

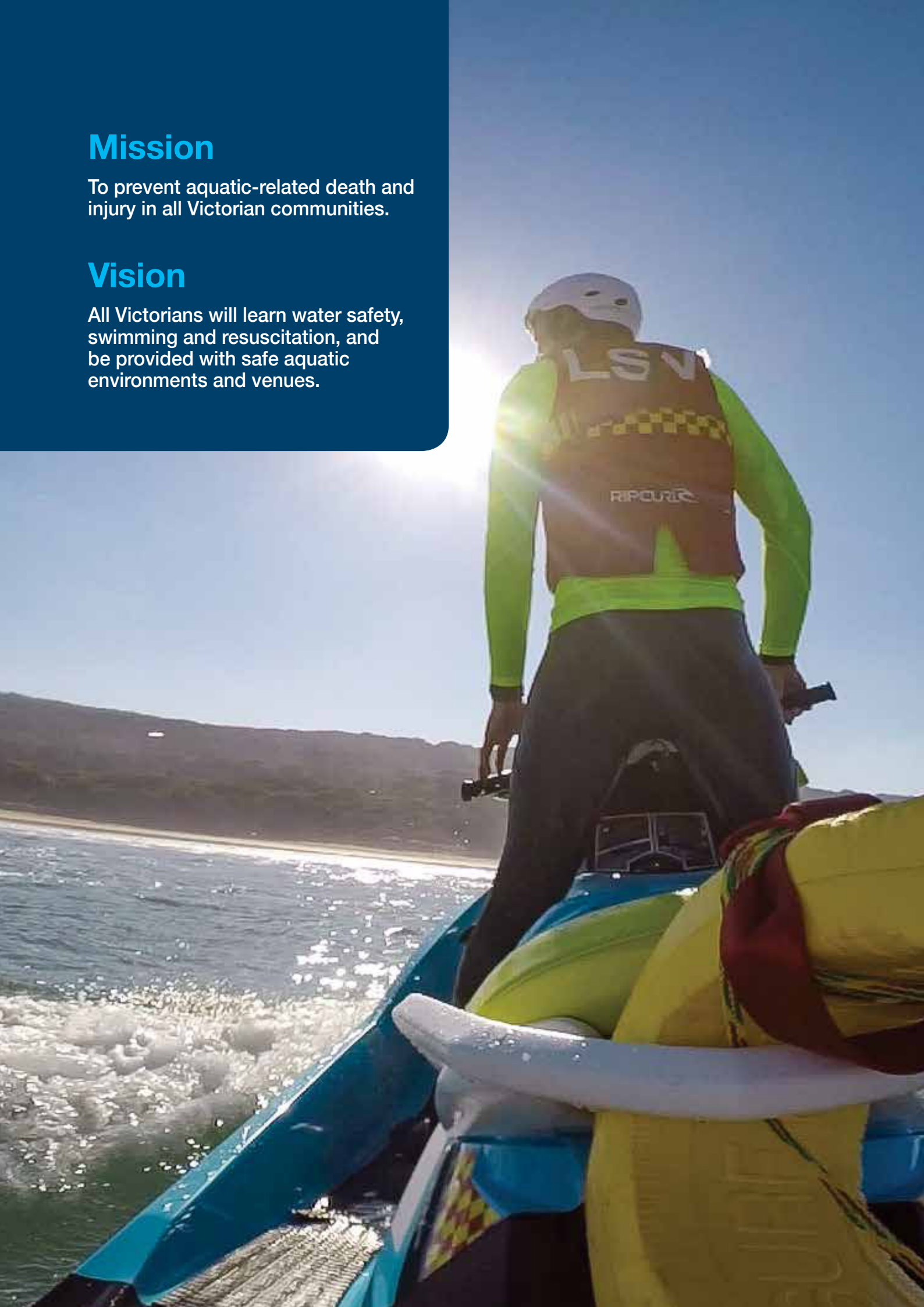


## Mission

To prevent aquatic-related death and injury in all Victorian communities.

## Vision

All Victorians will learn water safety, swimming and resuscitation, and be provided with safe aquatic environments and venues.





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# President's Report

Even as someone who has been involved in lifesaving for four decades, my first year as President was bound to be one that both tested me and expanded my appreciation of the vital role Life Saving Victoria (LSV) provides to the community.

And that it did. The 2018–19 season was not just an exceptionally busy one but also an incredibly challenging one, which saw our volunteer lifesavers and lifeguards perform some 526 rescues, attend 2,956 first aid incidents and take 133,554 preventive actions to help keep more than 2.6 million visitors to Victorian beaches safe.

One in five Victorians visited the 560+ public pools across the state (70 million visits), and over 40,000 aquatic industry employees undertook training in water safety qualifications.

It's been a season in which we've hit new heights with our volunteer membership base having grown to more than 35,000, which is a 4 per cent increase on last year, and also up on the average increase of 3 per cent, which we have seen over the past five years.

We've also suffered terrible heartache after the tragic loss of two highly experienced and well-respected lifesavers from the Port Campbell community, Ross Powell and Andy Powell, during a rescue mission on Easter Sunday. Like many others in the tight-knit community, we continue to mourn the loss of these two men deeply. In the true spirit of the lifesaving movement, we were humbled by the extent of support and tributes received in person, in writing and via social media, from lifesavers and fellow emergency service personnel from across the state, country and around the world. Also in our thoughts is Phil Younis, the third lifesaver involved in the rescue mission, who was seriously injured. LSV continues to offer support to the Powell and Younis families as well as the Port Campbell SLSC and wider local community, as they navigate life following this tragedy.

Unfortunately, these were not the only lives lost this season. This summer, one of the hottest on record, we experienced the highest drowning toll in two decades. In the past financial year, there were 56 reported fatal drowning incidents across Victoria, which is 13 more than the five-year average. There is no beating around the bush with numbers like these – we have more work to do in making our state's waterways safer and in cultivating a collective mindset that puts safety front of mind for everyone around the water.

Educating the next generation of water safety champions has continued to be a key focus. The 2018–19 period saw about 11,600 nippers receive education in water safety and lifesaving skills, while 246 volunteers took advantage of 13 leadership development programs offered by LSV. Meanwhile our public education courses attracted a record 41,538 participants, a 30 per cent increase on last year and reaching double the amount of schools, meaning that more than 10,000 additional students had the opportunity to learn about water safety.

Across our volunteer membership, 5,549 new volunteer training awards were achieved, while a further 10,444 skills maintenance (requalification) awards were completed by returning members. Meanwhile our public training services saw 21,606 people attend more than 2,000 public training courses, covering first aid training and pool lifeguarding among our range of aquatic courses and qualifications.

There are other reasons to be confident that the future of lifesaving in Victoria is in strong hands, and some of our stand-out achievements over the past financial year are certainly a reflection of the vigorous approach we take with us into the year ahead.

The Safer Public Pools project has delivered a new Code of Practice for Public Pools, as well as a new Public Pools Register and the inaugural State of the Sector Report, alongside new compliance resources and a quarterly aquatic industry newsletter.

More than 100 pool safety assessments were completed by LSV's Pool Safety team, as well as eight signage assessments, while 28 facilities were accredited through the Platinum Pools program and 187 facilities delivered the Watch Around Water program, to educate the public about their role in providing active supervision of their own children, alongside the pool lifeguards' supervision.

In December, we saw the all-Victorian Australian Rescue Boat (IRB) racing team take home silver in the Lifesaving World Championships in Adelaide. The team, who hailed predominantly from Williamstown S&LSC, together with representatives from Barwon Heads SLSC and Elwood LSC, had a tremendous performance at the largest Lifesaving World Championships ever held, with more than 7,000 participants from 45 countries taking part.

We've also welcomed LSV's investment in and commitment to the ongoing development of members across the breadth of the aquatic industry, including lifesaving volunteer members, LSV staff, emergency service personnel, those in aquatics and the sport and recreation sectors and interested community members via the launch of the Blue Connections initiative in late 2018. Even in its infancy, the monthly program has drawn considerable interest for its focus on learning new skills, sharing experiences and networking across the different water safety industries, and for featuring some fantastic keynote speakers on topics related to personal and professional development.

Another laudable step forward has been the increased recognition and celebration of Victorian women in lifesaving. It was great to see LSV joining the emergency management sector at Federation Square on International Women's Day (IWD) in March to highlight the need for women and men to work together to build stronger communities, as well as hosting an IWD breakfast for more than 170 women and men champions of change.

Accolades for some of our bravest, most outstanding lifesavers were recognised through the State Rescue of the Month awards, presented to Ellen Porter, Jess Sincock and Sam Ord from Lorne SLSC for December 2018, Alexander Duncan and Taite Cumming from Venus Bay SLSC for January 2019 and Alex Buckley, Alex Schwarcz and Michael Henderson from Fairhaven SLSC, for March 2019. Alex, Alex and Michael were also awarded the National Rescue of the Month award for this rescue, which was presented by the Surf Life Saving Parliamentary Friends Committee in Canberra in July 2019. I extend my congratulations to each of our award winners and commend you on your lifesaving actions.

On reflection, it's been a remarkable year that has seen our tight-knit community forge even closer bonds. I'd like to acknowledge and thank all our dedicated volunteers, LSV staff, members and wider aquatic community for the steadfast commitment to lifesaving over the past year that has seen us come together during some of the worst, yes, but also the best of times. I'd also like to extend my thanks to the Hon. Lisa Neville MP, Minister for Police and Emergency Services and Emergency Management Commissioner Andrew Crisp for your support and assistance throughout the year. My thanks also go to my fellow board members for your service and dedication and to Dr Nigel Taylor ESM, for your sound and continued leadership.

In looking forward to the upcoming season, we have both significant challenges and opportunities ahead. I ask all our members to look toward this season with a focus on safety and respect, for the environment in which we operate, for each other and for ourselves.

Yours in lifesaving,



**Paul James ASM**



# CEO's Overview

## How would you summarise 2018–19?

Sadly, this year has seen a rise in the Victorian drowning toll, which, at 56 lives lost, is the worst drowning toll in 20 years. In response to this, we have been providing input to the state government's water safety roundtable, as together we look to establish short, intermediate and long-term interventions.

We welcomed funding in the 2018–19 state budget to deliver the Public Water Safety Initiative, focusing on Swimming in Schools, as well as funding for the Safer Public Pools project. Both of these initiatives will play a significant role in the longer-term reduction of the state's drowning toll.

With the Swimming in Schools project has come the introduction of new project positions in the education team, to support schools and aquatic facilities in delivering swimming and water safety education. To date, the team has delivered a raft of support services and resources, including an online toolkit, Facebook live sessions and professional development workshops, with a view to significantly increase the number of students graduating from primary school having achieved their Victorian Water Safety Certificate.

Meanwhile, the Safer Public Pools Project, delivered in partnership with the Victorian Government through Emergency Management Victoria (EMV), has seen the introduction of a new Code of Practice, as well as the establishment of a Public Pools Register, allowing Victorians to check their local pool's safety classification and accreditation history.

This year has also been one marred by tragedy, with the lifesaving community still mourning the loss of two highly-experienced and long-standing volunteer members of the Port Campbell SLSC, father and son Ross 'Po' and Andy Powell, who drowned while conducting a rescue on Easter Sunday. We continue to provide support to the Powell family, as well as to their fellow lifesaver Phillip Younis, who was also seriously injured in the incident.

## What have LSV's key drowning prevention activities been this year?

We celebrated 20 years of the Play it Safe by the Water Campaign, which was established in 1998 following one of the worst spates of drownings the state has ever seen. The campaign's key achievement over the two decades since that fateful summer has been a 46 per cent reduction in the drowning rate in Victoria.

Along with the initiatives noted in the previous segment, we saw an additional dimension to the Respect The River campaign in April with the installation of a one-tonne water tank on the banks of Melbourne's Yarra River. The water tank installation challenged members of the public to consider the inherent difficulty involved in attempting to move a mass of water, and in doing so develop an appreciation of the hidden dangers of inland waterways and their associated strong undercurrents.

Our coastal blackspot prevention program continued with a focus on the Bass Coast. As part of the Beach Drowning Black Spot reduction program, we conducted risk assessments at 48 beaches on the Bass Coast, while the Surf Coast black spot program saw a trial of Quick Response (QR) codes added to water safety signs on the Great Ocean Road, particularly targeting tourists to the area.

## What are some of the safety initiatives LSV has taken a lead on for public pools or innovations in aquatic environments?

In addition to the Safer Public Pools project, LSV and Aquatics and Recreation Victoria jointly launched the inaugural State of the Sector Report for Victorian public pools. An industry first, the publication provides a broad annual snapshot of the Victorian public pools industry and invites further industry collaboration among aquatic

facility owners, facility operators, industry agencies and government departments. The 2018 report has set an initial benchmark, which will be used to better track and compare key metrics in the future.

We also rolled out stage 2 of our SwimSafe campaign for vulnerable adult pool users – including people from multicultural communities and people with disabilities or pre-existing medical conditions. This stage has involved conducting research on the effectiveness of SwimSafe campaign materials.

A novel addition to our pool safety initiatives this year has been our inflatable pool for open waterways. Our first iteration of the pool is a 25-metre, six-lane pool with a mesh bottom. It is designed to be portable and adaptable to a variety of open waterways. The inflatable pool has been a popular innovation to bridge the gap between swimming at a pool and in open water. A new and improved version will be available for this summer.

## How is LSV contributing in the emergency services sector?

The 2018–19 season saw the roll-out of a new radio system that integrates LSV communications with other emergency services agencies, revolutionising the way we communicate. The new system has been seven years in the making and has been rolled out across all our operational services, including rescue water craft (RWC–jetskis), helicopters, 4WDs, Rigid Inflatable Boats (RIBs), lifeguard patrols and clubhouses.

A new twin-engine Westpac helicopter joined the Victorian Lifesaver Rescue Helicopter Service in November 2018, with greater search and rescue capabilities, for both coastal and inland emergencies.

We have also implemented a new drone call-out service for surveillance and monitoring, with three Westpac Lifesaver Rescue Drones introduced. We also expanded our RWC–jetski patrol services.

The redevelopment and upgrade of lifesaving facilities continue to be a focus. We had the opening of Portsea's new facility earlier this year, as well as completion of Ocean Grove's new facility in July.

