSW Rural Fire Service Association	2
Mr Shaun McBride	Local Government NSW	1
Ms Liz Gemes	Local Government NSW	2

## APPENDICES - EXECUTIVE SERVICES

### CORPORATE EXECUTIVE GROUP (CEG)

The CEG met on eight occasions during the reporting period and attendance was as follows:

Name	Organisation	Attendance
Commissioner Shane Fitzsimmons, AFSM	NSW RFS	6
Deputy Commissioner Rob Rogers, AFSM	NSW RFS	7
Mr Richard Lyons	NSW RFS	2
Mr Brad Scutella	NSW RFS	2
Ms Bronwyn Jones	NSW RFS	6
Assistant Commissioner Bruce McDonald, AFSM	NSW RFS	8
Mr Stephen O'Malley	NSW RFS	6
Assistant Commissioner Jason Heffernan	NSW RFS	7
Chief Superintendent Brett Condie	NSW RFS	8
Chief Superintendent Ken Hall	NSW RFS	8
Mr Paul Smith	NSW RFS	8
Superintendent David Jones	NSW RFS	1
Mr Tim Arnott	NSW Rural Fire Service Association	6
Superintendent David Hoadley, AFSM	NSW Rural Fire Service Association	3
Mr Ken Middleton	NSW Rural Fire Service Association	4
Mr Bernard Cox	NSW Rural Fire Service Association	1
Assistant Commissioner Stuart Midgley, AFSM	NSW RFS	4
Assistant Commissioner Steve Yorke, AFSM	NSW RFS	4
Mr Matthew Smith	NSW RFS	5



## Appendix 4.4

### International Travel

Overseas visits undertaken by officers and employees from 1 July 2014 to 30 June 2015

Date	Country	Officer/s	Trip details
2 - 5 September 2014	New Zealand	50 NSW RFS members	Participate in 2014 Conference of Australasian Fire and Emergency Service Authorities Council (AFAC) - costs shared with RFS.
2 - 4 September 2014	New Zealand	Rob Rogers, Richard Lyons	Participate in AFAC Conference 2014.
2 - 4 September 2014	New Zealand	David Hoadley, Michael Brett, Jane Hollier	Participate in AFAC Conference 2014.
8 -13 September 2014	Singapore	Rob Rogers, Brian Graham	Participate in Fire Safety Asia Conference and Fire Chiefs Asia Association General Conference
12 - 26 September 2014	Saudi Arabia	Brian Graham	Deliver training under auspices of Asian Disaster Preparedness Centre
14-26 November 2014	Thailand	Brian Graham	Deliver training under auspices of Asian Disaster Preparedness Training Centre
November 2014 - June 2015	Botswana	Various (13 during Phase V)	Deliver training, Phase V of Botswana Fire Management Assistance Program
28 Nov - 15 Dec 2014	Botswana	Russell Taylor, Steve Prior and Alan Holley	Deployment 1, Phase V of Botswana Fire Management Assistance Program
20 - 24 April 2015	USA	Tony Jarrett	Joint Wildland Fire Safety Summit and Human Dimensions of Wildland Fire Conference - Boise, Idaho
12 - 28 February 2015	Saudi Arabia	Brian Graham	Attend training being facilitated by the Asian Disaster Preparedness Centre in Riyadh, Saudi Arabia.
18 - 27 March 2015	USA	Commissioner Shane Fitzsimmons, AFSM	To speak at and participate in the IAFC Wildland Urban Interface Conference
February - July 2015	Botswana	NSW RFS personnel (13 staff, 10 volunteers)	Undertake Phase V of the Botswana Fire Management Assistance Program
February -July 2015	Botswana	NSW RFS personnel as above plus one more	Botswana deployment extended by one week, plus additional officer Barnes
1-7 March 2015	USA	Keith Mackay	Attend Heli Expo in Orlando, Florida.

