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## MESSAGE FROM HIS EXCELLENCE THE GOVERNOR OF VICTORIA

### 25 YEARS OF THE EMERGENCY SERVICES FOUNDATION (ESF) IN VICTORIA

As Governor of Victoria it gives me great pleasure to send this message of support and acknowledgement to the Emergency Services Foundation in Victoria on the occasion of 25 years of service to the Victorian community.

Since its inception in 1987 following the terrible Ash Wednesday bushfires, your organisation has and continues to play a critical role in supporting the families of emergency services workers who are seriously injured or who tragically, have died, in the course of undertaking front line duties.

Victoria, like many other parts of our country, too often requires the skill and tireless dedication of many men and women from our fire and emergency services. Their sense of service to their local community, to one another and to our broader community is to be commended. In conducting such work, they often go above and beyond what is expected of them and in some instances, sadly, they make the ultimate sacrifice. These men and women are both brave and selfless in conducting their duties. We are all the better for having them as part of our community.

Notwithstanding there are now better and more accessible sources of financial support for affected families, the Emergency Services Foundation still plays an essential role in providing immediate financial aid as well as non-financial support services, which are just as important. To continue to offer a relevant and meaningful service, your organisation should be commended for also extending the range of services you provide to your members including professional development and other training for staff and volunteer personnel.

On behalf of the Victorian community, can I extend my thanks and gratitude to you for the important work your organisation undertakes and on this very important milestone.

A handwritten signature in black ink that reads "Alex Chernov".

**The Honourable Alex Chernov AC QC**  
Governor of Victoria



## FOUNDATION FORMATION

The world was a very different place 25 years ago. We were not electronically connected 24/7 – in fact 24/7 was not even a term. The volunteers who turned out to fight fires and help others in their community at times of other natural disasters had little training when compared to today's standards, no hi-tec protective clothing, there was no "Worksafe" and were they to be injured or killed, their families were not well protected by any comprehensive welfare safety net.

In this environment, the Emergency Services Foundation was formed following the inquiry and subsequent report, post the Ash Wednesday Fires of 16 February, 1983.

Following the inquiry there was discussion about the need for a well governed mechanism so the community could contribute money to assist volunteer firefighters and emergency service workers injured or killed in the line of duty.

This publication celebrates the work of the Foundation to date and acknowledges the people who were instrumental in the formation and its on-going success. Please refer to the honour listing on the inside back cover for more detail.

The Ash Wednesday fires: 47 people were killed and a number sustained significant injury. Approximately 82,500 hectares of public land and over 120,000 hectares of private land was burnt. More than 2,900 homes and buildings were lost.

Such a catastrophic event saw a great outpouring of community support for the fire-fighters, with many wanting to give financial support.

Mick Miller, the then Chief Commissioner of Victoria Police, led the inquiry into the Ash Wednesday fires. He was joined by Laurie Lavelle, then Chief Fire Officer, to champion the planning and set up of a system which would allow the public to donate money post a significant fire or other major emergency event. A key issue which needed to be addressed was gaining "charitable status". This was a lengthy process requiring approval at Commonwealth level but needed to be in place before any emergency event so receipts could be immediately provided to donors.

A group was formed Chaired by Mick Miller who asked Tony Allan then Director of Administration, Victoria Police, to manage the legal formation of the Foundation and the on-going administration.

DATED

15<sup>th</sup> April 1987

The C.E.S.F. Pty Limited was incorporated on the 24th March 1987. The Articles of Association provided that the Board be constituted by a minimum of two persons and shall include;

Section 58 (1), persons who are from time to time respectively the Chief Fire Officer of the Metropolitan Fire Brigades Board and the Chief Commissioner of Victoria Police.

LAWRENCE GORDON LAVELLE

On the 15th April 1987 a Declaration of Trust was made between the Founders and C.E.S.F. Pty Limited, whereas: "The Founders desire to establish a trust to be known as the Emergency Services Foundation (the Foundation) for public charitable purposes and in particular for the relief of poverty, sickness, injury, distress, misfortune, destitution or helplessness suffered by persons engaged in or acting under the auspices of the Victorian Police Force, The Country Fire Authority Victoria, the Melbourne Metropolitan Fire Brigades Board, The Victorian State Emergency Service, The Port Emergency Services, the ambulance services and any other public emergency service, organisation and by the families of such persons.

In the early days the State Bank of Victoria and the Bank of Melbourne were the two banks involved in the Foundation. A set of arrangements were put in place for the banks to be receivers of donations in the event of a major emergency (within 24 hours) with the Foundation immediately able to access funds.