We've also seen great things coming out of the Multicultural Employment Pathways program thanks to a new partnership with Ambulance Victoria. Seven participants from our ongoing multicultural programs were trained to become ambulance community officers in rural areas. We now look forward to the progress of this project, which aims to improve diversity in emergency management workplaces, building on the established practises to deliver new candidates, year-on-year.

## How is LSV delivering improvements for lifesaving volunteers?

Two new volunteer support officers, with a focus on the western and eastern regions of the state, were added to the staff structure. They will have a regional focus and provide additional support for members, clubs and area officers.

A review of volunteer training processes and procedures highlighted key areas for attention including the need for training options and related resources, career pathways and improved trainer and assessor communications. We are working through the review's recommendations, with the aim to have as many as possible implemented ahead of the 2019–20 lifesaving season.

Volunteer support officers supported clubs to increase patrolling over the peak summer period for 2018–19, including the introduction of new weekday patrols at selected beaches in Port Phillip Bay.

We embarked on a two-year evaluation of the Nipper program, focused on evaluating the effectiveness of the current program. The evaluation is also looking at the potential for the program to be adapted into a regional program that could be delivered across inland waterways and pools in years to come.

Following the conclusion of the Aquatic Sport Administration Review in July 2018, a two-year work plan was developed for implementing the recommendations. Continual monitoring of the roll-out by our research team is ensuring effectiveness of the recommendations' delivery.

### What is LSV doing to lead water safety initiatives internationally?

LSV has continued its now well-established international commitments. The development of a water safety culture in Sri Lanka received a further boost when Sri Lanka Life Saving won the bid to host the 2021 World Conference on Drowning Prevention. This is a positive confirmation of the maturing of the approach to water safety in that country. It is also pleasing to see the in-country water safety capability in Bahrain growing faster than we would have initially expected. Adapted from LSV's survival swimming program, the national Swim Safe program for teaching foundation swimming and water safety skills has been tailored to Bahrain's local needs and environment.

In November 2018, LSV's Research team presented at the 13th World Conference on Injury Prevention and Safety Promotion in Bangkok. A highlight was being awarded best poster display out of more than 500 entries. The poster presentation focused on the strategy and outcomes of the Sri Lankan Swim for Safety project.

### What were LSV's key financial activities for 2018–19?

Of note, in the year's financial activities was the announcement by the state government of an additional \$3.8 million over a two-year cycle. \$1.9 million was via the Department of Education and Training to address school swimming and water safety. Another \$1.9 million was received through EMV for the funding of additional lifeguard services, RWC services and volunteer support, as well as implementing the Coroner's recommendations into public swimming pool safety.

There has been continued benefit from substantial grant funding from various local, state and commonwealth agencies, with grants totalling \$10.26 million (including the funding detailed above) for 2018–19. We are also pleased that our social enterprises were able to contribute close to 40 per cent of total income.

### What is your outlook for 2019–20?

We will be working closely with the Victorian Government's water safety roundtable as it develops new solutions to address this year's alarming drowning toll. We will also be undertaking strategic work to update the Victorian Water Safety Strategy, as well as LSV's Strategic Plan, as both are due for renewal in 2020.

As summer begins we will welcome the introduction of legislation for compulsory registration of all backyard pools and spas with local councils. Inspections are due to start in April 2020.

We're looking forward to the roll-out of innovative VR water safety resources, following a study conducted in collaboration with Swinburne University, evaluating the effectiveness of VR in teaching coastal water safety.

Our Swimming in Schools project will continue into its second year of delivery, with a renewed focus on increasing the number of Victorian Water Safety Certificates awarded across both government and catholic schools, as well as the trials of our exciting new Bush Nippers program.

In our lifesaving operations services, we look forward to having the winching capability come online for our Westpac Lifesaver Rescue Helicopter Service. This will significantly enhance our capabilities for performing both aquatic and land rescues. And following the launch of the Westpac Lifesaver Rescue Drones earlier this year, we look forward to their use throughout the season as a key technical enhancement of our lifesaving service delivery.

We will also be conducting the Lifesaving Capability and Resourcing Review, to determine how LSV fits within the changing environment, government and volunteering landscape.



### Who would you like to acknowledge for 2018–19?

It was a year in which we welcomed the Hon. Lisa Neville MP as the new Minister for Police and Emergency Services. At a department level we also welcomed Andrew Crisp as the new Emergency Management Commissioner and Andrew Minack as the new CEO of EMV. All three have demonstrated a strong willingness to understand the intricacies of LSV and have subsequently demonstrated support and thoughtful consideration.

This year I'd like to pay particular acknowledgment to the Port Campbell SLSC and wider Port Campbell community, which in the most challenging of circumstances, has truly demonstrated the spirit of lifesaving.

I'd also like to extend thanks to all our volunteers who consistently go above and beyond to fulfill our mission of preventing aquatic death and injury in Victoria.

Support from our major national partners, Westpac, DHL and Holden, has been ongoing and we thank them for their investment in our work. I'd also like to thank the Victorian Government for their commitment to ensuring we are increasingly recognised for our role within the emergency services sector.

A special thanks also to our aquatic industry partners – and our many other sponsors, partners and donors – for a year in which we have strengthened ties and solidified key relationships for years to come.

With more than 40 years of lifesaving experience with both Royal and Surf Life Saving, as well as an extensive involvement in the broader emergency services industry, Paul James ASM came on board as the new LSV President. I thank Paul for his unwavering commitment to the cause and his regular demonstration of our core values.

The contributions of our two national lifesaving bodies, community issue-based working groups and lifesaving committees in furthering public awareness of key water safety issues and the need for drowning prevention have been invaluable again this year.

And finally, thanks to all LSV staff members for demonstrating their dedication to lifesaving and supporting our growing membership base in a myriad of ways over the past year, you have my utmost respect and appreciation.

A handwritten signature in blue ink, appearing to read 'Nigel Taylor'. The signature is fluid and cursive, written over a light blue horizontal line.

Dr Nigel Taylor ESM

# Our Board

## **Paul James ASM**

*Grad Cert Management, Assoc Dip Health Science (Ambulance), Cert Aquatic Leadership, Education and Practice*

### **LSV President / Board Chair (Elected November 2018)**

Paul is an Area Manager in Gippsland for Ambulance Victoria. His experience includes Incident and Regional Health Commander roles for emergency events including the Hazelwood Mine Fire, various flood events, the Longford Gas Emergency and the 2009 Black Saturday Bushfires, for which he was awarded a National Emergency Medal. Paul's previous roles include State Manager for Laerdal, Programs Manager for the Royal Life Saving Society Australia - Victoria Branch, and as a Military Policeman. He was a member of the Rural Ambulance Victoria (RAV) Medical Standards Committee, a National Councillor on the Australian Resuscitation Committee, and has held numerous national directorships for the Royal Life Saving Society Australia. Paul has been actively involved in lifesaving for over 40 years and is a patrolling member and Life Member at Hampton LSV. In 2016, Paul was awarded a special edition of the HRH Prince Michael of Kent Certificate of Merit, in recognition of his outstanding service to lifesaving.



## **Mr Tom Mollenkopf**

*LLB, BJuris, MBA, FAICD, FGIA*

### **LSV President / Board Chair (Retired November 2018)**

Tom is CEO of the Peter Cullen Water and Environment Trust, a Senior Associate with the Aither Consultancy, and holds a series of Board roles. He is a Director of the International Water Association, Dandenong Market and, until July 2019, Surf Life Saving Australia. Previous board roles include as Chair of the Water Industry Superannuation Fund, and Director of Western Water, Water Aid Australia, and Water Australia Solutions Ltd. Tom was also CEO of the Australian Water Association from 2007 until 2013. Prior to that he held executive positions in various industries in London and Melbourne. His background is in law, first in private practice and then as corporate counsel. In addition to being a Life Member of Point Leo SLSC, where he maintains his lifesaving proficiency, Tom chairs the Gary Tierney Foundation. His third and final term as LSV President expired in November 2018.



## **Shane Dunne** *MBA*

### **Independent Director**

Shane is the CEO of Aligned Leisure and General Manager with the Richmond Football Club, where he leads the club's education and community leisure business pursuits. He has worked in senior roles in the sport and leisure industry for 17 years including planning and management roles at the London 2012 Olympic and Paralympic Games. Shane holds a Board-appointed position on the LSV Finance, Risk and Audit Committee.



## **Mr Darren McLeod**

### **Director Lifesaving Services**

Darren is the Managing Director of an electronics industry SME, which he has been part of for over 30 years. He is also a member of the Australian Institute of Emergency Services. Darren has been actively involved in lifesaving since the early 1980s, when he joined Point Leo SLSC. He is the current President of Seaford LSC, where he actively patrols. In addition to being a Life Member of LSV, Darren is a Life Member of Hampton LSC. He holds a number of committee positions with LSV including as the Chair of LSV's Honours and Awards Committee.



## **Ms Angela Malan**

*BBus*

### **Director Membership & Leadership Development Council**

Angela has been actively involved at Inverloch SLSC since 2005, where she is an active patrol member, Secretary and, from 2018, a Life Member. She was Junior Coordinator from 2006 to 2011 and Club President from 2011 to 2016. Angela has also held positions at a state level for the past 10 years on the Membership and Leadership Development Executive. Away from lifesaving, she works in education support.



## **Mr David Rylance**

### **Director Training & Assessment**

David is a leading firefighter with the Metropolitan Fire Brigade (MFB) and has been a firefighter for the past ten years. He has coordinated and facilitated specialist courses for the MFB and is the Chief Controller and Chief Instructor for the MFB's Remotely Piloted Aircraft Systems Program. Prior to this, he worked for Brivis Climate Systems for over 11 years as a Research and Development Technician. David is currently a member of the Surf Life Saving Australia Learning and Development Advisory Committee. He is also a Life Member of Elwood LSC, and a member of Williamstown S&LSC.



## **Ms Rachael Rylance**

### **Director Aquatic Sports Council**

Rachael is the Accounts and Transformation Manager at AIA Australia Ltd, and has held various finance roles over the past 20 years. Her expertise is in developing and improving processes, with experience in enterprise projects.

Rachael has been a member of Elwood LSC since 2006, an active volunteer lifesaver since 2010, and continues to patrol. She is the current Secretary of Elwood LSC, as well as being involved in all aspects of sport there. Rachael has also held several state positions including team manager for the IRB and Pool State Teams, and Pool Panel Coordinator.



**Vincent Sheehan***BEC, FCA***Independent Director****Chair of Finance, Risk and Audit Committee**

Vincent is a Partner with Ernst & Young in Assurance, where he specialises in providing financial accounting advice to a broad range of public and private sector clients. He is a Fellow of the Institute of Chartered Accountants in Australia. Vincent is an active patrolling member and Nipper parent at both Lorne SLSC and Sandridge LSC. He completed over 100 patrol and water safety hours for season 2018–19, and competes with Lorne SLSC. He is a former Treasurer of Lorne SLSC, and has been a member of the Finance, Risk and Audit Committee since July 2013. Vincent also joined Surf Life Saving Australia's Finance Audit and Compliance Committee in August 2019.

**Peter Williams***MSc, BEng(Mech), Dip Mech Eng***Director Council of Lifesaving Clubs**

Peter is a former executive manager with VicRoads, and now provides consulting assistance in the international development and roads management sectors. His background is in environmental engineering, having worked in the electricity industry and then as a consulting environmental engineer before moving into international project management. Peter was a Director of Anglesea SLSC from 1995 to 2000, and President from 2000 to 2006 and 2011 to 2014. From 2001 until 2014, Peter was a Trustee of the Anglesea SLSC Foundation and is currently Chair of the Project Control Group overseeing the club's redevelopment. He is a Life Member of Anglesea SLSC.

**David Schultz***MIEAust, CPEng, GAICD***Director Council of Lifesaving Clubs  
(Retired November 2018)**

David Schultz is a civil engineer and holds a Company Director Diploma. He is the Chair of South Gippsland Water and has also held executive roles with GHD Global, including Practice Leader of the management consulting practice and Senior Project Director Middle East. David is a Life Member of the Inverloch SLSC, having been actively involved with it since it started in 1998. He was a member of its first patrol, and Club President from 1999 to 2006.

**Ms Susan Wolff***BComm, CPA, FGIA***Independent Director**

Susan is a Senior Operations Manager with a trustee company, and an experienced CFO and governance manager with 25 years' experience working in financial services. Susan is a Fellow of the Governance Institute of Australia and has been actively involved in the development and implementation of compliance, governance and risk frameworks across funds management and advice businesses. She is a Nipper parent and former Treasurer of Altona LSC. Susan has been a member of the Governance Committee since April 2017.

**Ms Elizabeth Tesone***BEd***Director – Aquatic Education &  
Industry Engagement Council**

Liz is YMCA Victoria's Aquatic Specialist, responsible for all state and national aquatics programs and strategic relationship management with key peak bodies and sporting organisations. She also leads the YMCA's aquatic program development across the Asia Pacific, which has a focus on water safety and drowning prevention. With more than 20 years' industry experience and a passion for drowning prevention, Liz is a member of a number of committees at various water safety agencies and within the aquatics industry.

**Alexandra Moule***LLB (Hons), BComm (Hons), FGIA, FCIS***LSV Company Secretary**

Alex is General Counsel and Company Secretary at a private investment company. She is a Fellow of the Governance Institute of Australia and has over 20 years' experience in governance and corporate regulatory advice including as a senior lawyer with a global law firm. Alex advises clients across a range of industry groups on various governance and board matters, particularly relating to disclosure, policies, procedures and shareholder meetings, and communications and engagement. Alex is a Nipper parent and Age Manager at Elwood LSC.

**Ms Georgie Wettenhall****Director Council of Lifesaving Clubs  
(Elected November 2018)**

Georgie is an environmental consultant and has been director of a small business for more than 10 years. Her work includes sustainable urban water management planning, design and education. Georgie joined the Woolamai Beach SLSC as a Nipper and has been an active patrolling member for more than 25 years. She's also been a member of Gunnamatta, Torquay and Point Lonsdale SLSCs, and has competed in a range of lifesaving events. Her club leadership positions have included President, Club Captain, Chief Instructor and Patrol Captain.