## APPENDICES - EXECUTIVE SERVICES

Date	Country	Officer/s	Trip details
February 2015	Lord Howe Island	Stuart Robb	Attend local Emergency Management Committee meeting
February 2015	Lord Howe Island	Brett Hagan	Conduct Helicopter Winch Training
8-20 May 2015	USA	Ian Spall, Kerry Spall and one CISS officer, Greg Fisher	Attend ICIS Foundation 13th World Congress on Stress, Trauma & Coping
18-24 April 2015	USA	Lisa Edmonds	Attend International Wildland Fire Safety Summit and 4th Human Dimensions of Wildland Fire Conference
20-24 April 2015	USA	Glenn O'Rourke	Attend and present at Wildland Fire Safety Summit and Conference - Boise, Idaho
22-31 May 2015	Botswana	Commissioner	Attend meetings and present at 4th National Fire Management Conference
4-7 May 2015	Malaysia	Brian Graham	Attend and participate, International Fire Conference and Exhibition

## Appendix 4.5

### Annual Report costs

The Organisational Communications team is responsible for the production of the Annual Report. The total external costs incurred in the production of this report were \$0.

The report is accessible on the NSW RFS website [www.rfs.nsw.gov.au](http://www.rfs.nsw.gov.au)

Copies may be obtained by emailing: [organisational.communications@rfs.nsw.gov.au](mailto:organisational.communications@rfs.nsw.gov.au) or from the NSW RFS

Headquarters, 15 Carter St, Lidcombe.

## Appendix 4.6

### Risk Management and Insurance

Total deposit premiums (excluding GST) paid	2014/15 \$	2013/14 \$	2012/13 \$	2011/12 \$
Workers compensation - salaried staff	680,117	758,513	1,075,260	790,510
Workers compensation - volunteers	2,000,000	2,000,000	2,000,000	3,000,000
Motor vehicle	3,361,510	4,981,140	3,722,780	3,939,380
Public liability	3,073,780	3,457,420	3,376,260	3,223,740
Property	48,610	36,010	53,390	64,310
Other	13,150	11,370	16,410	-
Totals	9,177,167	11,244,453	10,244,100	11,017,940

Insurance coverage is provided by the NSW Treasury Managed Fund for all areas except for workers compensation coverage for volunteers. NSW RFS volunteers are covered by the Bush Firefighters Compensation Fund administered by the WorkCover Authority.

## Appendix 4.7

### Review Use of Credit Cards

30 June 2015

Corporate credit cards are available to approved staff of the NSW RFS upon the approval of the Chief Financial Officer or delegate.

NSW RFS corporate and purchasing credit cards are used for approved business related expenditure.

Credit card transactions by cardholders are reviewed by officers within the NSW RFS and any irregularities are reported to management.

I certify that credit card use in the NSW RFS has been in accordance with the established NSW RFS policy, Premier's Memoranda and Treasurer's Directions.



SIGNED: Shane Fitzsimmons, AFSM  
NSW RFS Commissioner

## Appendix 4.8

### Payment Performance

#### AGED ANALYSIS AT THE END OF EACH QUARTER 2014/15

Quarter	Current (i.e. within due date)\$'000	Less than 30 days overdue \$'000	Between 30 and 60 days overdue \$'000	Between 61 and 90 days overdue \$'000	More than 90 days overdue \$'000
<b>All suppliers</b>					
September	3,227	1,200	150	122	97
December	278	1,265	1,605	183	291
March	573	2,115	50	188	1,294
June	595	8,424	290	68	422
<b>Small business suppliers</b>					
September	0	0	0	0	0
December	0	0	0	0	0
March	0	0	0	0	0
June	0	0	0	0	0