DECLARATION OF TRUST





## MICK MILLER AO – former Chief Commissioner of Victoria Police

When people ask about the early days of the ESF I tell them it was Laurie Lavelle's idea and he tells them it was mine! Really, I have to credit Laurie with the germ of the idea to have some sort of charitable structure, committee or whatever, focussed on providing financial support to members of our combating agencies injured or killed in the line of duty.

At the time of the tragic bushfires in 1983 I was Chief Commissioner of Police and with that role I was also responsible for co-ordinating the State Disaster Plan. I led the Inquiry following the fires in which 47 Victorians lost their lives including 14 Country Fire Authority members. There were more than 40 combating agencies involved in response and recovery for that emergency and the loss of life meant many in the community were directly touched in some way. The outpouring of compassion and empathy for families directly affected was enormous and was really the catalyst for the concept Laurie and I discussed and developed.

It took some time from our early discussions to refine our thinking and garner the support base we needed for moving forward.

Our early challenges were to enlist the support of senior emergency management personnel in the idea, ultimately drawing on this pool to constitute our first Board. We also needed to find financial support and the government through the then Minister The Hon Race Matthews provided financial assistance. This was testament to our solid working relationship and the trust and confidence we were able to build with government and that funding was complemented by other sources from C.I.G and Melbourne philanthropists such as the Pratt family.

It is very important to understand that in those times the occupational health and safety regulatory landscape was vastly different. Also, workers compensation did not cover volunteers, so there was no financial safety net for injured personnel as there is today. This was why our primary purpose at that time was to provide immediate financial support to people or their families in the event of injury or death in the line of duty.

I am pleased to say that as we refined our ideas and the structure of our charitable entity took shape, being formally constituted in 1987, regulation and compensation for volunteers had also significantly improved. When I retired from Victoria Police in November of 1987 my role in the ESF was taken by the in-coming Chief Commissioner Mr Kelvin Glare.

During my time on the Board I was able to see the Foundation evolve and develop their focus on the scholarship program and pursuing opportunities for agencies to work more closely together and learn from each other. This I believe is the way of the future.

Our emergency service personnel must keep abreast of world best practice and have opportunities to share their knowledge and experience. The volunteer leadership programs the Foundation has most recently developed and supported, with grants from the Victorian State Government, as well as the on-going scholarship programs, reinforce the Foundation's vision to ensure our emergency management personnel over a wide range of agencies, have opportunities to work and learn together.



## LAURIE LAVELLE AM – former Chief Fire Officer, Metropolitan Fire Brigades (Melbourne)

The idea of the Emergency Service Foundation was borne out of a few like-minded people including myself and Mick Miller the then Chief Commissioner of Victoria Police. Following the very tragic 1983 Ash Wednesday fires, Mick and I worked on a number of committees including a committee to look at ideas for Victoria's 150th celebrations.

We talked about a number of issues but we both wanted to do something to help the emergency services people and also facilitate a way for the community support to be directed to this goal.

Mick had led the inquiry following the fires and we discussed doing something to provide financial assistance for injured or fallen firefighters and emergency service workers and their families.

One of the many tasks in establishing ESF was finding a Chairman following Mick Miller's retirement. Board member Ray Forrest a senior officer with National Australia Bank was asked to assist me in interviewing several prominent business people and our recommendation to appoint Bill Mansfield, General Manager, Commercial Union Insurance, Australia's largest insurance company was accepted.

From the very start the Board was most aware of good governance and the need to provide strategic direction and move with or stay ahead of the times. Bill served with distinction for over 10 years giving consistency and commitment providing a balanced approach to competing interests between members who sought to expand the role of ESF and those who wanted a measured approach. Following Bill Mansfield's retirement I was privileged to be appointed as the 3rd Chairman of ESF.

Early in 2002 as there were several new members appointed to the Board it was agreed that time be set aside to conduct a special meeting and review the future direction of ESF. The review confirmed the importance and direction of ESF providing 26 recommendations most of which were adopted. One of the key recommendations was to establish an Alumni of past scholarship awardees to ensure that the studies undertaken by awardees were being utilised.

These successful candidates were required to present their findings to selected forums and also encourage their colleagues to undertake the programme. These elements now form part of the commitment applicants must undertake during their interviews for a scholarships. The multi agency membership of the interview committee has been a key to its success with strong successive leadership from Rhys Maggs, Neil Bibby and then Shane Wright.

In establishing the Alumni, Board member Ken Latta facilitated workshops over several weeks resulting in a formal body being established within the Foundations structure. The Alumni has received significant leadership from successive President's and Office Bearers conducting information nights and fund raising activities.