# Governance

## Overview

Life Saving Victoria Limited (LSV) is a public company limited by guarantee. It is a registered charity with the Australian Charities and Not-for-profits Commission (ACNC) and has Deductible Gift Recipient (DGR) status with the Australian Taxation Office (ATO).

More information about our governance framework is available at [www.lsv.com.au/about/governance](http://www.lsv.com.au/about/governance).

## Our members

As a membership-based organisation, LSV's constitution sets out the various classes of membership (Figure 1).

All members have attendance rights, however, only council representatives have voting rights at a general meeting. Each council representative is entitled to one vote. In the event of an equality of votes, the chair has a casting vote.

## Councils

The LSV Constitution mandates the establishment of five councils, as follows:

- Council of Life Saving Clubs
- Life Saving Operations Council
- Aquatic Sports Council
- Membership and Leadership Development Council
- Aquatic Education and Industry Engagement Council

Each Council's role, composition and structure is set out in the constitution, while the procedures governing the operation of each council are set out in the By-Laws.

While the composition of each council differs, each council generally consists of delegates from lifesaving clubs, associate members, service members, and other swimming, educational or community group members. Refer to the constitution for specific composition details.

## Effect of membership

Members are entitled to the benefits, advantages, privileges and services relevant to their membership. In addition, by becoming a member of LSV, each member has acknowledged and agreed to comply with the LSV Constitution, By-laws and any determination, resolution or policy of the company (which includes LSV Values and Code of Conduct).

Membership must be renewed or re-applied for each year. LSV has the discretion to accept or reject an application and is not required or compelled to provide any reason for such acceptance or rejection.

## Our Board

The LSV governance structure consists of a Board of Directors, supported by:

- Five Councils, the role, composition and structure of which are set out in the Constitution.
- Five Committees, the charter, composition and reporting obligation (also referred to as the operating brief) of which is set out in the By-Laws.

## Committees

The Company is required to maintain the following standing committees:

- LSV Finance, Risk and Audit Committee
- LSV Grievance and Judiciary Committee
- LSV Governance Committee
- LSV Honours and Awards Committee

The Board has also established the LSV Facilities Committee. The charter, composition and reporting obligations of each committee is set out in the By-Laws.

## Conflict of interests

Directors must declare their interest in any contractual, disciplinary or other financial matter in which a conflict of interest arises, or may arise.

Unless otherwise determined by the board, if a conflict arises, the Director must absent themselves from discussion of such matter, and is not entitled to vote on the matter.

## By-Laws and Policies

The Board has adopted, as required, By-Laws, Policies and other resolutions to assist in governing the diverse activities and operations of LSV.

LSV also abides by Surf Life Saving Australia and Royal Life Saving Australia policies, as applicable.

## Management

Management of the day-to-day operations of LSV is conducted by, and under supervision of the CEO appointed by the Board, and by the Executive Management Team and staff.

In addition to the Governance Committee, in July 2019, LSV appointed a Governance, Integrity and Legal Specialist as part of its Executive Management Team to help enhance LSV's governance practices.

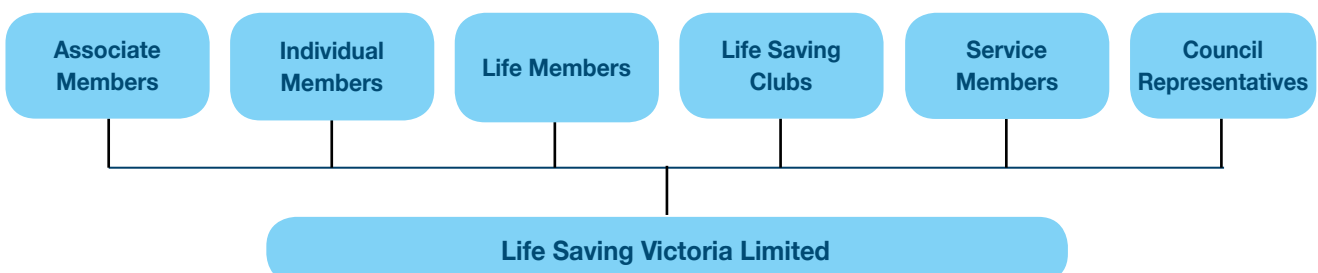








Figure 1: Classes of membership in LSV.

# Strategic Plan 2016–2020

<b>Why we exist</b> 	<b>Vision:</b> All Victorians will learn water safety, swimming and resuscitation, and be provided with safe aquatic environments and venues.		<b>Mission:</b> To prevent aquatic-related death and injury in all Victorian communities.	
<b>Our values &amp; affiliations</b> 	1) Positive and respectful relationships (cultural and intergenerational) 2) Being open, welcoming and inclusive 3) Personal development through a commitment to lifesaving	4) Develop healthy lifestyles 5) Taking personal responsibility for betterment 6) Being relevant in today's and tomorrow's society	7) Efficient and appropriate use of available resources 8) Building stronger and safer communities	Emergency Management Victoria Surf Life Saving Australia Royal Life Saving Australia 57 Victorian Lifesaving Clubs
<b>Our strategic themes</b> 	<b>Everyday Lifesavers</b> – Building community resilience by encouraging individuals to take more responsibility for themselves <b>LSV from Anywhere</b> – Developing flexibility for our people and the community in how they interact with LSV <b>Resource Ready</b> – Implementing only those activities that are supported by the required financing, capacity and capability			
<b>Our areas of focus &amp; strategies</b> 	<b>Lifesaving Services (A)</b> <ul style="list-style-type: none"> <li><b>A1</b> – Provide lifesaving service coverage to match risk assessment and community needs.</li> <li><b>A2</b> – Ensure alignment between the requirements of quality lifesaving service delivery and related training.</li> <li><b>A3</b> – Sustain lifesaving clubs as well organised, welcoming and vibrant community hubs.</li> </ul> <b>Pool &amp; Waterway Safety (B)</b> <ul style="list-style-type: none"> <li><b>B1</b> – Ensure facility operators, local governments and land managers are aware of aquatic risk and best practice in aquatic safety.</li> </ul> <b>Member Development (C)</b> <ul style="list-style-type: none"> <li><b>C1</b> – Use traditional and digital media to effectively connect with the LSV membership</li> <li><b>C2</b> – Develop systems and technologies to support skills development and continuous learning for LSV members.</li> <li><b>C3</b> – Ensure a sustainable future through youth and leadership development in lifesaving clubs.</li> </ul> <b>Community Education &amp; Training (D)</b> <ul style="list-style-type: none"> <li><b>D1</b> – Partner with the aquatic industry and government to develop effective water safety media campaigns.</li> <li><b>D2</b> – Develop quality education and training infrastructure to make everyday lifesavers of all Victorians.</li> <li><b>D3</b> – Establish cooperative relationships with Victoria's tertiary institutions to ensure water safety training in teacher education.</li> </ul> <b>Aquatic Sport (E)</b> <ul style="list-style-type: none"> <li><b>E1</b> – Develop a range of innovative and responsive aquatic sport programs to increase capability and sustain membership.</li> </ul> <b>Aquatic Risk &amp; Research (F)</b> <ul style="list-style-type: none"> <li><b>F1</b> – Ensure evidence-based research is provided to support strategic decision making of LSV and its stakeholders.</li> <li><b>F2</b> – Lead and facilitate research into risk identification, prevention and mitigation in all aquatic environments.</li> </ul> <b>Diversity (G)</b> <ul style="list-style-type: none"> <li><b>G1</b> – Expand the reach of water safety education to include engagement and settlement of multicultural communities.</li> <li><b>G2</b> – Respond to diversity in the community, focusing on gender, age, disability and cultural diversity.</li> </ul> <b>Sector Development &amp; Support (H)</b> <ul style="list-style-type: none"> <li><b>H1</b> – Implement the full community/government partnership model in the Emergency Management Victoria structure.</li> <li><b>H2</b> – Advocate for the development and maintenance of fit-for-purpose, location sympathetic and advanced design LSV facilities.</li> <li><b>H3</b> – Build cooperative relationships within the aquatic industry and emergency services, ensuring best practice of water safety.</li> <li><b>H4</b> – Ensure LSV is sustained as a resilient, dynamic and well managed organisation.</li> </ul>			
<b>Our approach to risk</b> 	Risk is inherent in all our activities and manifests itself in many forms as we step forward in achieving our mission and vision, with potential to impact our volunteers, employees, supporters, suppliers and communities in which we operate. By understanding and managing risk, LSV will provide greater certainty and confidence to all impacted by our footprint. The effective management of risk is vital to the continued growth and success of our organisation.			
<b>How we govern</b> 	<b>Board</b> Consisting of 11 members, with seven members elected and four members appointed.	<b>Councils &amp; Committees</b> Five councils and a range of working groups consisting of elected members and appointed subject matter experts.	<b>Management</b> Employee base with skills in lifesaving, aquatics, research, risk, training, media, diversity and management.	<b>Tracking &amp; Reporting</b> Managed through our tailored business reporting tool in alignment with our risk management framework.

# Our Diverse Partners

# 3,170+

LSV works with more than 3,170 program partners across the state to deliver lifesaving services, water safety education and drowning prevention programs.



### **Lifesaving services**

Includes lifesaving clubs, the Victorian Westpac Lifesaver Rescue Helicopter and Drone Services and local marine search and rescue services.

### **Education program**

Includes schools and community organisations that have hosted LSV water safety education programs and delivered LSV online water safety education resources.

### **Multicultural program**

Includes community organisations that have partnered with LSV to deliver water safety education programs to multicultural communities.

### **Aquatic industry**

Includes aquatic facilities that are part of LSV's Watch Around Water campaign, to educate the public about active supervision of children at aquatic facilities, and also facilities that are part of LSV's Platinum Pools program for aquatic safety and risk management.

### **Swim and Survive licensees**

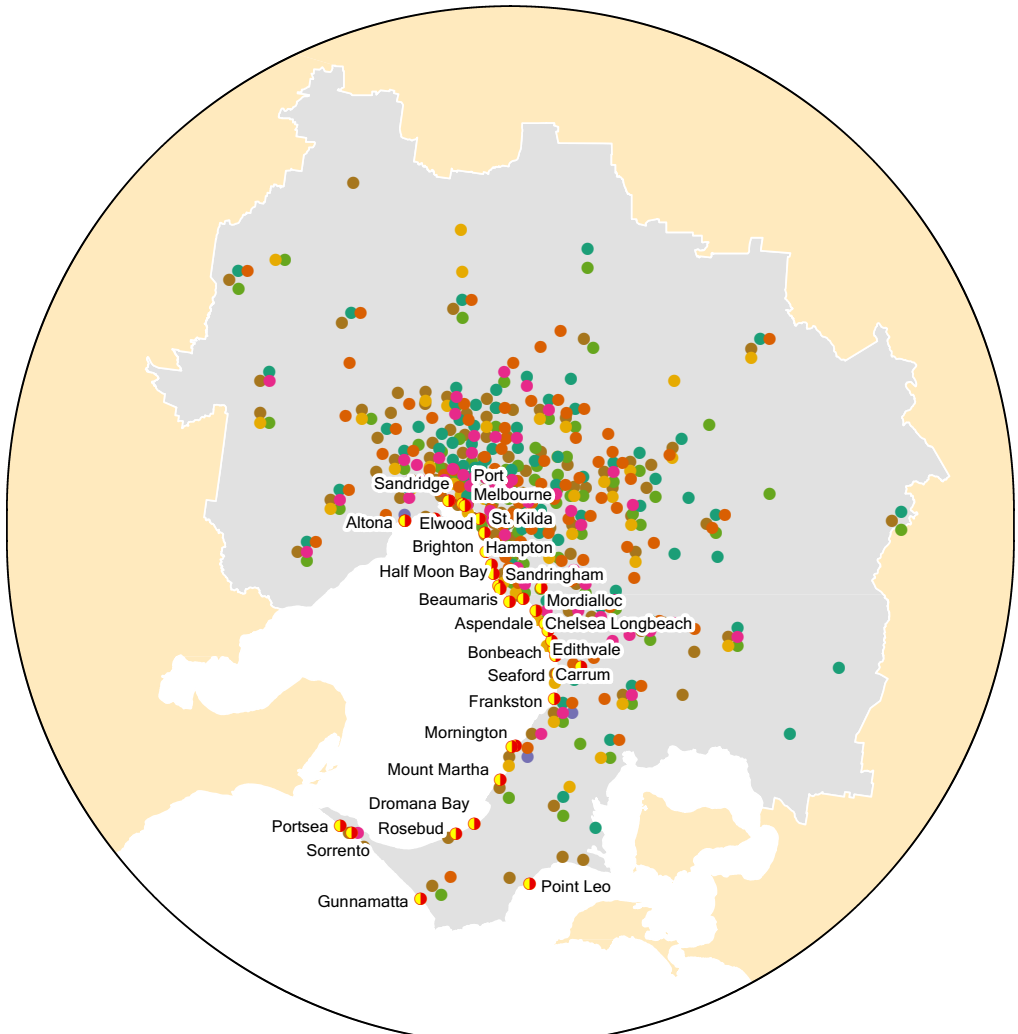
Includes swim schools, aquatic facilities and schools that deliver the Royal Life Saving Swim and Survive learn-to-swim program.

### **Play it Safe by the Water**

Includes agencies that have delivered water safety education and drowning prevention programs as part of the Play it Safe by the Water Community/Government partnership, as well as aquatic facilities that have participated in the Water Safety Week public awareness campaign.

### **Lifeguard service**

Includes local government authorities that engage paid lifesaving services.



