



# ANNUAL REPORT 2023 – 2024



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## Our Purpose

**Save lives** and  
**empower communities**  
to **safely enjoy water**

Life Saving Victoria respectfully acknowledges the Traditional Owners of the land, sky and waterways in which we swim, explore, play and meet. We pay our respects to Aboriginal and Torres Strait Islander peoples, their cultures and Elders past and present.

# President's Report

**Paul  
James  
ASM**



For my final report as President, I thought it fitting to reflect on how far LSV and the lifesaving movement here in Victoria have come since I took up this post in 2018.

To start with, LSV is growing and flourishing as a volunteer organisation. Our membership has grown from roughly 35,000 in 2018 to almost 45,000 in 2024. That's an increase in membership of more than 25 per cent.

Let's be clear, volunteerism and an ethos of community service are alive and well here at LSV. It's also vital we point out that our efforts are saving more lives than ever before. This season, our volunteer lifesavers, paid lifeguards and operations team performed 849 rescues.

Now, we've faced many challenges since 2018: some very challenging summers; a whole host of difficult and tragic incidents; a global pandemic and a need for our clubs and personnel to change and adapt to that environment.

With each of these challenges, we've learned and become stronger because every trial and tribulation we face gives us the knowledge we can take into the future for the benefit of our clubs, our movement, the aquatic industry and the community.

One critical organisation-wide and Board-led project that has been underway is the Governance Review, which when completed, will help LSV achieve its goals that are aligned with the changing nature of volunteering, community expectations and compliance with statutory requirements.

I'm sure you consistently hear a lot of talk about drowning statistics and drowning incidents, and rightly so. We've had a further 54 drownings in the past financial year, and we're continuing to see record drownings over consecutive summer patrol periods.

Of course, it's vital that we look closely at these tragedies, their causes, what we can learn and what we can do to prevent these incidents in future. But we should also take heart that, because of the contribution of our volunteer lifesavers and paid staff, more than 800 tragedies were prevented last summer alone.

And that is a jump of more than 300 additional lives saved when compared to 2018.

And then there are the incidents that never get recorded, that never make it into any statistical data or make any headline in the media. These are the incidents that never occurred because the efforts of LSV and its partners prevented them before they became emergencies.

This points to the vital importance of LSV's continued collaboration with our partners and stakeholders in all levels of

government, the aquatics industry and related organisations, so we can continue to work together to drive drowning numbers down.

Through our combined efforts to save lives and empower communities to safely enjoy water, we have made an impact that goes far beyond the numbers, far beyond the headlines, and even far beyond what any of us can see or fully know.

Finally, I'd like to thank LSV CEO Cath Greaves, Interim Company Secretary Kate Simpson, the Board, all of our volunteers and all of our staff. I value each and every one of you as a vital part of our fantastic organisation and I encourage you all to hold your heads high, and to be immensely proud of the far-reaching contribution you make.

**PAUL JAMES ASM**  
President

# CEO Overview

## Catherine Greaves



The 2023 – 24 season has presented many challenges for LSV volunteer members, staff, the aquatic industry and the community we serve.

It is in this often difficult, high-pressure environment that our people, our organisation and the lifesaving movement have truly shone, demonstrating in no uncertain terms their immense capabilities, dedication and selflessness.

During these past 12 months, the extraordinary abilities of our members and the invaluable contributions they make have been on display for all to see.

There has been much public discussion and commentary around the tragic fatal and non-fatal drowning incidents we've seen, and rightly so. In the past financial year, 54 people drowned, 34 of which occurred over summer, the highest number of incidents to occur during a patrol season since records began.

What these figures don't show, however, is the number of potential tragedies that LSV has helped prevent and avoid. LSV's patrolling lifesavers and lifeguards performed 849 rescues, which is a 40 per cent increase compared to the five-year average 2018 – 23, as well as 1,321 first-aid interventions and 455,820 preventative actions.

I encourage everyone to reflect on the horrific outcomes we could have seen had it not been for the efforts and talents of our people.

Our club members have also put in innumerable hours and boundless energy to train our volunteer lifesavers, ensuring they have the skills they need to protect our community.