The success of ESF has been the manner in which it has been administered. Before he retired Board member Vic Anderson was most generous in offering his time in taking on secretarial duties which had been undertaken by Lita Bostjancic who had been promoted to a new role at Victoria Police. One of Vic's initiatives was to engage Swinburne University to conduct a review of the Scholarship program for the Board to consider and some of the suggestions were given careful attention.

When Vic Anderson retired the Metropolitan Fire Brigade offered to provide a venue for meetings to share the work load and address the ever increasing demand on ESF services. Shortly after the Board accepted a recommendation to appoint Jenny Davis to take over all administrative duties. This decision resulted in having a person to assist Board members and Office Bearers and all those with an interest in ESF a focal point for access to those interested in the Foundations activities. Jenny provides an excellent service and is the link ESF has amongst the emergency service community.

As part of its secondary purpose the Foundation introduced a number of new initiatives. After the early success of conducting a conference, Board member Rhys Maggs recommended that the role of conference organiser be outsourced and recommended Tony Pool to take on the role.

The conference and exhibition is now an annual highlight of ESF events and continues to expand.

In recent times ESF partnered with Worcester Polytechnic Institute one of the leading Universities in the USA to address on site multi agency topics of interest to all emergency services.

In 2009 the Victoria government accepted a proposal to provide financial support to volunteer scholarships and the conduct of volunteer leadership programmes. These events have proved highly successful lifting the profile of ESF across the sector providing opportunities for volunteer personnel in all areas of emergency services to come together, share knowledge and develop closer working relations. It is not surprising that since ESF commenced similar development and sharing in areas of common interest occurs at the Board level.

When I look back over the years of the Foundation, there are really too many people to acknowledge in my short piece but I commend you to read through this celebration of 25 years of the ESF, their names will be peppered through-out. To you all my sincere thanks.

# EARLY WORK OF THE FOUNDATION

Creating public awareness for the Foundation and its work was difficult in the absence of no major (out of scale) emergency events following the Ash Wednesday fires. In 1988 an open day was held at the Police Academy in Springvale, Victoria. The aim was to create awareness for the Foundation within the emergency management sector and the wider community and to promote the activities of the Foundation. In 1989 successful Open Days were held at the Police Academy in Springvale, Victoria, the MFB training college at Abbotsford and another in Bendigo with the aim of creating awareness for the the Foundation within the emergency management sector and the wider community and to promote the activities of the Foundation.

In the early 90's compensation arrangements were changed for volunteer emergency service workers, bringing them in under the umbrella for the first time. This changed the focus of the Foundation a little, however, the Foundation continued to help families in need and occasionally the emergency management agencies would request assistance for one of their people directly.

Early on there was a desire to recognise many emergency management organisations including service and community based entities. Over the years this focus has changed with a greater concentration now on lead emergency management agency volunteers and their families.

A Disaster Relief Committee was set up in 1988 which continues to this day. This committee oversees all requests.

In 1988, the Foundation awarded its first research scholarship and later a formal scholarship program was set up. This program supports emergency management personnel to undertake research that adds value to modern day emergency management practice. Sharing knowledge and endeavouring to positively contribute to better public safety for both emergency management personnel and the community was always a part of the ESF purpose, during this time period greater focus was placed on this objective.

Mick Miller stayed in the role as Chair until the appointment of Bill Mansfield. He remained involved on the Board until his retirement. Kelvin Glare succeeded Mr. Miller on the Board.

In the late 80's the Foundation sponsored a Piper Alpha project. This saw the ESF again break new ground sponsoring high level emergency management specialists who fought and responded to the Piper Alpha disaster (oil rig on the North Sea UK). A road-show presentation was put together to "tour" these high profile speakers in Victoria. It was seen as so popular that they were asked to speak at interstate venues as well. This was the fore-runner to an international focus on best practice in emergency management.

From inception the ESF has been fortunate to have the support of the Pratt family and particularly Jeanne Pratt who hosts an annual luncheon for the scholarship awardees. The first scholarship luncheon was held at Raheen in 1990 and this tradition continues today.

The Board of the ESF has always focused on strategic direction and in 1998 a significant review of the Foundation's operations was conducted. The Board again conducted a strategic review in 2002.

# EARLY WORK OF THE FOUNDATION

continued

During the early 1990's the Foundation still relied on Victoria Police for all administration support. A request was made to the Board by the Chief Commissioner of Victoria Police that the ESF be responsible for the investment of the Tynan/Eyre Memorial Fund.

In November 1998 a review of the scholarship Program was undertaken and an evaluation report produced by Swinburne University of Technology.