# Financial Overview

## Operating results 2018–19

	2019 \$	2018 \$
<b>Income</b>		
Sales and fees for service	6,133,020	6,024,151
Grants	9,629,461	6,683,510
Sponsorships and fundraising	1,913,264	1,661,380
Surf Life Saving Foundation distribution	466,323	468,373
Other income	1,204,849	858,409
<b>Total income</b>	<b>19,346,917</b>	<b>15,695,823</b>
<b>Expenses</b>		
Cost of sales	1,231,987	1,109,570
Lifesaving operations	6,032,068	5,403,757
Training and education programs	6,011,023	4,027,410
Grants disbursements	962,941	1,159,357
General operating costs	3,630,566	2,934,969
Depreciation/amortisation	618,881	672,166
Other expenses	449,597	395,850
<b>Total expenses</b>	<b>18,937,063</b>	<b>15,703,079</b>
<b>Surplus/(deficit)</b>	<b>409,854</b>	<b>(7,256)</b>

	2019 \$
<b>Result per management account</b>	<b>473,236</b>
Grants recognised under AASB 1004 (2018–19)	805,413
Grants recognised under AASB 1004 (2017–18)	(868,795)
<b>Result per financial statements</b>	<b>409,854</b>

The financial year result for 2018–19 was a surplus of \$409,854 (deficit of \$7,256 in 2017–18). The main contributors to this result were additional turnover and margin in our social enterprise, and increased participation in our community education programs. As detailed in the reconciliation below, \$805,413 of revenue from a wide range of grants has been recognised within the 2018–19 year, when these funds were received. The related program expenses for these grants will be included in the 2019–20 financial year. Annual income and expenditure have grown by 23 per cent, specifically due to increased funding from Emergency Management Victoria and the Department of Education and Training. There has also been a 15 per cent increase in sponsorships and fundraising due to the Holden sponsorship.

## Key financial items to note

An additional \$3.8 million of funding was announced in the 2018 budget for a two-year cycle. \$1.9 million was received from the Department of Education and Training to support school swimming and water safety and \$1.9 million was received through Emergency Management Victoria for additional lifeguard services, rescue watercraft services, volunteer support programs and implementing the Coroner's recommendations into public swimming pool safety.

- There has been continued benefits from significant grant funding from various local, state and Commonwealth agencies. In 2018–19 these grants totalled \$10.26 million (including the funding detailed above) and represented 47 per cent of total income (41 per cent in 2017–18). As in previous years, this does not include funds received for facilities and equipment, which are deemed to be held in trust for the lifesaving clubs.
- The 2018–19 funds allocated for lifesaving facility redevelopments at Bonbeach, Aspendale, Mentone and Black Rock are held by the Emergency Services Infrastructure Authority (ESIA). Previously, such funds were held by LSV.
- Increased programs and participants in our community education programs in schools and multicultural communities have seen increased revenues, once again exceeding budgeted targets.
- The Surf Life Saving Foundation distributions received totalled \$466,323 (\$468,373 in 2017–18). Funds were acknowledged as income during the financial year, in line with the treatment in prior years and contributed to the result.

The high fluctuations in the annual operating result are due to the recognition of revenue under AASB 1004 Contributions, where matching expenses relating to revenue recognised in the year has not yet been incurred. In the 2017–18 year, \$868,795 of grant income was recognised under this standard, with the matching expenses incurred during the 2018–19 year. These timing differences are expected to be addressed with the introduction of AASB 1058 Income of Not-for-Profit Entities and AASB 15 Revenue from Contracts with Customers (Figures 2 and 3).

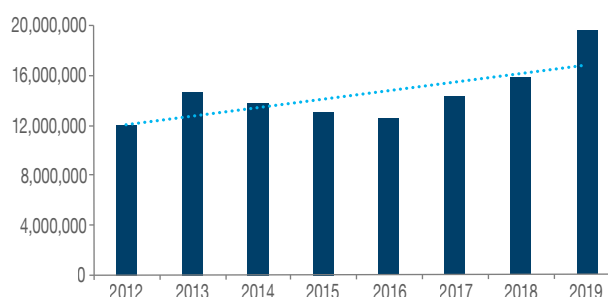


Figure 2: LSV revenue 2011–2019.

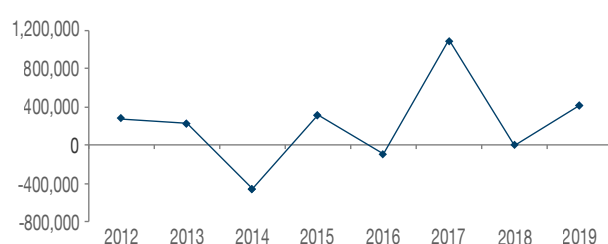


Figure 3: LSV operating results 2011–2019.

## Lifesaving facility upgrades

The redevelopment and upgrade of lifesaving facilities continue to be a focus in our partnership with Emergency Management Victoria. Works continue for upgrades to the following facilities (with amounts held by LSV on their behalf):

- South Melbourne (\$1 million)
- Cape Paterson (\$2.5 million)
- Anglesea (\$1.5 million)
- Edithvale (\$1.5 million)
- Jan Juc (\$1.5 million)
- Point Lonsdale (\$2 million)
- Brighton (\$1 million)

Facility redevelopments were completed at Portsea and Ocean Grove during the year. LSV also continued to address the urgent upgrades and repairs after the comprehensive review of all lifesaving facilities in the previous year.

## Summary Balance Sheet 2018–19

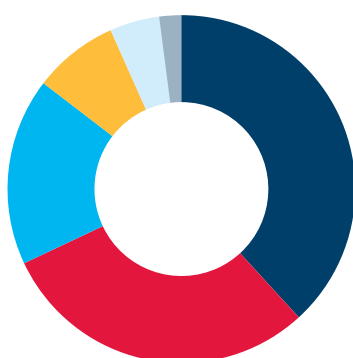
There has been a decrease in funds held for lifesaving club facility upgrades, with over \$5 million paid to Ocean Grove, Portsea, South Melbourne and Jan Juc during the current year. A further \$1.7 million was received for upgrades at Point Lonsdale and Cape Paterson.

Balance Sheet	2019 \$000	2018 \$000
<b>Assets</b>		
Property, plant and equipment	4,492	4,061
Cash and cash equivalents	3,924	6,065
Other assets*	16,128	17,794
<b>Total assets</b>	<b>24,544</b>	<b>27,920</b>
<i>*2018–19 includes \$11.2 million in term deposits arranged on behalf of LSV by the Surf Life Saving Foundation (\$13.9 million 2017–18).</i>		
<b>Liabilities</b>		
Creditors and grants in advance	2,836	1,963
Grants held in trust for clubs	12,049	16,839
Provisions	1,094	964
<b>Total liabilities</b>	<b>15,979</b>	<b>19,766</b>
<b>Member funds</b>	<b>8,565</b>	<b>8,154</b>

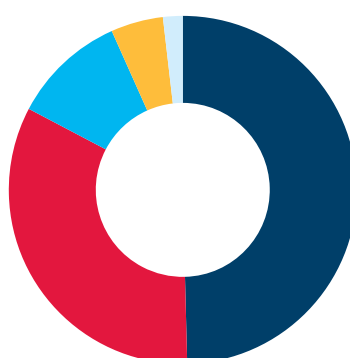
## Sources and distribution of funds

As detailed in the annual financial statements, a review of the source and distribution of funds shows continued diversification of financing for all operations with social enterprise contributing 38 per cent (40 per cent in 2017–18). Given the total revenue includes the increased grant funding of \$3.8 million, the steadiness of this contribution is encouraging. Recurring government grants contribute 17 per cent (28 per cent in 2017–18) with other grants and fundraising increasing to 29 per cent from 17 per cent in 2017–18. Our reliance on sponsorship remains consistent with 7 per cent contribution (7 per cent in 2017–18).

Distribution of funding shows 50 per cent (50 per cent in 2017–18) of all funds directed towards the provision of lifesaving services, with 15 per cent of this directly to clubs as grants. This does not include facilities funds of \$7.3 million paid to clubs (\$527,000 in 2017–18). Over 33 per cent (33 per cent in 2017–18) has been invested in the core LSV service of public training, community education and pool safety services, with 11 per cent (8 per cent in 2017–18) devoted to the function centre and retail programs (Figures 4, 5 and 6\*).



- Social Enterprise 38%
- Grants & Fundraising 30%
- Govt Grants – Recurrent 17%
- Sponsorships 8%
- Other 5%
- User Pays Participation Fees 2%



- Provision of Life Saving services 50%
- Public training, Education and Pool Safety Services 33%
- Function Centre and Retail Operations 11%
- Aquatic Risk and Research Services 5%
- Government and Industry Relations 2%



- Lifesaving Services 44%
- Grants for Clubs 15%
- Aquatic Sports/Active Training 12%
- Club Support & Club Development 12%
- Volunteer Training 9%
- Membership & Leadership Development 8%

Figure 4: Sources of funds (ex facilities).

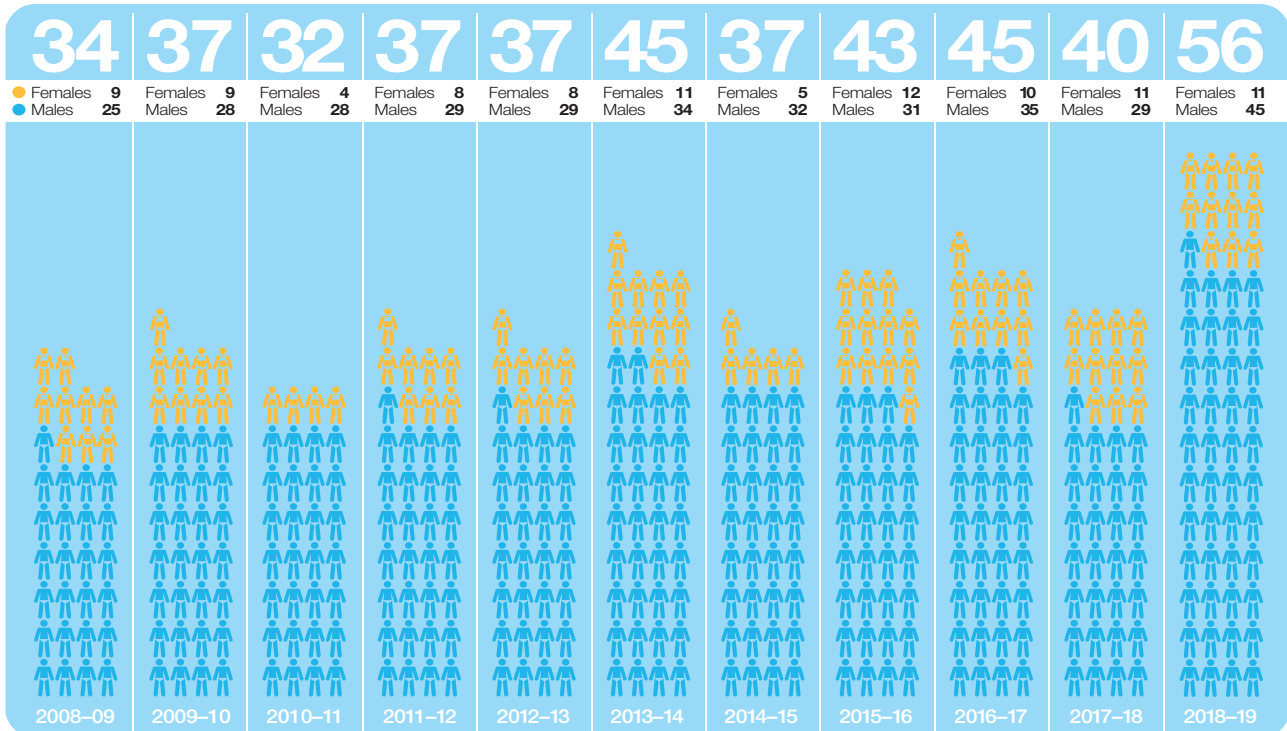
Figure 5: Distribution of funds.

Figure 6: Provision of Life Saving services.

\*Note: these graphs do not include funds both received and paid for lifesaving club facility upgrades and the Volunteer Emergency Service Equipment Program (VESEP). Funds recognised from the balance sheet total \$8.1 million with \$7.4 million distributed to clubs.

# Addressing the Drowning Toll

## Drowning deaths in Victoria by gender 2018–19



In 2018–19, 56 lives were lost to drowning; this is 17 more than the average number of drowning incidents in Victoria over the past 10 years and is our worst drowning toll in over two decades.

### Key statistics 2018–19

**Significant increases in drowning rates of people aged:**

- 15–24 years (77%)
- 45–64 years (51%)
- 65+ years (71%)<sup>1</sup>

**Males continue to be over-represented in drowning statistics**

**4x** more likely to drown than females

**9** drowning deaths involved alcohol or illicit drug use<sup>3</sup>

**Drownings increased across all open waterways<sup>1</sup>:**

**46%** in coastal waterways

**49%** in inland waterways

**Males aged:**

- 65+ years
- 45–64 years
- 15–24 years

**had the highest drowning rates<sup>2</sup>**

**46%** of drowning deaths involved unintentional entry into the water (slips, trips and falls), which highlights the importance of survival swimming and water safety skills

1. Compared to the 10-year average (2008–09 to 2017–18).  
 2. Per head of population in 2018–19.  
 3. One more than the 10-year average (2008–09 to 2017–18).



## Area of focus Lifesaving Services

### Strategies

- A1** Provide lifesaving service coverage to match risk assessment and community needs.
- A2** Ensure alignment between the requirements of quality lifesaving service delivery and related training.
- A3** Sustain lifesaving clubs as well-organised, welcoming and vibrant community hubs.

### Lifesaving services overview

In another huge year, our 7,499 operationally qualified members (including volunteer lifesavers, marine search and rescue teams, helicopter crew and paid lifeguards) put in just under 200,000 operational hours to help keep our Victorian community safe. Their combined efforts delivered 526 rescues, 2,956 medical and first aid interventions, and some 133,554 preventative actions at beaches and inland waterways.

Training is also integral to everything volunteers do. Members are provided with structured training and assessment to build their skills as lifesavers. The breadth of training qualifications includes a range of supporting skills, including members delivering training and assessment.

### Increased beach lifeguard services

This season, paid lifeguards provided weekday patrols at selected beaches in Port Phillip Bay during the peak summer period (Boxing Day–Australia Day), for the first time. St Kilda, Frankston and Williamstown beaches were patrolled from 11am–7pm, aiming to match beach visitation patterns on hot days that trend toward the afternoon and evening, after people finish work. The season also saw the introduction of new coastal lifeguard services at Tidal River (Wilson’s Promontory) and Port Campbell.



Following an extended period of warm weather at the end of January, lifeguard services across the state were offered for an additional week, until 3 February. Patrols at St Kilda beach ran for an extended period, from 19 November 2018 to 16 February 2019.

### New Victorian Westpac Lifesaver Rescue Helicopter – Lifesaver 30

A new twin-engine helicopter joined the Victorian Westpac Lifesaver Rescue Helicopter Service in November 2018.

