

appendices

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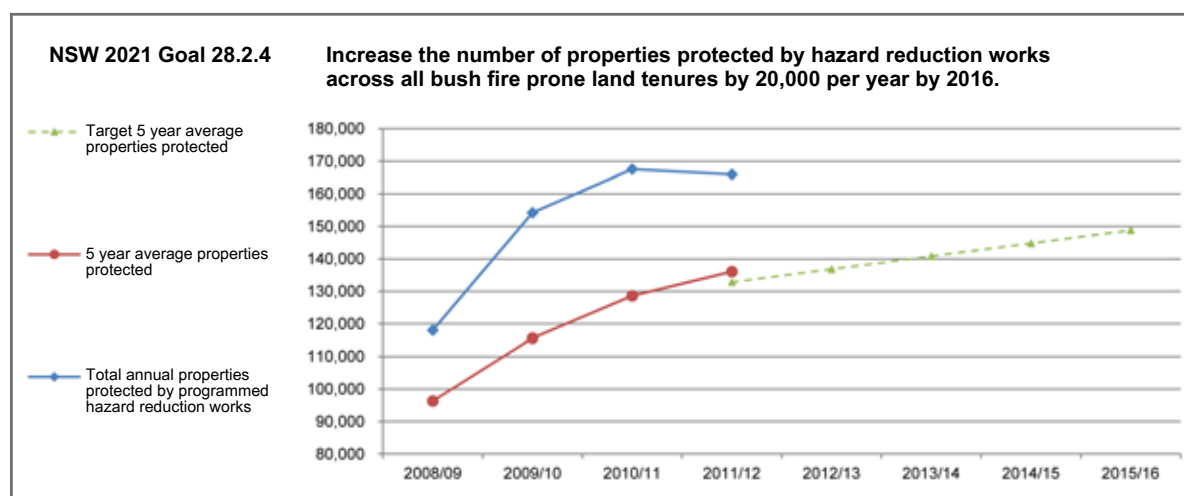
appendix A

Bush Fire Community Protection

Properties protected report

	Number of works planned #	Number of works completed #	Proportion of works completed v's planned #	Number of properties covered by completed works #	Value of properties covered by completed works \$'m1
Total bush fire protection works	23,767	20,584	86.6%	276,050	\$131,556
Total programmed hazard reduction works	11,044	9,079	82.2%	165,945	\$73,015.8
Bush fire hazard complaints	2,586	2,116	81.8%	3,916	\$1,723.0
Private land hazard reduction certificate	1,430	1,385	96.9%	1,679	\$738.8
Development control assessments	5,456	5,009	91.8%	45,408	\$30,073.1
Community education programs	3,251	2,995	92.1%	59,102	\$26,004.9

1. The 'Total programmed hazard reduction works' data set is derived from the Bushfire Risk Information Management System (BRIMS) records as at 2 Oct 2012.
2. The 'Number of works planned' data set is comprised of activities with a scheduled or completed date occurring during 2011/12.
3. The 'Number of works completed' data set comprises activities with a completion date occurring during 2011/12.
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 DA's comprise the DAs received in this reporting period and the carryovers.



	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				
5 year average properties protected by total programmed hazard reduction works	96,313	115,612	128,593	136,063				
Target 5 year average properties protected by total programmed hazard reduction works				132,793	136,793	140,793	144,793	148,793

Properties protected by agency table

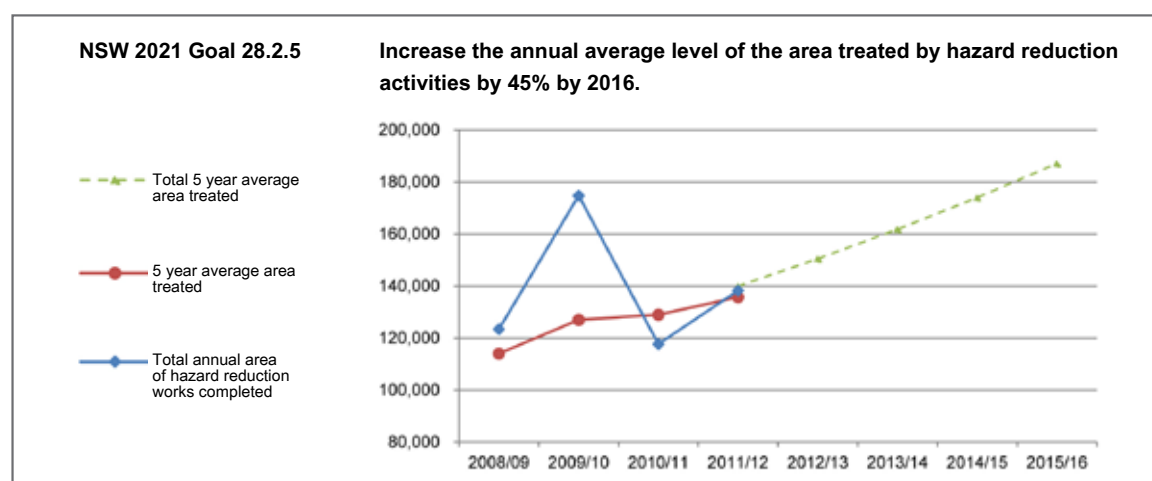
	Target (#)	Number of properties protected	Completed vs target (%)
Department of Primary Industries	28,543	18,596	65.2%
Local Government Authority	46,383	72,021	155.3%
NSW National Parks & Wildlife Service	12,853	16,294	126.8%
Other	777	3,892	500.9%
Forests NSW	1,158	6,337	547.2%
Fire and Rescure NSW	3,766	498	13.2%
NSW Rural Fire Service	45,952	48,307	105.1%

appendix A

Completed hazard reduction works summary by tenure

	Burning (hectares)	Mechanical (hectares)	Other (hectares)	Total (hectares)
Australian Rail Track Corporation	122.79	1,025.67	12.52	1,160.98
Catchment Authority	294.12	51.49	0.69	346.30
Commonwealth	591.93	0.35	0.00	592.28
Department of Primary Industries (Crown Lands)	3,432.17	3,646.13	1,598.31	8,676.61
Local Government Authority	3,553.66	22,512.39	8,690.47	34,756.52
NSW National Parks & Wildlife Service	47,553.10	2,065.39	172.54	49,791.03
Other	6,623.79	2,087.24	606.27	9,317.30
Private	8,033.23	1,640.96	27.48	9,701.67
RailCorp	23.50	162.93	1.01	187.44
Roads & Maritime Services	0.00	985.78	2,993.02	3,978.80
Forests NSW	19,656.21	28.23	18.11	19,702.55
Total hazard reduction work	89,884.50	34,206.56	14,120.42	138,211.48

The completed hazard reduction areas on each land tenure exclude 3403.75 hectares of works by grazing means.