In December 2000 Mr Bruce Esplin, Emergency Services Commissioner set up the first Emergency Management Conference and Exhibition and in 2001 a formal Conference and Exhibition sub-committee was formed. Members of this inaugural committee were:

- Shane Wright  
*Chief Fire Officer MFB*
- Tony Pearce - *Event Manager*
- Bruce Esplin -  
*Emergency Services Commissioner*
- Jude Lawrence -  
*Chair of the Conference Committee*

This event is now a highlight of the calendar year and is extremely well attended by all emergency management agency personnel. The stature of this event has grown significantly and the conference, trade exhibition and dinner now contribute solid income to the Foundation.



# ESF TIMELINE

<b>16 February 1983</b>	Ash Wednesday Fires – 47 people killed More than 2,900 homes and buildings destroyed Est. 200,000+ hectares burned	<b>1989</b>	Open Days held in Melbourne and Bendigo
<b>1984</b>	Report of the Bushfire Review Committee on bushfire preparedness in Victoria, Australia, following the Ash Wednesday fires 16 February 1983	<b>1989</b>	Piper Alpha senior emergency management personnel sponsored to Australia for "Road-show" presentations
<b>1984</b>	Group formed Chaired by Mick Miller to plan and set up the Foundation	<b>1990</b>	First Scholarship luncheon held at 'Raheen' the Pratt family home in Kew, Victoria
<b>24 March 1987</b>	C.E.S.F. Pty. Limited Incorporated	<b>1994</b>	ESF takes on investment of funds for Tynan/Eyre Foundation
<b>15 April 1987</b>	Trust Deed between Founders - Sinclair Imrie (Mick) Miller, Lawrence Gordon (Laurie) Lavelle and C.E.S.F. Pty Limited	<b>1998</b>	Review of the Scholarship Program undertaken by Swinburne University of Technology
<b>June 1987</b>	Arrangements made with the State Bank of Victoria and Bank of Melbourne for appeal donations to be recognised within 24 hours of declared emergency	<b>2000</b>	First Annual ESF Conference and Trade Expo Program
<b>1988</b>	First Open Day held at Victorian Police Academy	<b>2001</b>	Start of the Conference Sub Committee
<b>1988</b>	First ESF Scholarship awarded	<b>2002</b>	Comprehensive independent review of the Foundations operations
<b>1988</b>	Disaster & Relief Committee formed	<b>2007</b>	Alumni formed for Scholarship recipients
<b>1988</b>	ESF Scholarship Program commences	<b>2010</b>	First Volunteer Scholarship awarded funded through Victorian Government grants
		<b>2011</b>	Programs with Worcester Polytechnic Institute, Massachusetts, USA commence
		<b>2012</b>	First Volunteer Leadership Forum staged



## TONY ALLEN

### Victoria Police

I was the Director of Administration for Victoria Police at the time Mick Miller was Chief Commissioner. Mick was a visionary and his great skill was to quickly identify and interpret a growing need and develop a concept to address that need, drafting in others to refine the concept and develop and implement the idea. Mick asked me to take on the responsibility of the idea of an organisation or entity focussed on providing financial assistance to fire-fighters and other mainly volunteer emergency service workers, injured or killed during active service, or supporting their families.

It was my duty to "find" the right legal entity to facilitate this and with advice from the Victorian Solicitor General and other external legal practitioners, a Foundation or charitable entity underpinned by a limited liability company was decided to be the best "fit" legal arrangement to satisfy the requirements. The Foundation was finally constituted in 1987. It was very important to have an entity that allowed for 'charitable status', but also provided a good governance model when managing and accounting for public donations.

I also put in place a system with the then State Bank of Victoria and the Bank of Melbourne that could be "switched on" within 24 hours of a large scale event, allowing the public to make donations pretty much immediately. The local CFA brigades and SES units were also able to take these donations.

While I did a lot of behind the scenes work - particularly around the set up of the Foundation, I was also fortunate to be involved in a number of initiatives such as Open Days at the Police Academy and later at the MFB and Bendigo.

I also played a significant role in bringing, to Australia two very senior emergency management people, the Chief of Police and the Fire Chief Commissioner involved in the incident management of the Piper Alpha North Sea oil platform off the coast of Aberdeen, Scotland. This platform had a major fire killing a number of people and taking some time to control. The experience these two gentleman shared but more importantly the lessons they were prepared to discuss regarding what they had learnt and what could have been done better, were invaluable. There was a huge ripple effect, in fact a number of agencies interstate asked for them to speak to their personnel. This was the fore-runner to broadening our focus and looking not only within Australia for best practice but internationally. I am very proud that the ESF has been able to contribute to industry excellence not only in Victoria but in other jurisdictions too.