The Airbus H135 enables greater search and rescue capabilities for both coastal and inland emergencies.

The helicopter was introduced as Westpac renewed its partnership with the Victorian Westpac Lifesaver Rescue Helicopter Service for a further five years, taking its partnership to 14 years.

LSV will work closely with the helicopter operator to increase the capability of the helicopter for the 2019–20 season, to allow winching into the aircraft from both water and land.

**526**

rescues

**2,956**

first aid cases

**35,383**

volunteer members

**133,554**

preventative actions

**2,911,350**

estimated beach attendance

## Introduction of Westpac Lifesaver Rescue Drone Service

LSV's Westpac Lifesaver Rescue Drone Service is a commercially registered operation, which holds a remotely piloted aircraft operator's certificate (ReOC) regulated by the Civil Aviation Safety Authority (CASA).

Three drones were introduced in March 2019 as part of the first national roll-out of lifesaving drones, in a partnership between Westpac and Surf Life Saving Australia.

The drones are based at the LSV State Centre and despatched around the state as needed, to provide accurate aerial vision and surveillance along the Victorian coastline and inland in emergency situations.

Key areas of operation for the lifesaving drones are:

- Surveillance at major LSV and club events, as well as high-risk areas
- Search and rescue operations
- Marine creature detection (e.g. sharks)
- Coastal survey activities
- Assisting other agencies (e.g. Victorian Fisheries Authority).



Seven volunteer lifesavers have undertaken specialist training to operate the drones, which have been used for water safety at several lifesaving events, as well as search and rescue support for Victoria Police.

## Lifesaving services dispatch operations

The LSV Communications Centre (LSVComms) provides communications support for all patrolling members and services. It is located at the LSV State Centre in Port Melbourne.

LSVComms is staffed on all patrol days throughout the lifesaving season, with around 30 volunteer and casual operators working hard during the 2018–19 season.

LSVComms operators are responsible for receiving and processing all state-wide emergency and non-emergency radio and telephone communications. They play a crucial role in the coordination of an effective state-wide lifesaving service.

## New rescue watercraft services introduced

LSV's rescue watercraft (jet-ski) lifeguard services were expanded to include coverage of the Mornington and Bellarine Peninsulas and the eastern end of the Surf Coast.

These services enabled LSV to double the coverage provided at unpatrolled locations, which in turn saw the service perform double the number of rescues compared to the previous season. Preventative actions performed by lifeguards to prevent rescues – for example, alerting swimmers to rips when they are about to paddle into one – were also increased.



## New radio network roll-out

This season saw the roll-out of a new radio system that integrates LSV communications with those of other emergency services agencies, revolutionising our communications.

Working with Emergency Management Victoria, LSV has transitioned to the Victorian Radio Network (the VRN) alongside Victoria Police, Victoria State Emergency Service, Country Fire Authority and Corrections Victoria.

The new system has been seven years in the making and has been rolled out across all LSV services, including rescue watercraft, helicopters, 4WDs, Rigid Inflatable Boats (RIBs), lifeguard patrols and clubhouses.

In addition to providing better quality service across LSV's network, the new system enables LSV to be more interoperable with other emergency services, for coordination of large emergencies and wide-scale operations.



## Lifesaving support in the EMV State Control Centre

LSV provided additional support to Emergency Management Victoria's (EMV's) State Control Centre in the 2018–19 season, with an LSV Emergency Management Liaison Officer (EMLO) undertaking shifts in the control centre on high-risk days. This role provided support to EMV around LSV activities, and shared information with LSV about activities that affected our operations across the state.

## New Volunteer Support Officers (VSOs)

In May 2019, LSV welcomed two new Volunteer Support Officers, to focus on the western and eastern regions of the state.

The roles will have a regional focus in establishing and maintaining mutually beneficial and cooperative relationships of assistance and support between clubs and state and area officers. The objective is to support clubs in integrating their administration, membership, infrastructure, IT systems, lifesaving services and reporting systems with those of LSV and Surf Life Saving Australia.

Although Volunteer Support Officer roles have been in existence for several years now, the renewal of the roles to become more regionally focused will enable volunteers to have access to this resource more readily, enhancing the relationship long term.

## Supporting clubs to deliver lifesaving patrols

LSV's Volunteer Support Officers worked with clubs on providing their agreed lifesaving patrol services in the previous season, to discuss the support required for moving forward. These discussions and resulting support provided, aided in the reduction of total patrol defaults by almost 30 per cent in the 2018–19 season.

## Volunteer training review

In January 2019, LSV initiated a review of volunteer training, with the objective of improving both training standards and the training experience.

The review identified four key areas for attention, including:

- Training options, pathways and resources.
- Training planning and delivery.
- Trainer and assessor communications and support.
- Information technology (IT).

A series of recommendations were made, with the centrepiece being the development of the Volunteer Training Handbook as a 'single source of truth'. The document is available on the LSV website (alongside

the review document and progress report) and will remain live, ensuring it is always up-to-date.

LSV's Volunteer Training team continues to work through the recommendations, with the aim to have as many as possible implemented ahead of the 2019–20 lifesaving season.

### Recommendations

- Review, redevelop and reissue course materials in a standard format.
- Review, redevelop, simplify and reissue the suite of trainer, assessor and facilitator authorisation and endorsement forms.
- Review and update the volunteer training web pages.
- Combine four existing training and assessment documents into one Volunteer Training Handbook.
- Review and redevelop the Trainer Portal v2.
- Review and redevelop the new member training portal.
- Initiate an outstanding awards follow-up process, to ensure members complete and receive their competencies and awards in a timely manner.

## Future developments

- **Assessor courses to be delivered by external providers at multiple locations.**
- **Professional development opportunities for trainers and assessors.**

**4%** increase in volunteer membership

**190** volunteers completed volunteer trainer/assessor qualification upgrade (TAE)

**5,549** new volunteer training awards completed

**10,444** volunteer skills maintenance awards completed

## New system for managing club gear and equipment

A new system was launched this year to simplify and replace the previous system for managing club gear and equipment. A number of upgrades have been worked through since the launch of the new system to further simplify use and administration. Reports show a strong uptake by gear stewards and officers at most lifesaving clubs.



### Completed to date

- Review of all training course resources.
- Introduction of blended content for select courses.
- Trainer App/Member Training Portal redevelopment – currently at 'test' phase.
- Over 200 candidates undertook 'Provide First Aid' and 'Advanced Resuscitation Technique' courses, delivered centrally.
- Improved season planning capabilities.
- Improved trainer/assessor support resources.



# Area of focus

## Pool & Waterway Safety

### Strategy

**B1** Ensure facility operators, local governments and land managers are aware of aquatic risk and best practice in aquatic safety.



### Design assessment for new and proposed facilities

LSV's Pool Safety team worked with architects to conduct pre-construction assessments for four new and redeveloping aquatic facilities, ensuring proposed facility designs met safety standards.

Facilities assessed include the:

- \$45 million Goulburn Aquatic Centre redevelopment.
- \$37.5 million East Keilor Leisure Centre redevelopment.
- \$57 million Gippsland Regional Aquatic Centre new facility.
- \$6.55 million Bairnsdale Aquatic Centre redevelopment.

### Pool Safety Summit attracts 200+ attendees

In October 2018, LSV hosted the seventh annual Pool Safety Summit, where expert industry speakers from across the country presented on a range of key topics.

The summit was opened by Emergency Management Commissioner Andrew Crisp, who also officially launched the Safer Public Pools – Code of Practice, which was developed to provide practical guidance to those with responsibilities under the Occupational Health & Safety Act and Regulations. It is intended to provide consistency regarding the application and review of industry standards, bench-marking and reporting.

*Right: LSV CEO Dr Nigel Taylor ESM and Emergency Management Commissioner Andrew Crisp launch the Safer Public Pools – Code of Practice at the Pool Safety Summit.*



## 2018 Pool Lifeguard Challenge

In a day of simulated scenarios designed to test technical skills, as well as race events in the pool – including obstacle, tube rescue tows, line throws and manikin relays – 18 teams representing 36 aquatic facilities, put their lifeguarding skills and teamwork to the test.

Winning by just one point was Yarra Leisure, followed by Maroondah Leisure and City of Kingston in third.

Thanks to Knox Leisureworks, YMCA Victoria and the City of Knox for their support in providing the venue, and to Sport and Education Development Australia (SEDA) for providing support staff.

*Right: Yarra Leisure lifeguards took out the trophy at the 2018 Pool Lifeguard Challenge.*



## Respect the River campaign – water tank installation

To highlight the hidden dangers of inland waterways during the Easter public holiday, LSV installed a water tank filled with one-tonne of water on the banks of the Yarra River near the Melbourne CBD. The challenge we threw out was to try to move the tank — a feat equal to fighting a strong current.

The Yarra River claimed 25 lives from 1 July 2008 to 30 June 2018, making it Australia's equal-second drowning blackspot.

The water tank will be placed in different locations across Victoria in the coming season in order to educate people about the hidden dangers of inland waterways.



**Respect the River**

Saving lives in Australian Rivers



*Above: Twigg, Katalina, Courtney and Tom team-up to try to move the tank.*

## Sunraysia region water safety review

In March 2019, LSV hosted a water safety summit to drive the undertaking of a water safety review for the Sunraysia region, as part of the Respect the River campaign.

The summit brought together the Mildura Life Saving Club, Mildura Rural City Council, Victoria Police, Aligned Leisure, Apex Caravan Park and the Department of Environment, Land, Water and Planning, to explore the four key areas of education, warnings and access, supervision, and increased survival skills.

The Research team was engaged to support the development of the review by undertaking consultative research and drowning data analysis to inform the review. The team interviewed local stakeholders, conducted an analysis of drowning trends in the region and also reviewed internationally recognised drowning prevention strategies, to propose targeted drowning prevention actions for the region.



## The Safer Public Pools Project

The Safer Public Pools Project is being delivered in partnership with the Victorian Government, through Emergency Management Victoria. Key deliverables include:

- A new Code of Practice for public pools, in response to recommendations by Coroner Audrey Jamieson.
- A new Public Pools Register, so people can check their local pool's classification, see its level of safety endorsement and know when its last safety assessment was completed.
- 22 new and updated, freely available compliance resources to support the aquatic industry.
- A new quarterly aquatic industry newsletter and mail-outs advising of compliance changes.



## Inaugural State of the Sector Report delivered

In partnership with Aquatics and Recreation Victoria, LSV delivered the inaugural State of the Sector Report for the aquatic industry in December 2018.

The report provides an overall snapshot of the public aquatic industry, allowing better tracking and comparison of key metrics like industry size, breadth, and social and economic value. It also includes key industry updates, research, major projects and industry achievements.



## Updated Guidelines for Safe Pool Operations

Released by Royal Life Saving Australia, the new 'Aquatic Supervision' and 'Swimming, Water Safety and Aquatic Exercise Programs' guidelines provide guidance around supervision delivery and aquatic programs in public swimming pools.

Two workshops for facility owners and operators were held at LSV's State Centre, as well as a road show of presentations and seminars including:

- Two sessions for YMCA Victoria Managers.
- Sessions at Aquatics and Recreation Victoria's regional and metro conferences.
- A presentation to the Platinum Pools Steering Committee.
- Presentations at the Watch Around Water advisory committee meetings.

All councils and aquatic facilities were informed of the changes and given access to the latest information and resources.

## Future developments

- **Additional 'Guidelines for Safe Pool Operation' workshops, focusing on emergency preparedness and planning.**
- **Additional industry resources.**
- **Project delivery in safety management systems.**
- **Introduction of a new supervision assessment.**
- **Development of additional assessment services relating to aquatic supervision.**
- **Development of a Watch Around Water online learning resource for parents and aquatic facility staff.**

**8** signage assessments

**28** Platinum Pools accredited

**108** pool safety assessments

**120** mystery guest visits

**187** Watch Around Water pools accredited

## Public Pools Register up and running

LSV's new Public Pools Register allows patrons to check their local pool's safety classification, see its level of safety endorsement and view when it was last assessed.

The register provides an overview of a pool's services, features and safety standards and includes council, learn-to-swim and educational facilities. As part of the Victorian Government's Safer Pools project, it's a key component of the Safer Public Pool – Code of Practice, which was jointly developed following coronial recommendations.

The register allows facility owners and operators to track their own safety performance, as well as the performance of similar facilities.

Facility Name	2018-19	2019-20	2020-21	Lifeguard on duty	Pool Safety Endorsement
Albury Swim Centre (Aligned Leisure)	NOT ASSESSED	NOT ASSESSED	N/A	Yes	No
Alexandra Swimming Pool (Council)	NOT ASSESSED	NOT ASSESSED	N/A	Yes	No
Apollo Bay Community Swimming Pool (Council)	NOT ASSESSED	NOT ASSESSED	N/A	Yes	No
Aquahub - Croydon (Council)	ASSESSED 23/09/2019	NOT ASSESSED	N/A	Yes	Platinum Accredited
Aqualink Box Hill (Council)	NOT ASSESSED	ASSESSED 23/09/2019	N/A	Yes	Platinum Accredited
Aqualink Nunawading (Council)	ASSESSED 10/08/2019	NOT ASSESSED	N/A	Yes	No

## SwimSafe campaign for vulnerable swimmers

Developed in partnership with the Victorian aquatic industry, the SwimSafe in the Pool campaign, known as SwimSafe, aims to assist pool operators to better communicate with their more vulnerable user groups.