We had a record 8,218 awards being issued by 620 trainers. This has been over an incredible 38,783 training hours – proof that no matter what role you perform in lifesaving, everyone has a crucial part to play in enabling us to save lives.

While there is clear evidence of waning interest and reductions in volunteerism and community services more generally across Australia, incredibly, our

movement continues to grow stronger, with the total number of volunteer lifesavers now at 44,969.

The strength of Victorian life saving clubs has also been on display through lifesaving sport (active training) on the local, national and international stage in the past 12 months, whether in the open water, on the sand or in the pool.

Our sporting efforts have done our clubs and our state proud while being a terrific avenue to build camaraderie and a sense of belonging within our movement. The skills forged in the crucible of competition also ensure our volunteer lifesavers stay rescue-ready for the summer patrol season.

The tireless efforts of everyone across LSV, both between and beyond the flags, have saved hundreds of lives and spared many more the heartache and trauma of losing family, friends and fellow community members to drowning.

On top of our formidable emergency response capability, we have been working to empower our community to enjoy the water safely through swimming and water safety education. Our Lifesaving Education Programs running at beaches, inland waterways and classrooms for primary and secondary students reached 36,978 children and young people from 219 schools, our highest number since 2010.

Our priority is to ensure swimming and water safety knowledge is available to all Victorians, regardless of background, ability, socioeconomic status or geographic location. In addition to our Lifesaving Education Programs, this year, our Diversity and Inclusion programs have provided 750 separate activities to a total of 30,552 people. 2,100 of these participants were seniors and people with disabilities, while the remaining participants comprised people from multicultural communities.

It is also important to celebrate the Victorian Budget 2024 – 25 announcement that saw \$73.3 million over four years allocated to swimming and water safety education in Victorian

government primary, specialist, and English language schools as well as Catholic primary schools, building on the \$131.6 million already invested in swimming and water safety education since 2017. As the Victorian peak water safety agency, this funding will contribute significantly to achieving LSV's purpose. I would like to commend our teams for their advocacy and continued collaboration with the Department of Education, schools and the aquatic industry.

LSV had 15 representatives who participated in the World Conference on Drowning Prevention 2023, highlighting the organisation's commitment to water safety and drowning prevention on a global scale. A record 18 abstracts, including LSV authors, were presented at the conference, culminating in an impressive demonstration of LSV's research, knowledge and expertise, which is indeed globally respected and renowned.

While the core purpose of LSV is community safety, it is vital that we provide support and care for the people within our organisation. It is our people, after all, who are our most valuable asset. We have made significant strides in our efforts to protect the health and wellbeing of our volunteers and staff, with the first year of our wellbeing and mental health strategy focusing on ensuring they can access help when needed. This is vital to ensuring we operate effectively as an organisation and reflects our commitment to supporting our people, their families, and communities – especially during tough times.

We recognise that our work and life's challenges can impact our people in many ways, but the LSV team face them together, side by side. I encourage our volunteers and everyone associated with LSV to take pride in our work. While we have faced significant challenges, our achievements are in the countless tragedies that we have prevented, sparing untold pain and trauma.

Thank you for your unwavering dedication and commitment. Together, we will continue to make a difference, safeguarding our community and supporting one another as we navigate the challenges and opportunities ahead.

**CATHERINE GREAVES**  
Chief Executive Officer

# Our Board



## Paul James ASM

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

### LSV President and Board Chair

**Appointed: November 2018**

Paul is an area manager in Gippsland for Ambulance Victoria (AV), where he is responsible for the provision of quality emergency ambulance operations. Paul is a registered Ambulance Paramedic and has received an ASM, National Emergency Medal, Defence Medal and National Medal.

Paul has contributed as a member of AV's medical standards committee, has been a national councillor on the Australian Resuscitation Council and held numerous national directorships for the Royal Life Saving Society - Australia (RLSSA).

Paul has been actively involved in lifesaving for more than 45 years and is still a patrolling member and life member at Hampton LSC. He has been a club president on two occasions and currently is a director of Surf Life Saving Australia (SLSA) and a member of the SLSA Foundation. Paul was awarded an RLSSA 125th Anniversary Certificate of Merit by HRH Prince Michael of Kent in recognition of his contributions to lifesaving.