When I look back at the talented and energetic people who were prepared to put in countless unpaid hours to make the Foundation the success it has been, many names come to mind but I specifically would like to acknowledge Jeanne Pratt, Rhys Maggs who headed the SES in Victoria for many years and executives Bill Mansfield, Chairman of Commercial Union Insurance and Ray Forrest a senior executive at NAB who both bought tremendous commercial acumen to the Foundation. It was a pleasure to be involved with such wonderful people.



## RHYS MAGGS

- Former CEO of State Emergency Service (SES)

I was asked to join the ESF as I was CEO of the State Emergency Service (SES) and I was very happy to do so as I believed the charter of the Foundation to be very sound and extremely worthwhile.

Over my time the people who I think really provided wonderful support and leadership were Mick Miller, Chief Commissioner of Victoria Police and Laurie Lavelle, Chief Fire Officer of the MFB who between them created and drove the early development of the Foundation. John Warburton has also contributed for a very long time and under John's guidance the Foundation has been able to manage the invested funds in a very professional manner. Vic Anderson (Assistant Police Commissioner) was also instrumental in the early years providing all the administration support.

I had a lot to do with the scholarships. When the Alumni was formed in 2007 the scholarships really took off as the Alumni not only promoted the scholarship program but also provided a lot of support to the scholarship applicants. The Alumni helped them craft their applications and organise their areas of study, also supporting them to write their reports, experiences and conclusions and to share their knowledge across the sector.

The Alumni has added a lot of value to the scholarship program. There are some early scholarship awardees who are not connected up and it would be great to bring their research into the fold. It is important the knowledge and findings are not lost. In the future it would be useful to revisit some of the work that has been done.

The ESF is quite well known in the emergency management community and I feel the scholarships have had a big impact on this. The work of the Foundation is not well known outside of the emergency management sector. Perhaps this is a challenge for the future. Connecting and involving the younger people in our sector is another challenge as well as continuing to encourage the commitment of the volunteers on which our sector is so reliant.

Time and resources are the greatest barriers to the work of the ESF, but the emergency management agencies in this State are fully supportive of the Foundation and clearly see the added value across the range of activities the ESF conducts.



## BRUCE ESPLIN

- Former Emergency Services Commissioner

The Ash Wednesday bushfires were the trigger for the Emergency Service Foundation. When I look back I think the Foundation has been an organisation that has been able to move with the times and remain relevant.

In its early incarnation it was a bit of a sleeper to me. The wonderful work that the Foundation did in supporting families of emergency service workers killed or severely injured in the line of duty was remarkable and not very well known. I think there is still great opportunity for the Foundation to be better known both within the emergency services sector but also the wider community. It should be better recognised for the outstanding contribution it has made over the years.

I look back at my time as a Director of the Foundation with fondness and I still keep a weather eye out for how well the annual conference, welfare events, scholarships and other initiatives are supported. There are many benefits that flow across the sector from the work of the ESF.

The Foundation was seeking ways to extend its influence in the sector when I came on to the Board. We recognised we had an opportunity to extend and enable knowledge sharing. The annual conference was an important initiative. This event has grown to be a very important part of the yearly program and is highly regarded around the country.

I think the Foundation has demonstrated over time that it has been able to change and adapt to remain contemporary and has always had a focus not just on current challenges but what is about to come up over the hill. I am confident if that leadership continues the ESF has a bright future and will seek to remain relevant and an important part of the family for police and emergency services in Victoria.

Some time ago the Foundation broadened its membership base to include organisations such as Life Saving Victoria, St John Ambulance and many others. I think this was a very forward thinking move and has ensured the Foundation is representative of the many organisations and their volunteers who support both response and recovery in times of emergency.

Laurie Lavelle has demonstrated a subtle and quiet ability to influence the Foundation and its place within the sector and to government. The governance of the Foundation through the Board composition has always embraced diversity. This has enabled the Foundation to manage its financial arrangements in a robust way, protecting itself in times of economic downturn.

The Foundation has a bright future and I am delighted to have played a small part in such an ethical and principled organisation.



## JOHN WARBURTON - Treasurer

I was first introduced to the Emergency Services Foundation (ESF) by a close friend of mine Rhys Maggs – some 15 plus years ago. At that time Rhys headed up the State Emergency Services (SES).

My primary purpose was to assist the Foundation. I thought that the organisation had very honorable and noble objectives and I felt my accounting and financial skills might prove to be of use as the Foundation progressed.