	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Total annual hazard reduction works completed (ha)	123,334.51	174,705.85	117,633.25	138,211.48				
5 year average total area of hazard reduction works completed (ha)	113,946	126,915	128,894	135,688				
Target 5 year average total area of hazard reduction works completed (ha)				139,900	150,435	161,762	173,943	187,041

Hazard Reduction Areas (ha) Completed by Land Tenures

Land Tenure	Target (hectares)	Completed HR Area (ha) by Method				Completed vs Target (%)
		Burning	Mechanical	Other	Total	
Australian Rail Track Corporation	219	122.79	1,025.67	12.52	1,160.98	530.1%
Catchment Authority	325	294.12	51.49	0.69	346.30	106.6%
Commonwealth	102	591.93	0.35	0.00	592.28	580.7%
Department of Primary Industries (Crown Lands)	2,082	3,432.17	3,646.13	1,598.31	8,676.61	416.7%
Local Government Authority	9,349	3,553.66	22,512.39	8,690.47	34,756.52	371.8%
NSW National Parks & Wildlife Service	100,975	47,553.10	2,065.39	172.54	49,791.03	49.3%
Other	2,045	6,623.79	2,087.24	606.27	9,317.30	455.6%
Private	8,336	8,033.23	1,640.96	27.48	9,701.67	116.4%
RailCorp	181	23.50	162.93	1.01	187.44	103.6%
Roads & Maritime Services	473	0.00	985.78	2,993.02	3,978.80	841.2%
Forests NSW	15,814	19,656.21	28.23	18.11	19,702.55	124.6%

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 land management agencies and private property owners. During the reporting year, the Rural Fire Service undertook 2,292 hazard reduction works comprising approximately 28,748 hectares of hazard reduction work protecting a total number of 48,307 assets with a value of \$21.3 billion (based on median insurance house and contents value in Sydney 2004 – McAneney K. J 2005).

Hazard Reduction Certificates Issued

(Streamlined environmental approval of hazard reduction – pursuant to section 100 F and G)

Certificate Issuing Agency	Number Issued	% of total
Department of Primary Industries (Crown Lands)	232	7.24%
Local Government Authority	685	21.37%
NSW National Parks & Wildlife Service	359	11.20%
NSW Rural Fire Service	1,929	60.17%
Other	1	0.03%
Total	3,206	100%

Hazard Complaints Received

Land Tenure	Complaints Received	% of total
Private Land	1,375	70.77%
Council Land	403	20.74%
State Government Land	132	6.79%
Commonwealth Land	-	0.00%
Australian Rail Track Corporation Land	5	0.26%
To be Determined	28	1.44%
Total	1,943	100%

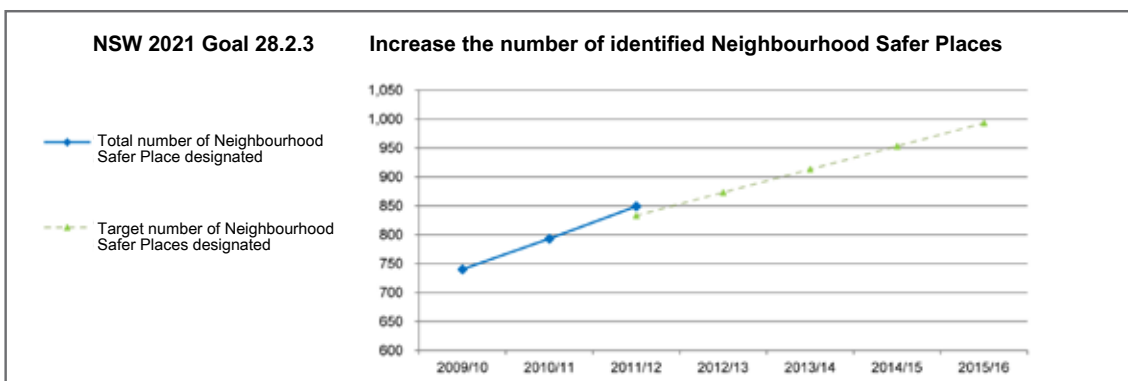
Inspections, Formal Notices and Enforcement Works

Land Tenure	Complaints Received	% of total
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
2,449	215	33

Permits Issued under the Rural Fires Act 1997

Permits Issued By	Number Issued	% of total
Fire and Rescue NSW	8	0.04%
Rural Fire Service	19,128	99.96%
Total	19,136	100%

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				
Target number of Neighbourhood Safer Places designated			833	873	913	953	993

appendix B

Bush Fire Risk Management Plans

Piloting of hazard reduction performance audits occurred in 2011/12 for:

- Blue Mountains Bush Fire Risk Management Plan
- Great Lakes Bush Fire Risk Management Plan

appendix C

Chaplaincy and Family Support Network

Activity Report as 30 June 2011

Chaplaincy Activity		Totals – Senior Chaplains and Senior Family Support Chaplains			Totals – Volunteer Fire District Chaplains and Family Support Volunteers 2011/12		
		2012	2011	2010	2012	2011	2010
1	Visits to NSW RFS Headquarters	153	360	327	156	1	11
2	Visits to Fire Control Centres	27	133	72	62	451	421
3	Visits with Fire Control Officers	18	45	51	49	175	367
4	Visits to Rural Fire Brigades	48	46	64	76	108	153
5	Regional Conferences	2	3	2	1	5	3
6	State Management Conferences	0	4	0	1	0	0
7	Brigade Captains Meetings	0	19	16	14	43	97
8	Seminars & Conferences	2	6	6	7	42	16
9	Station Openings & Dedications	7	8	9	4	11	9
10	Fire Fleet Blessings & Services	14	18	11	6	102	21
11	Personal & Family Counselling	45	74	42	69	310	621
12	Telephone Support & Counselling	209	308	242	325	222	397
13	Home Visits – Members & Family	42	201	174	107	75	301
14	Hospital Visitation-Members	48	46	21	53	115	124
15	Funeral Services Conducted	6	9	9	12	21	32
16	Infant Christenings/ Dedications	3	5	9	13	18	19
17	Service Weddings	4	7	4	5	9	11
18	Rural Fire Service Callouts	6	9	23	17	136	69
19	Police Service Callouts	na	6	3	2	3	7
20	NSW Fire Brigades Callouts	1	1	0	0	4	4
21	NSW Parks and Wildlife Callouts	0	14	13	17	0	0
22	Salvo Care Line Callouts	na	6	4	7	0	0
23	Respond to Actual Suicides	0	0	1	0	9	2
24	Championship & Field Days	2	2	2	2	4	5
25	Critical Incident Support	2	2	2	3	5	9
26	Work Cover and other NSW RFS Meetings	45	38	59	47	0	26
27	Total kilometres travelled	56,236	67,878	44,865	16,428	9,505	4,398
28	*Salvation Army Supplied Vehicles kilometres (two vehicles)	*2,616	*10,217	*3,396			