## Adam Alsbury

BBus, MBA, FAMI (CPM), FAICD

### Director Council of Life Saving Clubs

**Appointed: November 2019**

Adam has more than 20 years of banking experience, most notably as the Chief Strategy and Marketing Officer of a customer-owned bank. He has more than 20 years of active service at Woolamai Beach SLSC, during which time he held the positions of Vice President, Chief Instructor and Patrol Captain while also working as a professional lifeguard.

Adam is a member of Mornington LSC, where his children participate in nippers, and for two and a half years, was a member of LSV's Finance, Risk and Audit Committee.

Adam completed his Master of Business Administration at Melbourne Business School and is a fellow of the Australian Marketing Institute and the Australian Institute of Company Directors.



## Shane Dunne

MBA

### Independent Director and Chair of Finance, Risk and Audit Committee

**Appointed: February 2018**

**Tenure Ended: February 2024**

Shane has worked in senior sports and leisure industry roles for more than 20 years. Shane is a General Manager at the Richmond Football Club and Chief Executive Officer of the club's subsidiary, Aligned Leisure. He is responsible for the non-traditional commercial interests of the club, which includes leading the club's education and community leisure business pursuits. Shane also undertook planning and management roles at the London 2012 Olympic and Paralympic Games.

Shane completed his Master of Business Administration at Victoria University and has studied negotiation and leadership at Harvard University, USA, and leadership at the Institute of Strategic Leadership, New Zealand.

Shane held a Board-appointed position as chair of LSV's Finance, Risk and Audit Committee and was a member of the LSV Performance and Remuneration Subcommittee.



## Katrina Antony

Diploma of VET

### Director Training and Assessment

**Appointed: November 2020**

Katrina works for the Future Skills Organisation, an organisation that fast-tracks innovative vocational training solutions to meet the demand for the most important finance, technology, and business skills.

Before joining the Future Skills Organisation, Katrina was at WorkSafe Victoria, where she led a team of auditors who oversee registered training organisations and assessors for high-risk work licences in Victoria.

Katrina is a member of Mildura, Portland, and Ocean Grove SLSCs and is an active patrolling member. She has held numerous positions at club and state levels and has been a member of the Lifesaving Operations Council for 15 years. Katrina continues to be involved with surf sports as a senior official and announcer at state, national, and world championships.



## Liza Gelt

LLB (Hons), BA, GAICD

### Director and Chair of Governance Committee

**Appointed: January 2021**

Liza is Principal at Collaborative Consulting Co. and has more than 20 years of experience collaborating with all tiers of the public sector and engaging with communities. With a philosophy of connecting research, policy and practice, Liza is passionate about strengthening sector and community resilience to mitigate the impact of natural hazards. She has led projects of national and state significance for the emergency management sector.

Liza is a nipper parent and former age group manager at Anglesea SLSC, Chair of the Governance Committee and a member of LSV's Finance, Risk and Audit Committee.



## Aaron Green

Diploma in Operations and Facilities Management

### Director Aquatic Sports

**Appointed: November 2021**

Aaron has worked in senior property roles for the past 25 years and is currently the Head of Property for the Medibank Group. Aaron leads all property activities, including property strategy, leasing, design, construction, facilities management and accommodation planning.

Aaron currently holds the position of President (Chair) of the Geelong Try Boys Brigade, a youth organisation in the Greater Geelong region. He has previously held a board position as Vice President of Basketball Geelong. Aaron is a member of Jan Juc SLSC and has previously been President of the club.

Aaron is also a member of the SLSA Sport Advisory Committee.



## Kara Monaghan

BAppSci, MBA, MAICD

### Director Aquatic Education and Industry Engagement

**Appointed: August 2022**

Kara is a dynamic professional with more than 20 years of experience in leadership roles within the leisure industry across both local government and the private sector. Currently serving as the State Manager of Victoria and Tasmania at Belgravia Leisure, Kara oversees a diverse portfolio of facilities. Her responsibilities include the management of award-winning leisure centres, seasonal pools, river pools, golf courses, accommodation, and wellness establishments.