Since I have been with the ESF it has been a very stable organisation and has kept a clear focus on its original intentions specifically to give immediate support to families who have lost a loved one in the line of duty with the secondary purpose being to support the scholarship program.

The financial support available to families now is quite different to when the ESF first started and volunteers particularly, had no WorkCover insurance or other government welfare support. But, even today, it can take some time for financial assistance to come through the formal channels and it is a strength of the ESF that we can respond so quickly and provide support when these families are immediately impacted by the trauma.

That said, the changing arrangements in financial support to volunteers and paid staff have meant that the ESF over time has been able to develop the scholarship program and facilitate knowledge sharing across the sector. This ultimately is a great public benefit. Just one little example of that which comes to mind is the use of diamond tipped chain saws. People did not know of this equipment here at the time, but one of the scholarship recipients saw diamond tipped chain saws in use in rescue operations in the USA and ultimately this equipment was applied to free Stuart Diver from the Thredbo landslide in 1997.

One of our key challenges for the future is increasingly tight economic conditions in markets globally. This has reduced the returns from our investments and means we have less working capital on which to operate. It is always a challenge to do more with less, but we are not alone and the experience and foresight of our Board, plus our strong focus on core business has helped us maintain our level of service. In the past few years the State Government through the Department of Justice has funded scholarships for volunteers in the emergency services and this has been a wonderful extension to our programs.

I feel very privileged to have been involved in the ESF for so long. For me as a lay person, it has been a unique experience to attend Board meetings with the various Commissioners or CEO's of our leading emergency service agencies. They are all extremely aware of what is happening around the town and throughout the State.



## PETER LESTER

- Chairman Disaster & Relief Committee

I first came onto the ESF Board at the behest of my life-long friend Vic Anderson who was then Assistant Commissioner of Federal Police and was very active in the administration of the Foundation. Vic was keen to make sure there was a very balanced Board and felt input from a few key people outside of the emergency services sector but with solid business acumen, would be very valuable.

Over my time with the ESF I played two key roles – the first was to focus on our investment strategy. At the time our investments were underperforming in relation to the market. While we had to be conservative in our approach and ensure proper governance structures and policies were in place – we knew it was imperative to the financial sustainability of the Foundation that our invested funds perform as well as possible in providing the return on investment the ESF required.

I worked closely with John Warburton, our Treasurer, to develop an appropriate portfolio.

I also worked on our crisis management process to make sure that in the event of a major disaster when we needed to get in place a major fundraising effort at very short notice, that we had the mechanism in place to facilitate this.

I do not believe the focus of the Foundation has changed much since inception. Central to the Charter is the need to respond immediately to families where a loved one has been killed or significantly injured in the line of duty. Even though our emergency service people are the best trained of any era and now have high quality personal protective clothing and equipment, our staff and volunteers in the emergency services are still at risk every time they go out and respond to an emergency. While over time provisions for compensation have significantly improved, to be of immediate service to families facing trauma is very important and is a critical role the ESF plays.

In the future, continuing to build the profile of the ESF in the emergency service sector will be vital and seeking new ways to communicate with younger people coming through will be essential. It will also be necessary to increase the profile of the ESF generally. If there is another significant catastrophic event in this State, where we need to gain public support for a major fundraising effort, to have a general awareness of the work of the ESF will be invaluable.



## NEIL BIBBY

- Chairman and former CEO of CFA

After the 'Ash Wednesday' there was a clear need to financially provide for the families of particularly volunteer emergency service workers killed or significantly injured in the line of duty.

I remember in the very early days setting up a display at the Calder Race track to promote the ESF within the emergency services sector but also to the wider community. Through the 70's and 80's, while I was with the MFB, I was very involved in the scholarship program.

When I became CEO of the CFA in 2002 I joined the Board of the ESF and have been on the Board since that time, taking over as Chairman in 2012 from Laurie Lavelle. Laurie who leaves big shoes to fill. His leadership in the emergency services sector crosses all jurisdictions and agencies and it was Laurie's vision and dedication that breathed life into the ESF at the very beginning.

The biggest changes I have seen in my time with the Foundation has been the growth of the scholarship program. Early on, the scholarships revolved around quite small projects, but now the research projects are significant pieces of work which are very professionally thought through and organised and reported on. The learnings from these projects is of benefit to the whole emergency services sector. It is also important that these scholarships also benefit the recipient providing a wonderful professional development opportunity.

Through the scholarship program we can ensure that the ESF plays its part in developing leaders of the future in our sector. We can and do have a very positive and direct impact on building capability in our industry.