NB: In 2011/12 the above tables have been altered from previous annual reports in order to more clearly show each year's chaplaincy activity, rather than the cumulative total dating back to 1997 which appeared in previous annual reports.

appendix D

Equal Opportunity Statistics

EEO Group	Benchmark / Target	Trends in the Representation of EEO Groups		
		Percentage of Total Staff		
		2010	2011	2012
Women	50.0%	35.6%	33.2%	32.4%
Aboriginal People and Torres Strait Islanders	2.6%	0.9%	1.2%	1.3%
People whose first language was not English	19.0%	26.3%	26.6%	5.2%*
People with a disability	N/A	5.7%	5.1%	4.9%
People with a disability requiring work-related adjustment	1.5%	0.0%	0.0%	3.9%

EEO Group	Benchmark	Trends in the Distribution of EEO Groups		
		2010	2011	2012
Women	100	83	90	91
Aboriginal People and Torres Strait Islanders	100	n/a	n/a	n/a
People whose first language was not English	100	84	89	108
People with a disability	100	108	113	115
People with a disability requiring work-related adjustment	100	0	0	115

*Electronic Self-Service (ESS) was introduced in the reporting year, giving staff members access to update their personal information. Dramatic changes from 2011 to 2012 can be attributed to this.

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.

appendix E

Staff Establishment

Comparative figures for the past three years	2012	2011	2010
Equivalent Full Time Positions (EFT)	908	920	822
Permanent Position Count	807	792	779
Headcount at Census*	942	923	855

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

*Headcount at Census has not previously been reported prior to this financial year

appendix F

NSW RFS Volunteer and Staff Worker's Compensation Statistics 2011/12

Injuries Reported 2010/11*	Reported Injuries		Workers Compensation Claims		
	Volunteer Member	Salaried Member	Non-RFS Personnel	Volunteer Member Claims	Salaried Member Claims
Burns	20	1	0	5	0
Contusion with skin intact	20	7	0	11	5
Deafness	0	0	0	0	0
Diseases and other non traumatic injury	1	1	0	0	0
Dislocation	2	0	0	2	0
Effects of weather, exposure, air pres. & other ext. causes	17	4	0	5	1
Electrocution	0	0	0	0	0
Eye disorders	0	0	0	0	0
Foreign body in eye, ear, nose, resp. or digest. Systems	8	4	0	4	3
Fracture	10	3	0	10	3
Injuries to nerves and spinal cord	0	0	0	0	0
Internal injury of chest, abdomen and pelvis	2	0	1	2	0
Intracranial injury	1	0	0	0	0
Open wound not involving traumatic amputation	56	34	0	11	7
Poisoning and toxic effects of substances	40	32	0	13	3
Psychological disorders	2	3	0	3*	4*
Sprains and strains of joints and adjacent muscles	110	70	1	59	40
Superficial injury	44	13	1	7	6
Traumatic amputation, including enucleation of eye	0	0	1	0	0
Total	333	172	4	132	72

* Includes Workers Compensation claims corresponding to injuries occurring in previous financial years.

appendix G

Executive Remuneration: SES Level 5 and Above

	SES Level	2012
NSW RFS Commissioner, Shane Fitzsimmons	6	\$320,650
NSW RFS Deputy Commissioner, Rob Rogers	5	\$276,538

Executive Remuneration: Gender Balance

Gender	2012		2011		2010	
	M	F	M	F	M	F
SES 6	1	0	1	0	2	0
SES 5	1	0	1	0	0	0
SES 4	0	1	0	1	1	0
SES 3	3	0	3	0	3	2
Total	5	1	5	1	6	2

Prior to 2011/12 these figures included staff from Emergency Management NSW, now part of the Ministry of Police and Emergency Services.

appendix H

Internal Audit and Risk Management Statement 2011/12

All communications to be addressed to:

Headquarters
NSW Rural Fire Service
Locked Bag 17
GRANVILLE NSW 2142

Telephone: (02) 8741 5555
e-mail: commissioners.office@rfs.nsw.gov.au

Headquarters
NSW Rural Fire Service
15 Carter Street
LIDCOMBE NSW 2141

Facsimile: (02) 8741 5550



Your Ref:
Our Ref: PRO/0275

27 AUG 2012

Internal Audit and Risk Management Statement for the 2011-2012 Financial Year for 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, in all material respects, 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 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:

- Mr Arthur Butler - Independent Chair for a 3 year term commencing October 2009, ending October 2012
- Mr Dale Cooper - Independent Member for a 3 year term commencing January 2010, ending January 2013
- Mr Richard Lyons - Non Independent Member

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

As required by the policy, I have submitted an Attestation Statement outlining compliance with the policy to Treasury on behalf of the Treasurer.

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

Shane Fitzsimmons AFSM
Commissioner

◆ Rural Fire Service Advisory Council

◆ Bush Fire Co-ordinating Committee

appendix I

Government Information (Public Access) Regulation 2009

Schedule 2 – Statistical information about access applications

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 application	Refuse to confirm/deny whether information is held	Application withdrawn
Media	0	0	0	0	0	0	0	0
Members of Parliament	0	0	0	0	0	0	0	0
Private sector business	2	15	1	1	1	0	0	3
Not for profit organisations or community groups	0	1	0	0	0	0	0	0
Members of the public (application by legal representative)	0	7	0	2	0	0	0	1
Members of the public (other)	0	6	0	1	0	0	1	3

* More than one decision can be made in respect of a particular access application. If so, a recording must be made in relation to each such decision. This also applies to Table B.

appendix I

Government Information (Public Access) Regulation 2009 (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 withdrawn
Personal information applications*	0	0	0	0	0	0	0	0
Access applications (other than personal information applications)	2	26	1	4	1	0	1	7
Access applications that are partly personal information applications and partly other	0	0	0	0	0	0	0	1

* A **personal information application** is an access application for personal information (as defined in clause 4 of Schedule 4 to the Act) about the applicant (the applicant being an individual).