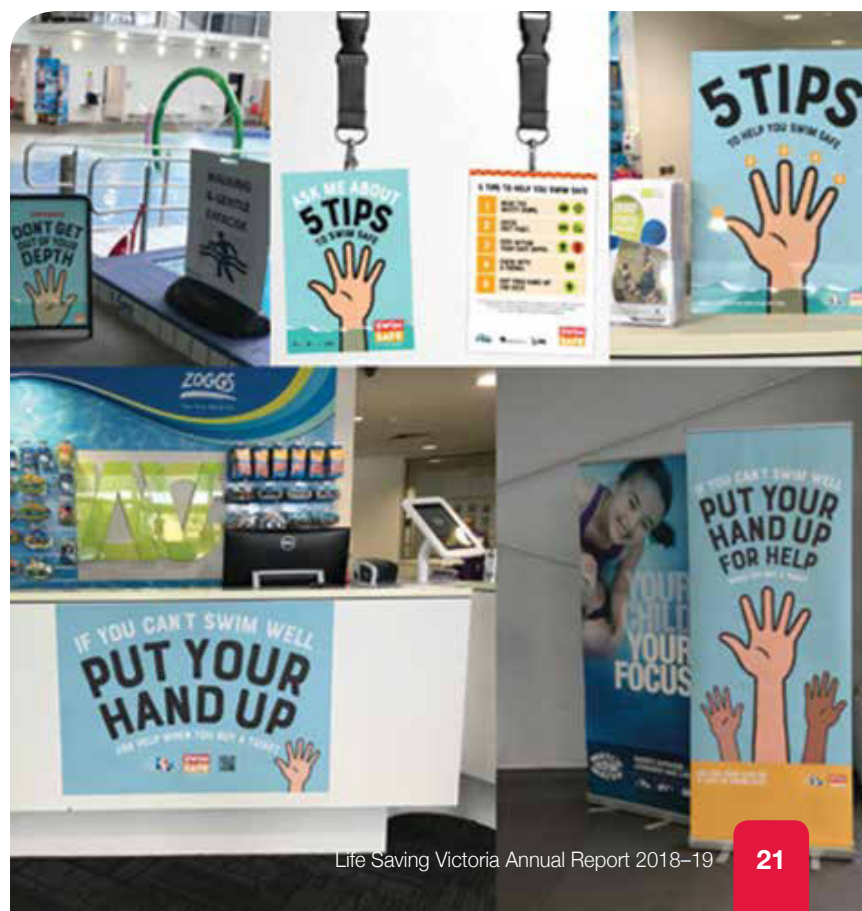
The campaign encourages vulnerable patrons to tell a staff member of their particular circumstances before entering the water and encourages provision of better advice and safer facility use.

The two groups targeted by the program, who are most at risk of drowning, are:

- People from Culturally and Linguistically Diverse (CALD) communities.
- People with disabilities or pre-existing medical conditions, including older adults.

The campaign aims to encourage discussion between the target groups and aquatic facility staff and to deliver the '5 tips' to help those users be SwimSafe.

Following a pilot roll-out of the program and evaluation that was conducted by LSV's Research Team, the next stage of the project will see the campaign launched together with associated research findings, to the wider aquatic industry.



# Area of focus Member Development

## Strategies

**C1** Use traditional and digital media to effectively connect with the LSV membership.

**C2** Develop systems and technologies to support skills development and continuous learning for LSV members.

**C3** Ensure a sustainable future through youth and leadership development in lifesaving clubs.

11,689

Nippers

184

participants  
in member  
development  
programs

13

leadership  
programs  
completed

## Building Leaders Scholarship

Now in its eighth year, this unique and innovative development program aims to support, develop and provide pathways for the next generation of lifesaving and aquatic industry leaders (aged 18–25 years).

Following a series of professional development workshops, scholars travelled to Sri Lanka to deliver lifesaving training, sharing their expertise with local lifesaving volunteers, police, coast guard, civil defence, navy, army and government stakeholders. The trip enabled the scholars to gain exposure to international lifesaving practices and training, as well as a unique cultural experience.

The 2018–19 program had three key focus areas, including:

- Delivery of a surf patrol workshop, IRB and active live patrol training at two of the country's busiest beaches, in Colombo and Negombo.
- Delivery of a water safety forum to the Sri Lanka Tourism Development Authority, to support the roll-out of new national water safety guidelines.
- Delivery of a patrol captain's workshop for up-and-coming Life Saving Sri Lanka volunteer patrol captains.

## Champion Junior Lifesaver

Facilitated by experienced volunteer leaders, the Champion Junior Lifesaver Development Day, held in February 2019, involved a series of leadership development workshops and practical team-based scenarios for 13- and 14-year-olds.

Participants were exposed to the many lifesaving pathways they can follow through their lifesaving journey.



## Mentor Program

The second year of the 18–25-year-old Mentor Program continued developing young leaders to face the current and future challenges of leadership in lifesaving, with the support of a mentor and a lifesaving network. The Mentor Program entails a six-month formal partnership between the mentor and mentee; growing their leadership credentials, building skillsets and motivating participants to reach their leadership goals.



## Increased attendance at Valuing Volunteers Evening

This year saw a steady increase in attendance at LSV's Valuing Volunteers Evening, held in May to coincide with National Volunteer Week.

Over 300 people attended the evening, and more than 150 certificates were presented to recognise 100+ patrol hours, long service to membership and leadership development, aquatic sports, lifesaving operations, training and archives. A further 200 certificates were collected by club representatives to be presented at local club functions.

A special presentation was made to the Powell family, in recognition of the dedicated service by father and son Port Campbell members, Ross and Andy Powell, who tragically died in a rescue operation in April 2019.



## Updated Nipper resources

An update to Nipper Education resources this year has taken the best of current resources and latest lifesaving content and consolidated it into a more user friendly, relevant resource, to help clubs deliver the Nippers program.

## Nipper Administration App

Version 1 of the new Nipper Administration App was released in November 2018. It aims to alleviate the administration burden on clubs of running Nipper programs, by improving efficiencies through technology.



## New online form for member sign-up



This year a trial was conducted with Mordialloc LSC to introduce a new online form for members to join a lifesaving club.

The new form simplified the previous version, by giving it the look and feel of an online shopping cart, that people are already familiar with. It also included smart pre-fill functionality, to cut down the amount of data entry required to sign up multiple family members with the same details.

This was a great step forward in improving the user experience for members. The system will be refined over the upcoming season, with a planned roll-out in 2020–21.

## Future developments

- Delivery of a new Patrol Captains workshop.
- Update of the online member induction.
- Launch of the new Ready 2 Lead program, targeting intermediate level female leaders, as part of the LSV Female Leadership Network.
- Delivery of additional youth symposiums for regional and emerging leaders.
- Delivery of version 2.0 of the Nipper App to further enhance current capabilities.
- Delivery of a new development program for 18–30-year-olds, to bridge the 'gap' that exists in leadership development programs for this age group.
- Delivery of increased member welfare services.



## Youth Symposium

The inaugural Youth Symposium, held in June 2019, allowed youth members aged 13–17 years to talk about the future of lifesaving. Over 60 youth members attended on the day.

# Area of focus Community Education & Training

## Strategies

- D1** Partner with the aquatic industry and government to develop effective water safety media campaigns.
- D2** Develop quality education and training infrastructure to make everyday lifesavers of all Victorians.
- D3** Establish cooperative relationships with Victoria's tertiary institutions to ensure water safety training in teacher education.

**1,000+** visits to the online **School Swimming and Water Safety Toolkit**

**19,467** participants in the **Open Water Learning Experience program from 184 schools, with a total of 275 sessions delivered**

**22,071** participants in the **Sink or Swim program across 122 schools**

## Risk App for education programs

This year version 1 of the Risk App for education programs was successfully trialled and implemented. This has improved managing the aquatic risks in LSV's Open Water Learning Experience program.



## The Inflatable Pool

LSV has designed and built a six lane by 25 metre inflatable pool for open waterways. It's portable and adaptable to a variety of open waterways including rivers, lakes and beaches. It bridges the gap between swimming at a pool and in open water, ensuring fun and safety for more people learning to swim in open waterways. The pool was piloted at Williamstown beach prior to Easter with support from Williamstown S&LSC.



## Public Water Safety Initiative to support school swimming programs

The Victorian Government's Department of Education and Training has commissioned LSV to deliver activities to help schools and swim schools deliver the high-quality school swimming and water safety programs required by the Victorian Curriculum.

A key achievement in Year 1 has been launching the Swimming and Water Safety Toolkit, including a suite of online resources and strategies to assist with planning, delivering and assessing swimming and water safety education. To date, the 10-lesson Survival Swimming Program resources have proven the most popular download.

The project team has delivered a series of Professional Development Workshops for Victoria's schools and aquatic industry, including:

- One-Stop-Shop
- Innovative Dry Programming
- Hackfest
- Aquatic Industry Think Tank

A pilot AUSTSWIM swim teacher training course that recognises school teachers' prior learning was delivered to 20 teachers, saving time by cutting back on teaching methods and focusing on swimming and water safety instruction.

A key aim of the initiative is to increase uptake of the Victorian Water Safety Certificate, by working with primary schools, learn-to-swim providers and aquatic facility managers to increase awareness and make it easier to order and award certificates.





## Virtual Reality (VR) rip current experience

Supported by the Victorian Government's Public Sector Innovation Fund, four rip current VR videos were developed.

The VR videos provide students with an immersive learning opportunity to experience what it's like to visit the beach. The videos are designed to empower viewers with knowledge and skills around the key safety elements of visiting coastal environments, including reading safety signs and surviving a rip current. The program has been evaluated by LSV's Research Team, in partnership with Swinburne University.

## Taking Nippers from the beach to the bush

Funded by the Victorian Government's Public Water Safety Initiative, the Bush Nippers concept aims to increase the capacity and coverage of Nipper programs across Victoria, to regional areas and inland aquatic environments.

For Stage 1, the current Nipper program's effectiveness was evaluated and consideration was given to how it can be delivered regionally in the next stage of the project.



## Play it Safe by the Water campaign turns 20

Victoria's aquatic industry came together this year to commemorate 20 years of the state government's Play it Safe by the Water campaign.

A commemorative video was made to mark the occasion and to look back over the successes of the community-government partnership, including successful public awareness campaigns, and changes to pool fencing legislation, lifejacket laws and mandatory swimming lessons in primary schools.

This year the committee also welcomed its 20th aquatic agency to the working group.

## New public training course: Advanced Resuscitation Techniques

The HLTAID007 – Provide Advanced Resuscitation Techniques course was recently added to LSV's public training course offerings. The course covers use of specialised equipment to provide resuscitation in a range of complex situations and is targeted at swim schools, to assist in meeting their compliance requirements.

## Training contract transition to NDIS providers

LSV's training contract to deliver nationally recognised first aid and CPR training to the state government's Department of Health and Human Services was extended this year. In addition, LSV is a preferred supplier to National Disability Insurance Scheme (NDIS) providers including SCOPE, Possibility Victoria, Melba Support Services and Life Without Barriers.

## Surf Life Saving Tasmania re-signed as part of the LSV RTO

Surf Life Saving Tasmania has signed on for a further two years as a third-party training provider. Being part of the LSV Registered Training Organisation (RTO) provides benefits including the ability to deliver accredited training, and access to resources, training management systems and trainer support.

## Online portal for LSV service members and licensees

A new online portal was launched this year to support LSV's training service members and licensees. The portal improves booking and processing procedures and gives candidates access to their training records.



92

participants in Swim and Survive PD workshops

280

LSV service members delivered vital non-accredited training to 705 people

2,538

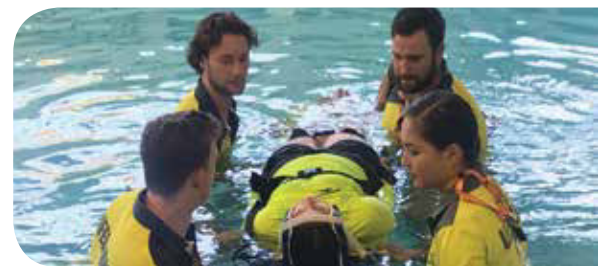
Water Smart Awards issued

21,606

attendees to over 2,069 courses, in both accredited first aid training and workshops in different aquatic environments

141,178

students learning to Swim and Survive



## Future developments

- Review of the Open Water Learning Experience program to meet increasing demand from schools.
- New virtual reality resources, including for CALD communities.
- Year 2 of the two-year public water safety initiative to help schools and aquatic facilities deliver high quality school swimming and water safety programs.
- Improve learning to swim by piloting LSV's dry swimming aid.
- Development of a swim teacher course and license program.
- Investigation into the viability of a mental health first aid course and duty manager course.

## Area of focus Aquatic Sport

### Strategy

**E1** Develop a range of innovative and responsive aquatic sport programs to increase capability and sustain membership.

**6,361**

junior carnival competitors

**3,564**

youth/senior carnival competitors

**809**

IRB competitors

**590**

pool competitors

**346**

Masters championship competitors

### Victorian State Team performances



**1st:** CPR competition  
Royal Life Saving Australia  
Australian Pool Lifesaving Championships

**2nd:** Overall placing  
Royal Life Saving Australia  
Australian Pool Lifesaving Championships

Victorian surf boat team  
Australian Surf Rowers League (ASRL)  
Interstate Championships

**3rd:** Victorian team  
Surf Life Saving Interstate Championships  
2019 Australian IRB Championships

**4th:** Overall placing  
Surf Life Saving Youth Pathway Cup

### Biggest Junior carnival to date

This year we saw the biggest junior carnival to date with 1,693 participants competing at Mordialloc LSC in February 2019.

While the focus for the aquatic sport area has been on delivering “better before bigger”, these numbers highlight that our improvements are on the right track to attract new competitors to lifesaving sport.



## Aquatic sport administration review

Following the administrative review conducted over the past two years, a two-year workplan to implement the recommendations has commenced, guided by the principles of being:

- ‘Member driven’ – enabling and empowering members to identify challenges, solutions and priorities.
- ‘Better before bigger’ – prioritising making members’ experience of aquatic sport better, before working to increase participation.

Significant developments have been made in the first year of rolling out the workplan, including:

- Appointing a development officer focused on developing officials and coaches.
- Working to prioritise safety by engaging key stakeholders in the Aquatic Sport Risk Management Review project, which was independently conducted.
- Delivering sport apps to increase efficiency, accuracy and member satisfaction.
- Use of TeamApp and carnival photographers to help improve information flow and marketing.
- Improving evaluation through the continuous monitoring and evaluation project led by LSV’s Research team.



## Development of officials and coaches

This season has seen significant investment in developing accredited officials and coaches. The restructure of the officials’ assessment process, the introduction of new resources and the development of the mentor program have enabled us to upskill a lot of new and current officials. Work throughout the season enabled the state championships to be conducted by a full complement of accredited officials.

Key achievements in this area include:

- 379 current officials (131 more than last year).
- 188 new or reaccredited officials (including those recognised for prior learning).
- 142 current coaches (29 more than last year).
- 38 new or reaccredited coaches (including those recognised for prior learning).
- 74 Victorian officials appointed at national and international competitions across surf, pool and IRB disciplines.