Another significant activity of the ESF in relation to this is the annual conference which has been staged since 2000. The conference program gets stronger each year and we have now added into the conference program workshops and other additional professional development opportunities. The trade exhibition also continues to grow and I commend the suppliers to our industry for their ongoing support, recognising this is a wonderful opportunity to engage with their customers and share knowledge.

I am particularly pleased that the conference attracts such a strong attendance from our volunteers and that our agencies recognise what an important development and networking opportunity this is. Again the ESF is helping to contribute to interoperability across the sector by facilitating closer working relationships across our emergency service agencies.

Both the ESF scholarship program and the State Government funded volunteer scholarships along with annual conference and newer initiatives such as the young volunteer leader's forums, will continue to ensure the ESF is a valued contributor to building interoperability and capability as our sector works through the changes that the Reform Program announced by the Victorian Government in 2012 will no doubt bring.

# CURRENT WORK OF THE ESF

## Major activities over the past few years include:

- Immediate financial assistance provided to a number of families during 2012/2013
- During 2012 and 2013, 15 scholarships awarded over a wide cross-section of study to career and volunteer emergency service people
- The Annual Emergency Management Conference for the past two years has attracted more than 850 delegates with around 300 people attending the conference dinners. These annual events make a significant financial contribution to the Foundation. They are also critical in our endeavour to facilitate knowledge sharing across the sector.
- Sponsorship of an applied research project undertaken by senior students from the Worcester Polytechnic Institute (WPI) USA. This project was to research and produce an evaluation report into the 'Health & Wellbeing of Victorian Emergency Services Workers'.
- Continuation of the successful partnership program between the MFB and MacKillop Family Services. Through this program, young people from indigenous and multicultural backgrounds have the opportunity to experience personal mentoring and guidance from senior fire-fighters and executive staff of the MFB



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## JEANNE PRATT

- Patron and board member

I have been involved in the Emergency Services Foundation since inception. It is with great pleasure that I am able to support such a worthwhile organisation which at its heart helps families in time of real need and is dedicated to finding better ways to support public safety. To all the brave men and women across Victoria who give their time and skill so willingly to help their fellow man – especially in times of great need, I give my sincere thanks. More poignantly, to the families who have had a loved one injured or killed in the line of duty, I extend my heartfelt condolences.

Over the years I have seen the central focus of the Foundation move with the times and the scholarship program is now a critical part of the Foundation's work.

The impact of the scholarships across the whole emergency services sector is wonderful and there are so many examples of how the learnings from these studies are being applied at the grass roots to the benefit of all.

I am pleased and privileged I have been able to assist the Foundation in its endeavours and I look forward to that continuing for many years to come.

# ESF INTO THE FUTURE

The ESF Board has agreed with the current approach with strong focus on information sharing and industry best practice through the annual conference and other smaller events held during the year, the support for the Scholarships and the administrations of the State funded Volunteer scholarships and the continued encouragement and recognition of volunteers through the volunteer leadership events.

Current Chairman Neil Bibby has tasked a small team of Directors to explore and analyse financial arrangements and funding options for the ongoing activities of the Foundation. This will also encompass reviewing sponsorship arrangements and opportunities.

Work has commenced on programs to raise the profile of the Foundation within the emergency services sector and to the wider Victorian community – utilising the 25 years since foundation as a launch platform.

The relief arrangements of the Foundation are also under review to ensure better alignment with changing community expectations and the welfare administration which exists today. However, the core mission of the ESF which is to provide a level of financial assistance to those families in their immediate time of need will not change.

The scholarship program continues to increase in status each year and the recent good work developed to assist awardees with guidance and direction to ensure their research program optimises their opportunity and research utilisation will continue.

The ESF is poised on the cusp of a new and exciting era. We acknowledge the vision and commitment of those who have gone before and who have guided the Foundation with compassion and good governance. The Foundation looks forward with great optimism to the next 25 years.

## OUR PEOPLE

As at 30 June 2013

### BOARD OF MANAGEMENT

Neil Bibby, *Chairman*  
John Warburton, *Treasurer & Company Secretary*  
Jenny Davis, *Executive Officer*

### MEMBER ORGANISATION REPRESENTATIVES

Mick Bourke, *Country Fire Authority*  
Greg Sassella, *Ambulance Victoria*  
Nick Easy, *Metropolitan Fire Brigade*  
Mary Barry, *State Emergency Service*  
Tim Cartwright, *Victoria Police*

### DIRECTORS

Mary Barry  
Neil Bibby  
Mick Bourke  
Tim Cartwright  
Catherine Dunlop  
Nick Easy  
Craig Lapsley  
Laurie Lavelle  
Jeanne Pratt  
Greg Sassella  
Neil Soullier  
John Warburton