Table C – Invalid applications	
Reason for invalidity	No. of applications
Application does not comply with formal requirements (Section 41 of the Act)	3
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	3
Invalid applications that subsequently became valid applications	3

Table D – Conclusive presumption of overriding public interest against disclosure: matters listed in Schedule 1 of the GIPA Act	
	Number of times consideration used*
Overriding secrecy laws	0
Cabinet information	0
Executive Council information	0
Contempt	0
Legal professional privilege	0
Excluded information	0
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

* More than one public interest consideration may apply in relation to a particular access application and, if so, each such consideration is to be recorded (but only once per application). This also applies in relation to Table E.

appendix I

Government Information (Public Access) Regulation 2009 (cont.)

Table E – Other public interest considerations against disclosure: matters listed in table to Section 14 of the GIPA Act

	Number of occasions when application not successful
Responsible and effective government	4
Law enforcement and security	2
Individual rights, judicial processes and natural justice	27
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 – Timeliness

	Number of applications
Decided within the statutory timeframe (20 days plus any extensions)	37
Decided after 35 days (by agreement with applicant)	0
Not decided within time (deemed refusal)	0
Total	37

Table G – Number of applications reviewed under Part 5 of the GIPA Act (by type of review and outcome)

	Decision varied	Decision upheld	Decision pending	Total
Internal review	0	1	0	1
Review by Information Commissioner*	0	0	0	0
Internal review following recommendation under Section 93 of Act	0	0	0	0
Review by Administrative Decisions Tribunal (ADT)	0	0	0	0
Total	0	0	0	0

* The Information Commissioner does not have the authority to vary decisions, but can make recommendations to the original decision-maker. The data in this case indicates that a recommendation to vary or uphold the original decision has been made by the Information Commissioner.

Table H – Applications for review under Part 5 of the GIPA Act (by type of applicant)

	Number of applications for review
Applications by access applicants	1
Applications by persons to whom information the subject of access application relates (see Section 54 of the Act)	0

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 application but not including invalid applications.	47
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.	0

appendix J

NSW Rural Fire Service Report to NSW Ombudsman – Statistical Data on all Public Interest Disclosures During the Reporting Period 1st January 2012 – 30 June 2012.

Submitted to the NSW Ombudsman's Office On-line Reporting Tool on 1.7.12 in accordance with the Public Interest Disclosures Act 1994 and Public Interest Disclosures Regulation 2011.

Nil Return for this reporting period.

No: of Public Officials who made Public Interest Disclosures to the NSW RFS;	0
No: of Public Interest Disclosures received by NSW RFS;	0
Of all Public Interest Disclosures received how many were about:	
Corrupt Conduct	0
Maladministration	0
Serious and Substantial Waste	0
Government Information Contravention	0
Local Government pecuniary interest contravention	0
No: of Public Interest Disclosures (received since 1 Jan 2012) that have been finalised in this reporting period;	0
Total:	0

appendix K

Senior Executive Service

Statement of Performance NSW Rural Fire Service Commissioner

Shane Fitzsimmons, AFSM

NAME	Shane Alan Fitzsimmons, AFSM (appointed September 2007)
POSITION	NSW Rural Fire Service Commissioner
SES LEVEL	6
REMUNERATION	\$320,650 per annum

The 2011/12 bush fire season saw a slightly increased level of fire activity compared to the previous fire season, with three bush fire emergency declarations made under Section 44 of the Rural Fires Act – two in the Blue Mountains LGA (September and October), and one in the Cobar, Central Darling and Unincorporated Area LGAs (also September)

NSW RFS volunteers responded to 18,913 incidents, including more than 4,000 bush and grass fires across the State during that period. Significantly, this included assisting once more with major response flood operations, with more than 2,258 volunteers assisting the State Emergency Service.

During the reporting period the Commissioner oversaw the continued implementation of measures based on the recommendations arising from the 2009 Victorian Bushfires Royal Commission, including the extension of the seasonal works crews program and public awareness campaigns.

In 2011/12, the Commissioner strived to ensure the targets set for hazard reduction in the Government's 2021 Plan were met, including increasing the number of properties protected by hazard reduction works.

In addition, the Neighbourhood Safer Places program was further extended with an increase of 58 NSPs in this reporting period, bringing the total to 851 NSPs in 115 Local Government Areas as at 30 June 2012.

A pilot program of Community Protection Planning was introduced in four areas across the state (Terrey Hills, Guerilla Bay, Tingha and Cumnock). The plans developed under this program are tactical in nature and focus on specific communities, covering such issues as access and egress, vulnerable members of the community and available protection options.

The Hotspots program continued to bring together land owners and fire authorities to consider the best way to manage land for both biodiversity and fire management. This program won first place in the National Award for Australian Safer communities in the Education, Training and Research section.

Training of volunteers in Category 1 Urban Search and Rescue commenced this reporting year, and an extensive counter terrorism awareness course was delivered to over 600 volunteers and staff in sessions across the State.

A number of achievements are notable in the area of Infrastructure, such as the finalisation of the design for the Cat 13 firefighting tanker, the development of a medium-sized logistics support vehicle, and a new bush fire helmet specification. In addition the Commissioner oversaw two critical key projects being the Radio network upgrade and the paging systems upgrade.

The Commissioner negotiated and entered into an Interim Award for major incident conditions, and oversaw the continued expansion of the use of SAP HR as the corporate database and the introduction of the Learning Solutions Online component.

More than 770 students participated in 56 Secondary School Cadet programs, an increase in the number of programs held in the previous year. This program is a priority action in the NSW Government's 2021 Plan.

The NSW RFS continues to be recognised on an International level, most noteworthy being its involvement in the award winning Botswana Fire Management Program. This program, funded by AusAid, commenced three years ago, and has been highly successful in establishing fire management capability in Botswana. Twenty NSW RFS members, including ten volunteers, were deployed to Botswana in the reporting period.