## Highlights from the 2018 International Life Saving World Championships

- Brendon Smith from Half Moon Bay SLSC competed in the Australian Youth Life Saving Team.
- The first ever Australian IRB team was an all Victorian affair, including Abby Esdale, Alastair Thomas, Calum Dickson, Kate Czerny, Rachael Moloney, Rhys Treloar, Shaun Leith and Coach Scott Ivey (all from Williamstown S&LSC), together with Samantha Pownall from Barwon Heads 13th Beach SLSC and Rachael Rylance from Elwood LSC as team manager.
- The Williamstown S&LSC team also won the Club World IRB Championships.



## Future developments

Delivery of year 2 of the work plan including:

- Professional development series for officials.
- Risk management training and tools.
- Implementation and trials of Sport Apps.
- Evaluation against year 1 recommendations and benchmarks.



# Area of focus Risk & Research

## Strategies

**F1** Ensure evidence-based research is provided to support strategic decision making.

**F2** Lead and facilitate research into risk identification, prevention and mitigation in all aquatic environments.

**719**

members gave feedback on the Aquatic Sport Monitoring & Evaluation Plan

**296**

children and their parents gave feedback on the Nippers program

**8**

major conference presentations by the LSV Research team

**5**

aquatic risk assessments:

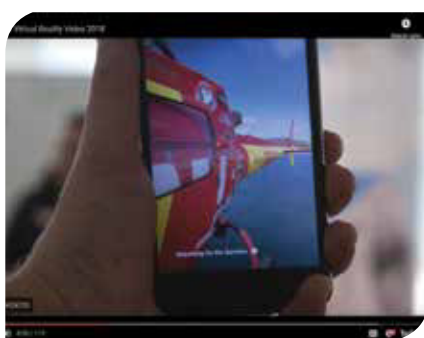
- 1 inland waterway
- 3 coastal waterways
- 1 urban wetland desktop assessment

## An active weather warning system for Victorian beachgoers

LSV has partnered with the Bureau of Meteorology in working toward developing a beachgoer weather warning system.

The project involves analysing the outcomes of 38,111 lifesaving patrols delivered across Victoria over the past 10 years, and factors daily weather and wave conditions.

The outcomes of this analysis will assist with operational response strategies and develop wider public warnings on days that are more likely to require lifesavers to perform a rescue, due to certain weather and prevailing wave conditions.



## Google Expeditions project evaluation

LSV's Research team worked alongside the Education team to evaluate the pilot Google Expedition, 'Lifesaving Volunteers to the Rescue'. The research examined the expedition delivery to 23 Year 5 and 6 students via a student questionnaire, and a member of the Research team conducted semi-structured, one-on-one interviews with the Expedition Guide (an LSV education instructor) and classroom teacher. Students scored an average of 88 per cent for water safety knowledge, and the feedback from the teacher was that students were very engaged. Overall, water safety education delivered via VR and Google Expeditions was found to be a viable teaching and learning tool.

## Nippers program review

The first year of this two-year project evaluated the effectiveness of the current Nippers program and the potential for it to be adapted into a regional 'Bush Nippers' program that could be delivered across inland waterways and pools.

Findings to date include an overwhelmingly positive response to the water safety skills and knowledge opportunities that the nippers program offers and its potential to be adapted to a 'Bush Nippers' program.



## Aquatic Sport monitoring and evaluation plan

In 2018–19, the Research team developed and implemented the Aquatic Sport monitoring and evaluation plan. The project determined: the level of participation in sport; the level of satisfaction with sport as an indicator of retention; and members' overall experience with sport including potential barriers and enablers to participation.

Overall, 10 per cent of members participate in lifesaving sport. Feedback from 719 members indicated that overall satisfaction with sport was 7 out of 10. Positive aspects of sport participation were the team camaraderie; health, fitness and social benefits of membership; and the competition.



Negative aspects for some participants included carnival location and length; event scheduling; and communication of scheduling, including changes or cancellations.

The results of this research will provide a benchmark for improvements that will be delivered over the coming seasons.

## Stage 2 SwimSafe campaign for vulnerable pool users

Following initial trials last year in partnership with Belgravia Leisure and Banyule City Council, the Research team commissioned market research to develop the SwimSafe in the Pool campaign for vulnerable pool users.

Campaign materials were developed and refined to better suit the needs of target audiences and trials were then conducted across eight aquatic centres, with four centres rolling out the materials, while the other four served as 'control group' centres, for comparison.

The second stage of trials showed much better recognition of the campaign materials and as a result, better engagement of vulnerable swimmers with aquatic centre staff.



Following this success, the project will move into next stage, where the campaign will be launched in pools across the wider aquatic industry.

## Lifeguard supervision eye-tracking study

In 2018–2019, LSV commenced a study to provide an evidence base for the most appropriate ratio of pool lifeguards to patrons in public swimming pools. The aim of the study is to maximise safety and ultimately help reduce the rates of aquatic related drowning deaths and injuries at public swimming pools.

Eye-tracking technology enables the recording of eye position and movement in both 2D and 3D environments and helps analyse human processing of visual information. Visual supervision by pool lifeguards will be measured while they observe a VR simulated drowning incident, with an algorithm tracking their eye movement. The study is expected to be completed early in 2020.

## Bass Coast risk assessments

Risk assessments were conducted at 48 Bass Coast beaches, as part of the Surf Life Saving Australia Beach Drowning Black Spot Reduction Program.

## Bahrain Swim for Safety program established

Adapted from LSV's survival swimming program, a national program for teaching foundation swimming and water safety skills has been tailored to Bahrain's local needs and environment, where 95 per cent of primary school children don't learn to swim at school.

## Best poster presentation at 13th World Conference on Injury Prevention and Safety Promotion

LSV's Research team, together with lead author Jeewanthika Ekanayaka (Masters student at University of Peradeniya, Sri Lanka) was recognised for best poster presentation at the 13th World Conference on Injury Prevention and Safety Promotion.



## Future developments

- Lifesaving Capability and Resourcing Review.
- Bush Nippers evaluation.
- 5-lesson survival swimming research.
- Completion of eye-tracking study of lifeguard supervision at public swimming pools.

## Area of focus Diversity

### Strategies

**G1** Expand the reach of water safety education to include engagement and settlement of multicultural communities.

**G2** Respond to diversity in the community, focusing on gender, age, disability and cultural diversity.

**22,000**

participants in LSV multicultural programs – a new record

**300+**

community agencies partnering with LSV to deliver multicultural water safety services

**53**

women recognised at the IWD Breakfast for their exceptional contribution to lifesaving

### Celebrating women in lifesaving

LSV is proud to have females represented at all levels of the organisation, including inspiring women working in lifesaving operations as rescue watercraft (RWC – jetski) lifeguards, beach lifeguard team leaders and IRB drivers. This year LSV developed a video for International Women's Day, to share their passion and experiences in lifesaving.

On 8 March, LSV joined the emergency management sector at Federation Square to recognise the theme 'More Powerful Together', highlighting the importance of women and men working together to build stronger communities. The day included

live demonstrations, interactive emergency service displays, exhibitions and lots of vehicles.

LSV also hosted an International Women's Day breakfast for more than 170 females and male champions of change, from across the LSV membership, LSV staff, the aquatic industry, emergency services and the sport and recreation sectors. The event recognised and celebrated the many contributions females make across the organisation and heard from keynote speaker Michelle Redfern on Determination and Influence.



### Inaugural Starfish Nippers Carnival

February 2019 saw the first ever Starfish Nippers Carnival held at Hampton LSC. Starfish Nippers was developed several years ago at Anglesea SLSC for children and young adults with learning disabilities and has since been rolled out across several Victorian and interstate clubs. Over 50 participants representing seven clubs, took part in the inaugural all abilities carnival.



## Open Water Grey Medallion program

Building on the success of the pilot Open Water Grey Medallion program delivered in 2017, a bayside course was delivered at Hampton LSC in February and March 2019. The program attracted 10 participants aged 55+, who learned a range of lifesaving skills – from basic first aid to self-survival techniques – that are transferable from the beach to everyday life.

## Training Grey Medallion trainers

This year the Grey Medallion program focused on training the trainers, with 37 new instructors trained to deliver the course. Two courses were delivered during the year, by Western Leisure Services at Aquapulse with 18 participants and City of Boroondara at the Ashburton Pool and Recreation Centre with 24 participants.



## Engaging Melbourne's African community

After nearly two years of swimming lessons and industry training, 15 inspiring Somali youth from Melbourne's inner suburbs have graduated from an LSV initiative designed to create jobs, raise diversity within the aquatic industry and address the worrying water safety education 'gap' among multicultural communities.

Inspired by two of their friends who 'blazed the trail' in a pilot project a year earlier, the group not only saw pool lifeguarding and swim teaching as a new and attractive employment option, but also a way to give back to their wider community.

The graduates are now working as pool lifeguards and swimming teachers at the Reservoir Leisure Centre, Northcote Aquatic and Recreation Centre, Coburg Leisure Centre and Maribyrnong Aquatic Centre, in roles that both assist in keeping the community safer and enable them to become positive role models for their peers.

## VicHealth Growing Participation in Sport program

LSV has delivered year 1 of a 3-year program aiming to engage less active 12–17-year-old CALD teenagers in aquatics. A total of 1,000 CALD teenagers took part in the first year of the program, with 300 participants learning to swim and a further 25 also undertaking training in first aid and pool lifeguarding.

## Pride Forum

LSV supported eight Victorian members to attend the inaugural Proud Beaches Forum, hosted by Surf Life Saving Australia at Bondi Beach in June 2019.

The forum aimed to build an understanding of current perceptions, attitudes and behaviour towards the LGBTI+ community and develop strategies and actions to make surf lifesaving more inclusive.

## Celebrating 10 years of partnership with the Rootvij Kadakia Foundation

Established in 2009 in memory of Rootvij Kadakia – an international student from India who lost his life in 2009 at Lake Tyer's beach in Victoria, attempting to save a friend in troubled water – the foundation's support has enabled more than 6,000 foreign students to participate in LSV's beach education program, to gain a better understanding of water safety.

## Future developments

- **Through much needed Royal Life Saving Australia funding, offer 500 children and youth represented by 13 CALD agencies across Melbourne, the opportunity to learn to swim.**
- **Development of an LSV Pride network to connect, celebrate and provide resources and training to support the LGBTI+ community.**
- **Development of a suite of new online interactive resources and training for clubs and communities about disability access and programs.**
- **Release of guide and training resources for clubs and members to implement Pink Patrols, to acknowledge female contribution and encourage increasing operational capacity.**
- **Implementation of technology to support pathways for older adults to get involved with clubs and maintain their fitness and socialisation.**



# Area of focus Sector Development & Support

## Strategies

**H1** Implement the full community/ government partnership model in the Emergency Management Victoria structure.

**H2** Advocate for the development and maintenance of fit-for-purpose, location sympathetic and advanced design LSV facilities.

**H3** Build cooperative relationships within the aquatic industry and emergency services, ensuring best practice of water safety.

**H4** Ensure LSV is sustained as a resilient, dynamic and well managed organisation.

**194**

participants attended 6 Blue Connections networking events

**20**

aquatic agencies are part of the Play it Safe by the Water community / government partnership

**2**

new lifesaving facilities completed at Portsea and Ocean Grove

### Opening of Portsea SLSC facility

In April 2019, Portsea SLSC officially celebrated the completion of their new \$7.4 million clubhouse, with the building being officially opened by the Hon. Daniel Andrews MP, Premier of Victoria.

The redevelopment project saw the ageing clubhouse rebuilt and the construction of a brand new access road enabling ambulances and other vehicles to access the new facility.



### Ocean Grove SLSC redevelopment completed

The new \$5.45 million Ocean Grove lifesaving clubhouse was completed in May 2019, boosting the safety of beachgoers at one of Victoria's most popular surf beaches.

The new facility will give volunteer lifesavers more space to support their summer patrols and education, training and aquatic sports opportunities.

It will also provide year-round facilities for Ocean Grove residents and visitors to enjoy.



## Victorian emergency services workplace diversity initiative

This year LSV led a collaborative initiative to raise CALD youth employment and representation in Victoria's emergency services, by developing new pathways from our training and employment model to be transferrable into other emergency services.

To date:

- Seven LSV/CALD aquatic role models have joined Ambulance Victoria as ambulance community officers.
- Two have joined Forest Fire Management Victoria as project firefighters.
- One has joined LSV as a multicultural projects officer.



## Blue Connections

Blue Connections is a new LSV initiative that brings together the aquatic and recreation industry, volunteer members, LSV staff, emergency sector staff, sport and recreation sector staff and interested community members.

The program commenced in December 2018, enabling participants to learn, grow and network through interactive workshops, while sharing experiences and common goals.

Each event features a different keynote speaker and topics are related to professional and personal development. Events are held once a month at LSV's headquarters.



## Support for Wonthaggi LSC's storm damaged clubhouse

The Wonthaggi Life Saving Club patrol tower and main club building sustained severe storm damage in May 2019, resulting in the clubhouse being deemed unsafe, and closed.

The Minister for Police and Emergency Services has endorsed funding of \$175,000 for temporary facilities, and a planning application for these facilities is being prepared by Emergency Services Infrastructure Authority and Bass Coast Shire.

A patrol tower has been temporarily secured, by refilling the sand at the front of the building, while the Emergency Services Infrastructure Authority and LSV conduct geotechnical and structural analysis for both the patrol tower and main club building, to determine long-term outcomes.

## Focus on governance

To pro-actively focus on and improve LSV's governance across our volunteer, social enterprise and emergency services operations, LSV has engaged a Governance, Integrity and Legal Specialist to its Executive Management Team to review our current governance framework and ensure continuous improvement in this area.



Key areas of focus will include setting up improved governance systems and processes, educating staff and volunteers about governance practices and reviewing and updating the LSV governance framework.

## Life Saving Operations Council Strategic Work Plan 2019–2021

In February 2019, the Life Saving Operations Council developed a strategic work plan to guide its work and strategic direction over the next three years, including priorities and key projects. The plan was confirmed in April 2019 and has received a positive response to date.