## Payment Performance (cont.)

### ACCOUNTS DUE OR PAID WITHIN EACH QUARTER 2014/15

Measure	Sept 2014	Dec 2014	March 2015	June 2015
<b>All suppliers</b>				
Number of accounts due for payment	6,255	6,143	6,284	6,410
Number of accounts paid on time	5,728	4,363	4,987	5,623
Actual percentage of accounts paid on time (based on number of accounts)	91.6%	71.0%	79.4%	87.7%
Dollar amount of accounts due for payment \$'000	70,308	74,191	55,987	44,567
Dollar amount of accounts paid on time \$'000	60,301	58,152	48,526	39,174
Actual percentage of accounts paid on time (based on \$)	85.8%	78.4%	86.7%	87.9%
Number of payments for interest on overdue accounts	0	0	0	0
Interest paid on overdue accounts	0	0	0	0
<b>Small business suppliers</b>				
Number of accounts due for payment to small business	0	0	8	5
Number of accounts due to small businesses paid on time	0	0	8	5
Actual percentage of small business accounts paid on time (based on number of accounts)	0	0	100%	100%
Dollar amount of accounts due for payment to small businesses \$'000	0	0	151	18
Dollar amount of accounts due to small businesses paid on time \$'000	0	0	151	18
Actual percentage of small business accounts paid on time (based on \$)	0	0	100%	100%
Number of payments to small business for interest on overdue accounts	0	0	0	0
Interest paid on overdue accounts	0	0	0	0

## Appendix 4.9

### Engagement of consultants

During the reporting period three consultants were engaged at a total cost of \$319,930.

Consultancies equal to or more than \$50,000	Cost (\$)
<b>Personnel and industrial</b>	
Diplomacy Management Consulting (industrial relations advice and advocacy service)	214,310
Mercer Consulting (Australia) Pty Ltd (review of NSW RFS Senior Executive structure)	99,500
Consultancies less than \$50,000	Cost (\$)
<b>Accounting general</b>	
DAB Services (review of high level policy matter)	6,120
<b>Total consultancies</b>	<b>319,930</b>

## Appendix 4.10

### Funds granted to non-government organisations

	Program area	2011/12	2012/13	2013/14	2014/15	Nature and purpose
Nature Conservation Council	Operations	111,796	115,485	118,372	121,331	Annual funding to allow the Council to meet its responsibilities under the <i>Rural Fires Act 1997</i> .
<b>Total</b>		<b>111,796</b>	<b>115,485</b>	<b>118,372</b>	<b>121,331</b>	

# Glossary

AFAC	Australasian Fire and Emergency Services Authorities Council
AFSM	Australian Fire Service Medal
AIDER	Assist Infirm, Disabled and Elderly Residents
BFCC	Bush Fire Co-ordinating Committee
BFHC	Bush Fire Hazard Complaint
BFIL	Bush Fire Information Line
BFMC	Bush Fire Management Committee
BNHCRC	Bushfire and Natural Hazards Cooperative Research Centre
BRIMS	Bush Fire Risk Information Management System
CEG	Corporate Executive Group
CFU	Community Fire Unit
CISS	Critical Incident Support Services
CPP	Community Protection Plan
CRC	Cooperative Research Centre
EAM SAP	Enterprise Asset Management project
EEO	Equal Employment Opportunities
FBA	Fire Behaviour Analysis
FCC	Fire Control Centre
FRNSW	Fire & Rescue NSW
FSJSC	Fire Services Joint Standing Committee
GIPA	Government Information (Public Access)
GIS	Geographic Information System
<i>GSE Act</i>	<i>Government Sector Employment Act</i>
ICON	Incident Control On Line
IMT	Incident Management Team
LGA	Local Government Area
MAA	Mutual Aid Agreement

MIC	Major Incident Coordination
MICC	Major Incident Coordination Centre
MLU	Ministerial Liaison Unit
MoU	Memorandum of Understanding
MyRFS	<a href="http://www.myrfs.nsw.gov.au">www.myrfs.nsw.gov.au</a> (volunteer extranet)
NGWSP	Next Generation Workforce Strategic Plan
NPWS	National Parks and Wildlife Service (NSW)
NSP	Neighbourhood Safer Places
NSW RFS	NSW Rural Fire Service
NSW SES	NSW State Emergency Service
PSU	Professional Standards Unit
RAFT	Remote Area Firefighting Team
RART	Rapid Aerial Response Team
RFSANZ	NSW Rural Fire Service Association
RFSAC	Rural Fire Service Advisory Council
s44	s44 Section 44 of the <i>Rural Fires Act 1997</i> (declaration of major fire emergency)
SOC	State Operations Centre
SOE	Standard Operating Environment
SOP	Standard Operating Procedure
SWS	Static Water Supply
V2C	Volunteer to Career program

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