Commissioner Fitzsimmons sits on a number of high level committees, including those of the Australasian Fire and Emergency Service Authorities Council, National Aerial Firefighting Centre, and the Bushfire Cooperative Research Centre. These committees are instrumental in shaping nationally consistent policy positions on critical aspects of fire management, fostering an integrated approach to emergency service operations and related business management.

Commissioner Fitzsimmons' continued sound management of the NSW Rural Fire Service maintains and fosters the Service's strong traditions of community service. Through programs and initiatives introduced or expanded under the leadership of the Commissioner, the NSW RFS volunteer-based fire service is marked by its high level of knowledge, skills and capacity, and to share knowledge and resources with its partners, on the State, National and International levels.

SIGNED: Hon. Michael Gallacher, MLC

Minister for Police and Emergency Services

Minister for Hunter

appendix K

Senior Executive Service

Statement of Performance NSW Rural Fire Service Deputy Commissioner

Rob Rogers, AFSM

NAME: Rob Rogers
POSITION: Director Operational Services (Appointed 22 August 2008)
RANK: Deputy Commissioner (Appointed 1 February 2011)
SES LEVEL: 5
REMUNERATION: \$276,538 per annum

During the reporting period, Deputy Commissioner Rogers provided leadership and direction to the Operational Services Directorate ensuring Service members, both volunteer and salaried, were enabled to prevent, suppress and mitigate fires across the State.

The Deputy Commissioner was instrumental in ensuring the Service was in a high state of readiness to support other agencies, such as the NSW State Emergency Service; Fire & Rescue NSW and the NSW Police Force. Incidents associated with widespread flooding were common throughout the summer of 2012 and Deputy Commissioner Rogers oversaw the significant operational support provided by around 2,258 NSW RFS members with respect to flood response and evacuation activities; the establishment of ten airbases; and the creation of base camps for civilian evacuees and NSW RFS members, at Barellan, Hay, Coleambally and Deniliquin in the State's south west.

Consistent with his extensive experience, Deputy Commissioner Rogers also provided direction and leadership in the development and implementation of a range of community safety policies, strategies and programs to reduce risks associated with bush fires and to educate the community. Many of these programs were presented to the Australasian Education and Fire Awareness Conference in June 2012.

In 2011/12 the Deputy Commissioner coordinated the establishment and continued improvement of Rapid Aerial Response Teams (RART) to increase the capability of the Service to immediately respond to bush fires. On days of increased fire risk, such as during periods of lightning activity, Remote Area Firefighting Teams (RAFT) volunteers with winch certification remain on standby for RART deployment by dedicated aircraft.

Deputy Commissioner Rogers also provided sound direction to ensure the continued success of the Service's Mitigation Crews through activities such as hazard reduction preparatory works; the Assist Infirm Disabled Elderly Residents program; as well as operational and logistical support.

Being Chair of the Bush Fire Arson Taskforce, Deputy Commissioner Rogers continued to address serial bush fire arson-related issues across the State by enhancing the relationship between the NSW RFS and the NSW Police Force. The Service's Intelligence Analyst continues to work within the NSW Police Force Arson Team. In the reporting period the majority of fire investigations were conducted in collaboration with NSW Police Force, and resulted in several charges being laid.

Deputy Commissioner Rogers has continued to provide me with sound and practical advice and support throughout the 2011/2012 reporting period, and I am therefore more than satisfied with his performance.

SIGNED: Commissioner Shane Fitzsimmons, AFSM

NSW RFS Commissioner

appendix L

NSW RFS Committees

Rural Fire Service Advisory Council (RFSAC)

The BFCC met on one occasion and attendances were as follows:

		Attendances / Represented
Commissioner Shane Fitzsimmons, AFSM	Chair, NSW RFS	1
Mr Karl Sullivan	Insurance Council of Australia	1
Cr Allan Smith JP	NSW Local Government Association	-
Cr Ray Donald	Shires Association of NSW	-
Superintendent Stephen Raymond	NSW Rural Fire Service Association Inc	-/1
Group Captain Jim Fahey	NSW Rural Fire Service Association Inc	-
Group Captain William Bean	NSW Rural Fire Service Association Inc	1
Mr Graham Brown	NSW Farmers Association	1
Mr Rob Pallin	Nature Conservation Council of NSW	1

The Bush Fire Coordinating Committee (BFCC)

The BFCC met on four occasions and attendances were as follows:

		Attendances / Represented
Commissioner Shane Fitzsimmons, AFSM	NSW Rural Fire Service	4
Deputy Commissioner John Benson, AFSM	Fire and Rescue NSW	1/3
Dr Ross Dickson	Department of Trade, and Investment, Regional Infrastructure and Services	3/1
Mr Bob Conroy	Department of Premier and Cabinet, Office of Environment and Heritage	3/1
Cr Allan Smith JP	Local Government Association of NSW	2/2
Cr Bruce Miller (to September 2012)	Shires Association of NSW	-
Cr Ray Donald (from September 2012)	Shires Association of NSW	1/1
Superintendent David Hoadley, AFSM	NSW Rural Fire Service Association inc	3/1
Assistant Commissioner Denis Clifford, APM, JP	NSW Police Force	1/3
Ms Anne Reeves, OAM	Nominee of the Minister for the Environment	4
Mr Rob Pallin	Nature Conservation Council of NSW	4

		Attendances / Represented
Mr Graham Brown	NSW Farmers Association	3
Ms Wendy Graham (to February 2012)	Ministry for Police and Emergency Services, Disaster Welfare	2
Dr Allison Rowlands (from February 2012)	Ministry for Police and Emergency Services, Disaster Welfare	1
Mr Tim Wilkinson	Department of Finance and Services (Land and Property Management Authority)	5

* The change from Ms Graham to Dr Rowlands was advised but as at 30 June 2012 the formal appointment has not been finalised.

Fire Services Joint Standing Committee (FSJSC)

The FSJSC met on three occasions and attendances were as follows:

		Attendances / Represented
Commissioner Greg Mullins, AFSM	Fire and Rescue NSW	2/1
Commissioner Shane Fitzsimmons, AFSM	NSW Rural Fire Service	2/1
Superintendent Darryl Dunbar	Fire and Rescue NSW	3
Chief Superintendent Stuart Midgley, AFSM	NSW Rural Fire Service	3
Mr Jim Casey	NSW Fire Brigade Employees' Union	2/1
Group Captain Brian McKinlay, AFSM	NSW Rural Fire Service Association Inc	3

Local Government & Shires Associations of NSW Liaison Committee (LGLC)

The LGLC met on three occasions and attendances were as follows:

		Attendances
Commissioner Shane Fitzsimmons, AFSM	NSW Rural Fire Service	2/1
Cr Bruce Miller	Shires Association of NSW	3
Cr Allan Smith, JP	Local Government Association of NSW	3
Cr Ray Donald	Shires Association of NSW	3
Cr Keith Rhoades, AFSM	Local Government Association of NSW	3
Mr Richard Lyons	NSW Rural Fire Service	2/1
Deputy Captain Ken Middleton	NSW Rural Fire Service Association	3

appendix L

NSW RFS Committees (cont.)