### COMMITTEES

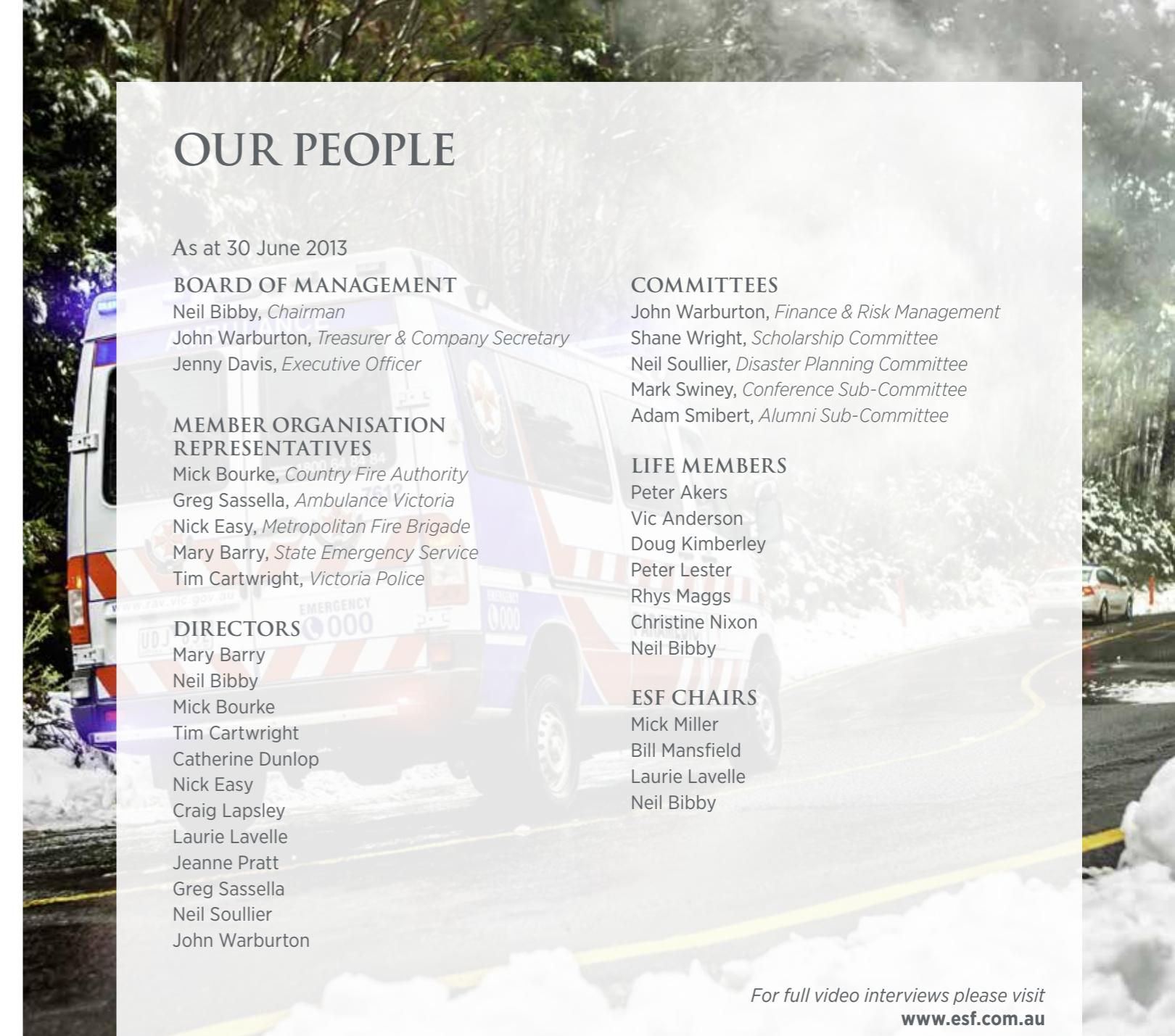
John Warburton, *Finance & Risk Management*  
Shane Wright, *Scholarship Committee*  
Neil Soullier, *Disaster Planning Committee*  
Mark Swiney, *Conference Sub-Committee*  
Adam Smibert, *Alumni Sub-Committee*

### LIFE MEMBERS

Peter Akers  
Vic Anderson  
Doug Kimberley  
Peter Lester  
Rhys Maggs  
Christine Nixon  
Neil Bibby

### ESF CHAIRS

Mick Miller  
Bill Mansfield  
Laurie Lavelle  
Neil Bibby



For full video interviews please visit  
[www.esf.com.au](http://www.esf.com.au)