### Future developments

- **Projects and communication strategies for Lifesaving Operations Council Officer Training and Engagement.**
- **Completion of new and updated lifesaving facilities at South Melbourne, Anglesea, Edithvale, Jan Juc and Cape Paterson.**
- **Planning for new and updated lifesaving facilities at Point Lonsdale, Brighton, Bonbeach, Black Rock, Aspendale and Mentone.**
- **Determine the long-term outcomes for the Wonthaggi lifesaving facility.**
- **Review LSV's governance framework, to ensure consistency, standardise common elements and update to reflect modern practices.**
- **Review the member protection framework to streamline and ensure a fair, efficient and proper system is in place for dealing with member protection matters.**
- **Deliver targeted and bespoke governance training across LSV, for all relevant staff, volunteers and clubs.**
- **Expand the current Victorian emergency services workplace diversity initiative to enable CALD youth to enter additional emergency services organisations.**

# Council Executives & Committees

## Aquatic Education & Industry Engagement Council

Liz Tesone	Director
Kellie Ellingworth	
Nic Hall	
Norman Farmer ESM	

## Aquatic Sports Council

Rachael Rylance	Director – Aquatic Sports
Peter van Deuren	Council Chair
Tamara Brawn	Council Representative
Harry Hannas	Chief Referee
Leonie Newey	Junior Referee
Allan Banks	IRB Competition
Brian Happ	Sports Development Coordinator
Joanne Teagle	Pool Panel Coordinator
Dinah Boswell	Lifesaving Events Coordinator
Bruce Sampson	Board & Ski Representative
Maurice McCutcheon	Beach Representative
Natalie Hood	Swim Representative
Barry Hill	Surf Boat Representative – VSRL

## Council of Lifesaving Clubs

Georgie Wettenhall	Director
Peter Williams	Director
Ian Fullagar	Council Representative/Chair
Julian Meagher	Council Representative

## Finance, Risk and Audit Committee

Vincent Sheehan	Chair
Dean Sibun	
Neil Hough	
Simone Bohan	
Donna Watt	
Adam Alsbury	
Emma Oliver	(Part)
Shane Dunne	(Part)
Dr Michael Kennedy OAM	(Part)

## Governance Committee

Peter Williams	Chair
David Schultz	
Susan Wolff	
Alexandra Moule	
Tom Mollenkopf	

## Grievances & Judiciary Committee

Peter Wilson	Chair (appointed 2/14) Resigned August 2019
Graeme Eddiehausen	
Richard Symon	
Mark Hebblewhite	
Catherine McCraith	
Keith West	
Kane Treloar	
Neil Morarty OAM	
Bridget Party (Part)	
Tamara Brawn (Part)	
Allan Holmes	

## Investigative Officers

Ian Knight
B Dunlop
Robert Brain

## Honours and Awards Committee

Darren McLeod	Chair
Michael Martin AM	
Dianne Montalto ESM	
Andrew Barnes	
David Stogdale	(Part)
Anne-Maree Gardiner	
Warren Clarke	(Part)

## Lifesaving Operations Council

Darren McLeod	Lifesaving Operations Council Director
David Rylance	Director
James Carew	Council Representative
Simon Wilson	Council Representative/Chair
Hugh Day	Lifesaving Services Representative
Kane Treloar	Lifesaving Services Representative
Mark Scott	State Emergency Management Officer
Alison Porter	State Resource Research & Development Officer
Katrina Antony	State Training & Assessment Supervisor
Samuel Hines	Service Efficiency & Standards Officer
Kane Treloar	State Gear & Equipment Officer
Hugh Day	State Lifesaving Communications Officer
Gordon Porter	State Powercraft Officer
Jenna-Rose Sheehan	State Training Membership Development Officer
Darcy Cummings	Training Strategy & Communication Officer
Hamish McKendrick	Assistant Peninsula Training & Assessment Officer

## Lifesaving Operations Officers

Jake Lurati	Bass Lifesaving Operations Officer
Mitchell James	Bayside Lifesaving Operations Officer
Tony Hodder	Geelong Lifesaving Operations Officer
Barrie Smith	Gippsland Lifesaving Operations Officer
Kerry Bell	Kingston Lifesaving Operations Officer
Jenna-Rose Sheehan	Otway Lifesaving Operations Officer
Cohen Doyle	Peninsula Lifesaving Operations Officer
James Quine	Port Phillip Lifesaving Operations Officer
Paul Lunny	Surf Coast Lifesaving Operations Officer
Justin Houlihan	Western Lifesaving Operations Officer

## Training and Assessment Officers

Rhiannon McCorrison	Bass Training & Assessment Officer
Helen Quinn	Bayside Training & Assessment Officer
Phillip Hughes	Geelong Training & Assessment Officer
Murray Colvin	Gippsland Training & Assessment Officer
Catherine Paulsen	Kingston Training & Assessment Officer
Sebastian Phoenix	Otway Training & Assessment Officer
Simon Wilson	Peninsula Training & Assessment Officer
Darrell Gill	Port Phillip Training & Assessment Officer
Tim Mason	Surf Coast Training & Assessment Officer
Christopher Sharam	Western Training & Assessment Officer

## Membership & Leadership Development Council

Angela Malan	Director
Robyn Kaye	Council Representative
Yvette Costello	Council Chair
Liam O'Callaghan	Senior Development Programs Coordinator
Teagan Thom	Junior Development Programs Coordinator
Nick Abrams	Inclusion and Diversity Coordinator
Sandra Madeley	Junior Activities Coordinator
Jessamy Blair	Female Leadership Network Coordinator

# Honours & Awards

## 2019 Major Awards

### JLT Club of the Year (Beaurepaire Shield)

Venus Bay SLSC

### Microflite Lifesaver of the Year (John Wishart Memorial Medal)

Jameson Trainor, Waratah Beach SLSC

### Westpac Youth Lifesaver of the Year

Jessica Robinson, Point Lonsdale SLSC

### Holden Volunteer of the Year (Graeme Long Memorial Medal)

John Takac, Lorne SLSC

### Outstanding Achievement of the Year

Gunbalanya Community Partnership Program, Lorne SLSC

## Membership & Leadership Development Awards

### Mike Martin AM Champion Junior Lifesaver Winners

Ruby Lines – Perrier, Mount Martha LSC

Samuel Dripps, Jan Juc SLSC

### Nipper Program Volunteer of the Year

Natalie Ashdown, Waratah Beach SLSC

### Membership and Leadership Development Service Award Recipients

Jonathon Holt, Mordialloc LSC

Janet Jones, Anglesea SLSC

## Aquatic Sports Awards

### Youth Athlete of the Year

Brayden Casamento, Warrnambool SLSC

### Athlete of the Year

Naantali Marshall, Anglesea SLSC

### Team of the Year

The Victorian Pool Lifesaving Team

### Coach of the Year

Scott Ivey, Williamstown S&LSC

### Victorian Championships Point Score Winner

Ocean Grove SLSC

### Competition Official of the Year

Sandra Madeley, Wonthaggi LSC

## Volunteer Training Awards

### Volunteer Trainer of the Year

Jessica Sincock, Lorne SLSC

### Volunteer Assessor of the Year

Laura Buckley, Fairhaven SLSC

## Public Training and Pool Safety Awards

### LSV Service Member of the Year

Ming Hong (Eric) Yeung

### LSV Licensee of the Year

Victoria University

### LSV Public Training & Pool Safety Trainer of the Year

Marcus Hansson

## Education Awards

### Education Instructor of the Year

Twiggy Mercer

### LSV Swim and Survive Licensee of the Year

Melbourne City Baths

## Media Award

### Media Service to Lifesaving

Rebekah Cavanagh, Herald Sun

## Lifesaving Operations Awards

### Beach Lifeguard of the Year

Grace Lightfoot, Australian Lifeguard Service

### Administration Club of the Year

Elwood LSC

### Patrol Service Efficiency and Standards Program Award

Gunnamatta SLSC

### State Rescue of the Month Awards

December 2018 – Ellen Porter, Jess Sincock and Sam Ord, Lorne SLSC

January 2019 – Alexander Duncan and Taite Cumming, Venus Bay SLSC

March 2019 – Alex Buckley, Alex Schwarcz and Michael Henderson, Fairhaven SLSC

### LSV Life Membership Inductees

Norman Farmer ESM

John Takac

### SLSA 50 Year Long Service Award

Ric Mitchell

### Australian Honours

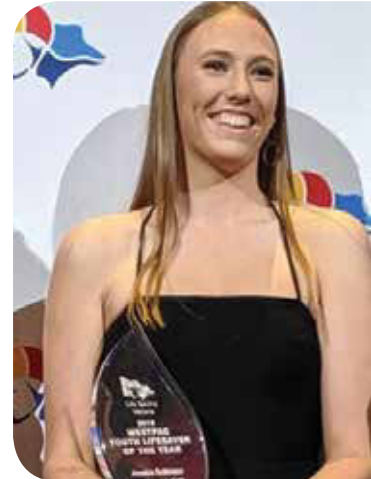
Dr William Johnson AM, Torquay SLSC

Dennis Harris OAM, Woolamai Beach SLSC

Peter Maishman OAM, Point Lonsdale SLSC

Stafford Smith OAM, Woolamai Beach SLSC

Anthony Strahan OAM, Torquay SLSC



Above: Jessica Robinson, Youth Lifesaver of the Year.



Above: Jameson Trainor, Lifesaver of the Year.



Above: John Takac, Volunteer of the Year.

Left: Club of the Year, Venus Bay SLSC.



# Life Members

## A

R Anthony  
H G Ashworth

## B

H E Baker  
A J Barnes  
S Barnes  
N Bayles  
M J Bell  
A Bellotti  
P I Bennett  
W Birkenhead  
A Birt  
R W Blackney  
R O Blackwood  
SSC Blanks BEM  
D L Boswell  
W D Boulton  
B H Bowman  
R K Boyce  
H Brereton  
H F Brockhoff  
M M Brodie  
W Brodie  
K Brooks  
A S Buchannan  
Q L Burke  
J Burrowes OAM

## C

G W Cato OAM  
R Charrett  
F M Clayton  
M R Collins  
I Collum  
R B Cook  
A Cooper  
L Cooper  
A Coulson  
W Coyte BEM  
Sir G Cuscaden

## D

R W Dale  
G L Dann  
L Darbyshire  
A Davies  
A G Dell  
J L Dobson  
T Donnett  
O Douglass  
E Doull  
J Duthie

## E

B Edmonds  
C P Ellicott  
N L Emselle  
L Errey  
F M Evans  
W Everard

## F

J Farmer  
N H Farmer ESM  
F J Fegan  
C G Fitzgerald OAM  
E Fitzsimmons  
A F Forster  
A R Frost BEM  
E Fry  
G Fry  
J Furmedge

## G

C Gadd  
J Gale  
K J Galloway  
A W Goetz  
D R Grant OAM  
A Gray  
B Gray  
J S Gregson

## H

N G Hall  
E Handley  
E J Harris  
D E Heathcote  
J B Heily  
K R Hodgson  
J A Hogan  
A M Holmes  
N A Hood  
D R Hopkins  
M J Horne  
S L Horton  
W M Hull  
F A Hunting  
G C Hurrell  
R J Hussey  
R Hutchings

## I

F Inness

## J

J Jackson  
N R Joseph  
L Johnson

## K

C C Kelly  
H G Kelly  
A R Kennedy BEM  
M J Kennedy OAM  
T R Kennedy  
W Keys  
E G Kidd  
H J Klauer  
J Knight

## L

A M Laughton  
A Laven  
T G Leary  
J Lee

G M Lehmann  
M F Leiper  
A R Lester  
W Lievesley  
J M Lippmann OAM  
J J Liston  
R Lloyd  
M A Lumley  
C R Lyne AM

## M

J J Maclean  
Sir W Manifold  
R W Markillie  
L R Marsh  
W E Martin  
M J Martin AM  
W C McBeath  
M O McCutcheon  
L R McDonald  
E J McGee  
W H McLearn  
D M McLeod  
J G Meehan  
O G Merritt  
J H Millett  
R Millett MBE  
R A Mitchell  
D G Montalto ESM  
N W Morarty OAM  
J I Morgan  
B A Morgan OAM  
D G Morland  
F L Muir  
B Murray

## N

M M Naphthine  
R Neate  
H A Norris  
G Nutbean

## O

H O'Connor  
J Olson  
P J O'Rorke OAM  
B G Owen

## P

W C Patrickson  
M E Pearce  
F Pebbles  
F Perrin  
V Petersen  
T K Peterson OAM  
J E Pettigrove  
H M Pierce OAM  
H Pittard  
E A Pleasents  
F Pollard  
M Portingale BEM

## R

F J Ramsay  
F D Reid

A Renfrew  
J F Revell  
M P Ricca  
R Ricca  
P E Rice OAM  
B B Richards  
A Robbie  
K Roderick AFISM  
N Rose  
A Rosen

## S

M R Scott  
A W Seals  
M S Sharman  
I D Shephard  
K J Shields  
A H Short  
J B Silom  
C Simpson  
W Slater  
B J Smith OAM  
W A Spinner  
T W Stanford  
H Stephenson  
S G Stevens  
P M Stevens BEM  
D Stewart  
M P Straford  
T G Strahan OAM  
C L Swyer  
Sir G A Syme

## T

J Takac  
S R Tannahill  
B Tayler  
P F Taylor OAM  
L R Thomas  
M H Thompson  
L H S Thompson AOCMG  
G A Thompstone  
J Thomson  
A Thorburn  
G Titter  
R H Tyas  
F R Tyler

## V

P F Van Deuren  
S L vander Pal  
T E Varley  
R S Veale CMG

## W

A W Walker OBE  
B Walklate  
J F Wall  
M G Walsh  
G W Waters  
J M Waters  
B J Webb  
P J Weber  
J C Williams  
A Williamson  
H C Windmill  
R S Wood ESM  
J G Worrell OAM  
A E Wright  
A Wynne  
B J Young

# Supporters

## Government



## National Bodies



## Major National Partners



## Partners



## Sponsors





## LSV's values

- Positive and respectful relationships (cultural and intergenerational).
- Being open, welcoming and inclusive.
- Personal development through a commitment to lifesaving.
- Develop healthy lifestyles.
- Taking personal responsibility for betterment.
- Being relevant in today's and tomorrow's society.
- Efficient and appropriate use of available resources.
- Build stronger and safer communities.

### Life Saving Victoria

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