Corporate Executive Group (CEG)

The CEG met on eight occasions during the year and attendances were as follows:

		Attendances / Represented
Commissioner Shane Fitzsimmons, AFSM	NSW Rural Fire Service	7
Deputy Commissioner Rob Rogers, AFSM	NSW Rural Fire Service	6
Mr Richard Lyons	NSW Rural Fire Service	8
Ms Bronwyn Jones	NSW Rural Fire Service	7/1
Assistant Commissioner Keith Harrap, AFSM	NSW Rural Fire Service	6
Assistant Commissioner Dominic Lane, AFSM	NSW Rural Fire Service	8
Mr Paul Smith	NSW Rural Fire Service	8
Chief Superintendent Brett Condie	NSW Rural Fire Service	8
Chief Superintendent John Parnaby	NSW Rural Fire Service	8
Chief Superintendent Ken Hall (from 1 January 2011)	NSW Rural Fire Service	8
Group Captain Brian McKinlay, AFSM	NSW Rural Fire Service Association Inc	7
Superintendent Stephen Raymond	NSW Rural Fire Service Association Inc	6

Audit and Risk Committee

The Audit and Risk Committee met on eight occasions. Attendances were as follows:

	Role	Attendance
Mr Arthur Butler	Independent Chairman	8
Dr Dale Cooper	Independent Member	6
Mr Richard Lyons	Director Executive Services NSW RFS	8

Regional Services Consultative Committee

Name	Attendance	No. Eligible to Attend
Dominic Lane (Chair)	3	3
Ken Middleton(Deputy Chair)*	2	2
Brian McDonough (Deputy Chair)**	1	1
<i>Bert Brand</i>	2	3
<i>Christopher Williams</i>	1	1
<i>Don Luscombe</i>	0	2
<i>Ian Stewart</i>	2	3
<i>Jason Heffernan</i>	1	1
<i>Michael Brett</i>	2	3
<i>Nick Helyer</i>	2	2
<i>Paul Whitelely</i>	3	3
<i>Peter McKechnie</i>	1	2
<i>Steve Robinson</i>	1	1
<i>Vic Walker</i>	3	3

*Deputy Chair from July - October 2011.

**Deputy Chair from first meeting in March 2012.

Community Engagement Committee

Name	Attendance	No. Eligible to Attend
Rob Rogers (Chair)	3	3
Marcia LeBusque (Deputy Chair)	3	3
Allison Williams	1	2
<i>David Donaldson</i>	1	1
<i>David Stimson</i>	3	3
<i>Diane Bennett</i>	1	2
<i>Garry Barrett</i>	3	3
<i>Gary Walker</i>	1	1
<i>Geoff Selwood</i>	0	2
<i>Helen Riedl</i>	1	1
<i>Lemmi Breidis</i>	1	2
<i>Neil Thompson</i>	1	1
<i>Scott Keelan</i>	1	2
<i>Victoria Williams</i>	1	1
<i>Zofie Lahodny -Gesco</i>	3	3

appendix L

NSW RFS Committees (cont.)

Infrastructure Services Consultative Committee

Name	Attendance	No. Eligible to Attend
Keith Harrap (Chair)*	1	2
Bruce McDonald (Chair)**	1	1
Steve Raymond(Deputy Chair)***	1	2
David Hoadley(Deputy Chair)****	1	1
David Donaldson	2	2
Errol Hockley	1	1
Geoff Andrew	3	3
John Fitzgerald	3	3
Mark Ross	1	1
Ron Bridge	3	3
Steve Jones	3	3
Steve Smith	1	3
Tony Jarrett	2	2
Troy Dowley	3	3

*Chair from July - October 2011.

**Chair from first meeting in March 2012.

***Deputy Chair from July - October 2011.

****Deputy Chair from first meeting in March 2012.

Membership Services Consultative Committee

Name	Attendance	No. Eligible to Attend
Bronwyn Jones (Chair)	3	3
Tim Arnott (Deputy Chair)*	0	2
Ken Middleton (Deputy Chair)**	1	1
Glenn Wall	3	3
Gregg Miller	2	2
Len Carter	3	3
Nicole Vidler	1	1
Peter Burfitt	2	2
Peter Mooney	3	3
Sean McArdle	2	3
Steve Mepham	1	1
Tom Nolles	3	3
William Bean	3	3

*Deputy Chair from July - October 2011 however was represented by observers, Jane Hollier and Brian McKinlay during the two meetings.

**Deputy Chair from first meeting in March 2012.

Operational Services Consultative Committee

Name	Attendance	No. Eligible to Attend
Rob Rogers (Chair)	3	3
David Hoadley (Deputy Chair)*	2	2
Stephen Raymond (Deputy Chair)**	0	1
Angela Daly	1	1
Brendon Ede	1	1
Brett Bowden	1	2
Chris Powell	3	3
Don Carter	2	3
Geoff Ryan	3	3
Jim Smith	3	3
Mark Mulheron	2	3
Mark Murphy	1	2
Russell Perry	1	2
Wayne Halliday	1	1

*Deputy Chair from July - October 2011.

**Deputy Chair from first meeting in March 2012 however was represented by Tim Arnott as an observer.

appendix M

International Travel

Date	Country	Officer/s	Trip details
16-26 July 2011	USA	Keith Harrap	Present final report on NSW RFS contract work, re Recognition of Prior Learning
22 July-8 August 2011	Botswana	Patrick Quick <i>Allan Holley</i>	To participate in fire management program provided by NSW RFS. Fully funded by AusAid.
31 July-6 August 2011	Thailand	Brian Graham	To attend workshop to develop Memorandum of Understanding
16-27 August 2011	USA	Rob Rogers	To attend International Association of Fire Chiefs Committee meeting
21-29 August 2011	USA	Keith Harrap <i>Kendall Thompson</i> <i>Leah Ekman</i>	To attend presentation ceremony for Benjamin Franklin Fire Service Award for Valour and conference
22 October-4 November 2011	USA	Tim Carroll	To attend Backyards and Beyond Confernece and Firewise workshops. Funded by RFSA/personal
5-13 November 2011	Russia	Stuart Midgley	APEC Study Course on Wildfire Management
January-June 2012: 27 January-12 February 9-24 March 13-29 April 18 May-3 June 22 June-8 July	Botswana	Brian Graham <i>Alan Holley</i> Paul McGrath Frank Overton <i>Warwick Teasdale</i> Mark Murphy <i>Bill Elder</i> Allyn Purkiss <i>Garry Bashford</i> Steve Prior <i>Pat Bradley</i> Bryan Daly Danny Busch Michael Gray <i>Fiona Stalgis</i> Dave Phillips <i>Sandra Huer</i> <i>Jeff Compton</i> <i>Greg Mason</i> <i>Jocelyn Strutt</i>	Participate in Phase Three of Botswana Fire Management Program. Funded by AusAid. Five deployments were undertaken between January and June 2012, as identified within a pre-determined, agreed and approved deployment schedule for Phase Three of the program. The group included ten staff and ten volunteers.

appendix M

International Travel

Date	Country	Officer/s	Trip details
8-18 April 2012	Papua New Guinea	John Parnaby <i>Kristian White</i> <i>Ben Nolan</i> <i>Ivan Moses</i> <i>Sandra Huer</i> Phil Brokett <i>Michael Webber</i> <i>David Patton</i> <i>Kevin Poole</i> Corey Philip Ian Spall <i>Jason Conn</i>	Participate in the inaugural Courage Under Fire – RFSA Kokoda Trek. Thirty three percent of funding was provided through sponsorship and donations with the RFSA being the major partner. Fifty eight percent of funding was from individuals paying their own way. The group included eight volunteers and four staff.
14-28 April 2012	USA	Bruce McDonald <i>Ralph Walker</i>	NSW Rural Fire Service Officer to participate in US Wildland Personal Protective Clothing Project. Volunteer participation funded by RFSA.

NOTE: italics refer to NSW RFS volunteers who have travelled overseas in the reporting period

appendix N

NSW RFS Awards

Internal Awards

Internal Bravery and Service Awards	Volunteers	Salaried Staff	Total
Commissioner's Award for Valour Captain Kendall Thompson, Kootingal/Moonbi Rural Fire Brigade, Tamworth District, Region North	1	Nil	1
Commissioner's Commendation For Bravery Group Captain Derryl Bain, Blighty Rural Fire Brigade, Mid Murray Zone, Region South Firefighter Paul Simpson, Huskisson Rural Fire Brigade, Shoalhaven District, Region South	2	Nil	2
Commissioner's Commendation For Service Captain Leon de Brabander, Inverell Rural Fire Brigade, Northern Tablelands Team, Region North Firefighter William John Gabriel, Wentworth Falls Rural Fire Brigade, Blue Mountains District, Region East Deputy Captain Joshua Robb, Fire Fighter Petia Gear, Dumaresq Rural Fire Brigade, New England Zone, Region North Senior Deputy Captain Alan Kerslake, Alpine/Aylmerton Rural Fire Brigade, Wingecarribee District, Region East	5	Nil	5
Commissioner's Certificate of Commendation (Unit) Coonamble Headquarters Rural Fire Brigade, North West Zone, Region West Warren Central Rural Fire Brigade, North West Zone, Region West Goodooga Rural Fire Brigade, Barwon Darling Zone, Region West	3	Nil	3
Commissioner's Certificate of Commendation (Individual) Senior Deputy Captain Stephen Bishop, Dumaresq Rural Fire Brigade, New England Zone, Region North Peter Carter, Supervisor Learning & Development, Head Office Superintendent Steven Mephram, New England Zone, Region North Captain Neil Thompson, Fire Fighter Wayne O'Brien, Lawrence Rural Fire Brigade, Clarence Valley District, Region North	3	2	5
Commissioner's Unit Citation for Service Boggabilla Rural Fire Brigade, Namoi/Gwydir Team, Region North Dumaresq Rural Fire Brigade, Devils Pinch Rural Fire Brigade New England Zone, Region North	3	Nil	3
Totals	17	2	19

Long Service Medals	Volunteers	Salaried Staff	Totals
10 yr Long Service Medal	945	39	984
20 yr Long Service Medal	547	24	571
30 yr Long Service Medal	389	10	399
40 yr Long Service Medal	257	6	263
50 yr Long Service Medal	145	Nil	145
60 yr Long Service Medal	59	Nil	59
70 yr Long Service Medal	2	Nil	2
Totals	2,344	79	2,423

appendix N

NSW RFS Awards (cont.)

External Awards

Australian Fire Service Medal	Volunteers	Salaried Staff	Totals
Australia Day Bruce Walton, President, North Rocks RFB, Region East Jeffrey Bower, Vice President, Rainbow Flat RFB, Region East Russell Deaves, Deputy Captain, Wyee RFB, Region East Paul Gleeson, Group Captain, Cunjarong Point RFB, Region South Christopher Powell, Group Captain, Palerang FCD, Region South Geoffrey Towner, Group Captain, Brooms Head RFB, Region East	6	Nil	6
Queen's Birthday John Mackenzie Secretary/Treasurer, Eumungerie RFB, Region West Alan Anderson Firefighter, Arthurville RFB, Region West William Lea, Group Captain, Ku-ring-gai FCC, Region East David Phillips, Manager, Gloucester/Great Lakes Team, Region East Michael Brooks, Manager, Namoi/Gwydir Team, Region North Geoffrey Olsen, Fire fighter, Dungog RFB, Region East Donald Langdon, Captain, Rouse Hill RFB, Region East	5	2	7
Totals	11	2	13

National Medal/Clasps	Volunteers	Salaried Staff	Totals
Medals	105	12	117
Clasps	79	11	90
Totals	184	23	207

appendix O

Risk Management and Insurance

Total Deposit Premiums (Excluding GST) Paid	2011/12 \$	2010/11 \$	2009/10 \$	2008/09 \$
Workers Compensation – Salaried staff	790,510	497,540	465,200	405,360
Workers Compensation – Volunteers	3,000,000	3,000,000	3,000,000	2,000,000
Motor Vehicle	3,939,380	250,690	255,590	293,680
Public Liability	3,223,740	3,185,020	2,788,750	2,271,670
Property	64,310	36,360	26,930	29,890
Other	-	38,010	59,260	93,240
Totals	11,017,940	7,007,620	6,595,730	5,093,840

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 Fire Fighters Compensation Fund administered by the WorkCover Authority.

During the reporting period the NSW RFS paid a Hindsight (3-year) adjustment of \$0.056 million for Staff Workers Compensation coverage for the 2007/2008 financial year. Hindsight (5-year) refund adjustments were received for Staff Workers Compensation of \$0.067 million for 2005/06, and \$0.097 million for Motor Vehicle insurance for 2008/09.

appendix P

Review of credit card use

30 June 2012

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

NSW Rural Fire Service corporate and purchasing credit cards are used for approved business related expenditure.

Credit Card transactions by cardholders are reviewed by officers within the NSW Rural Fire Service and any irregularities are reported to management.

I certify that credit card use in the NSW Rural Fire Service has been in accordance with established NSW Rural Fire Service Policy, Premier's Memoranda and Treasurer's Directions. There were no instances of fraudulent use of credit cards during the reporting period.



Shane Fitzsimmons, AFSM
NSW RFS Commissioner

appendix Q

Payment Performance

Accounts paid on time each quarter

YR 2011/12	Total accounts paid on time			Total Amount Paid
Quarter	Target	Actual	\$'000	\$'000
September	100%	85%	64,153	73,241
December	100%	93%	53,897	63,377
March	100%	99%	41,686	49,240
June	100%	100%	29,190	33,639

Aged analysis at the end of each quarter 2011/12

YR 2011/12	Current (ie within due date)	Between 30 and 60 days overdue	Between 60 and 90 days overdue	More than 90 days overdue	Total Trade Creditors
Quarter	\$'000	\$'000	\$'000	\$'000	\$'000
September	1,043	16	206	(38)	1,227
December	2,758	187	7	24	2,976
March	5,031	60	4	2	5,097
June	4,224	(1)	0	0	4,223

Aged analysis at the end of each quarter 2010/11

YR 2010/11	Current (ie within due date)	Between 30 and 60 days overdue	Between 60 and 90 days overdue	More than 90 days overdue	Total Trade Creditors
Quarter	\$'000	\$'000	\$'000	\$'000	\$'000
September	1,905	(6)	12	3	1,914
December	3,889	0	0	21	3,910
March	13,324	2	1	3	13,330
June	4,473	3	160	36	4,672

Notes:

(Amounts) indicate credit notes waiting to be offset against invoices in the following month.

Time for payment of accounts showed an improved performance over the year, based on the proportion of current creditors at month end compared to total trade creditors owed.

There have been no instances leading to payments of interest on overdue accounts under Clause 18 of the Public Finance and Audit Regulation 2000 and Treasurer's Direction TD 219.01.

appendix R

Research and Development

Bush Fire Cooperative Research Centre

Year	Cash Contribution	In-kind Contribution
2011/12	\$322,000	\$518,000

University of Wollongong, Centre for Environmental Risk Management and Bush Fires

Year	Cash Contribution	In-kind Contribution
2011/12	\$330,000	\$55,000

appendix S

Engagement of Consultants

During the reporting period three consultants were engaged at a total cost of \$124,870.

	Cost (\$)
<i>Consultancies equal to or more than \$50,000</i>	
Personnel and Industrial	
Diplomacy Management Consulting (Industrial relations advocacy service)	107,102
<i>Consultancies less than \$50,000</i>	
Accounting General	
YTBN Services (Aviation assessments – three engagements)	15,568
R.P & D.A Grdusiak Pty Ltd (One Consultative & risk assessment of IX35)	2,200
Total Consultancies	124,870

appendix T

Funds granted to non-government community organisations

	Program Area	2008/09	2009/10	2010/11	2010/12	Nature and purpose
Nature Conservation Council	Operations	105,500	105,000	108,255	111,796	Annual funding to allow the Council to meet its responsibilities under the <i>Rural Fires Service Act 1997</i> .
Hydro Australia Pty Ltd	Operational and Administrative Support	0	2,400	0	0	Support and minor enhancement to software (RAPS – Resource Allocation Planning System).
Volunteer Units	EMNSW	1,442,000	1,470,360	8,418,702*	0	Funding support for NSW Volunteer Rescue Association, Marine Rescue NSW and various volunteer brigades and stations
Total		1,557,500	1,557,760	8,526,957	111,796	

* The Public Sector Employment and Management (Departments) Order 2011 issued in April 2011 abolished Emergency Management, and transferred its operation to the Ministry for Police and Emergency Services. The figure included in above table reflects operations up to 31 March 2011.

glossary

AED	Automated External Defibrillators
AFAC	Australasian Fire and Emergency Services Authorities Council
AIDER	Assist Infirm, Disabled and Elderly Residents
BFCC	Bush Fire Coordinating Committee
BFHC	Bush Fire Hazard Complaint
BFIL	Bush Fire Information Line
BFMC	Bush Fire Management Committee
BFRMP	Bush Fire Risk Management Plan
BRIMS	Bushfire Risk Information Management System
CEG	Corporate Executive Group
CFU	Community Fire Unit
CISS	Critical Incident Support Services
CRC	Cooperative Research Centre
EEO	Equal Employment Opportunities
FIRS	Fire Incident Reporting System
FRNSW	Fire and Rescue NSW (formerly NSW Fire Brigades)
FSJSC	Fire Services Joint Standing Committee
GIPA	Government Information (Public Access)
GIS	Geographic Information System
ICON	Incident Control On Line
ICS	Incident Control System
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	www.myrfs.nsw.gov.au – volunteer extranet
NPWS	National Parks and Wildlife Service (NSW)
NSW RFS	NSW Rural Fire Service
NSW SES	NSW State Emergency Service
RAFT	Remote Area Firefighting Team
RART	Rapid Aerial Response Team
RFSA	NSW Rural Fire Service Association
RFSAC	Rural Fire Service Advisory Council
RMS	Resource Management System
S44	Section 44 of the <i>Rural Fires Act</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

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FRONT COVER PHOTO:

Part of the Roadside Vegetation Program, this roadside burn was on the Barrier Highway, about 170km west of Cobar. The volunteer in the photo was one of the Region East (Firefighter Steve Skinner, Valley Heights Brigade) crew who came out to assist the local brigades. It was a very successful burn. Photo by Robyn Favelle



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