Beyond her role at Belgravia Leisure, Kara actively participates in industry associations and councils. She serves as a valued representative on the AEIEC Council and is a member of the Governance Committee.

Kara's passion for the water extends beyond her professional pursuits. She is a former member and competitor at Williamston S&LSC, proudly supports the Wye River SLSC as a dedicated nipper mum.



## Amy Hill

CPRM, ARPI, MAICD, GradCert OHS, DipMgmt, DipOHS

### Independent Director

**Appointed: May 2024**

Amy is an accomplished executive in sport, major events and recreation sectors with experience and capabilities in strategy, leadership, enterprise risk and complex operations. She spreads her time across businesses and roles, including Co-Founder and Director of Podium Global Advisory, Principal Advisor at Starling Advisory, Co-owner and Director of Simplify Systems and Co-Founder and Owner of Notre Wear.

Amy has extensive experience in the aquatics and leisure industry, previously serving as YMCA Victoria Group Manager, Y Australia Group Chief Operating Officer and Y Safeguarding Executive Director.

She was also General Manager of Operations at the Australian Grand Prix Corporation, responsible for the delivery of the Formula 1 Australian Grand Prix and the MotoGP Australian Motorcycle Grand Prix.



## Kane Treloar

BSocSci (CrimJust), Dip PS (Policing), Adv Dip Inv, MAICD, MRMIA

### Director Lifesaving Services

**Appointed: November 2019**

Kane has been a member of Victoria Police for the past eight years and holds the rank of Detective Leading Senior Constable. He is currently posted to a specialist investigation unit and is a graduate of the Victoria Police Detective Training School. Kane also undertakes work in risk consultancy, where he provides advice around risk, safety and crisis management to clients in both the public and private sectors. A key focus of Kane's work has been in and around more high-risk aspects of film and television production both in Australia and overseas.

Kane is a long-time member of Williamstown S&LSC, a former Secretary and Board member, and a former Australian Champion. Kane has worked as a professional lifeguard and is an active crew member on the Westpac Lifesaver Rescue Helicopter. In addition to his role at LSV, Kane is on the Board of Directors at Urban Camp and a member of Ambulance Victoria's Community Advisory Committee and their Quality and Safety Committee.



## Rebecca Schot-Guppy

BBM, JD, GAICD

### Director Membership and Leadership Development

**Appointed: November 2021**

Rebecca is a qualified lawyer, Partner of Investment Leverage and Portfolio Management at Firemark Ventures, and the former Chief Executive Officer of FinTech Australia. She has been appointed to three government boards and is now a director on a number of IAGFV Portfolio Companies.

Rebecca is a current member of Jan Juc SLSC, where she held a variety of leadership positions, including South Barwon Training and Assessment Officer, Chief Instructor, Lifeguard, Patrol Captain and Age Manager.



## Craig Watson

MPET, BEd, FRSCA, MAICD

### Director Council of Life Saving Clubs

**Appointed: November 2022**

Craig has been involved at a global level with business strategy, training and diversity, and equity and inclusion initiatives for more than 25 years.

Craig has been part of Venus Bay SLSC for more than 30 years, where he is a life member and has held positions of President, Secretary, Competition Manager, Patrol Captain and Senior Lifeguard. Craig has received two separate Meritorious Commendations for rescues.

Craig has a Master of Professional Education and Training and has consulted to international businesses on business strategy and diversity, equity and inclusion best practice.

## Prof Tony Walker ASM



BParamedStud, GradCertAppMgt, GradDipEmrgHth (MICA), MEd, MAICD, FACPara

### Independent Director and Chair Finance, Risk and Audit Committee

**Appointed: April 2024**

Tony has nearly four decades of experience in ambulance and emergency medical care.

A registered paramedic, Tony is the former CEO of Ambulance Victoria, a fellow of the Australasian College of Paramedicine, Vice Chancellor's Strategic Fellow at Victoria University, and Adjunct Professor at Monash University.

Tony is a member of the Australian Institute of Company Directors and Non-Executive Director of the Prostate Cancer Foundation of Australia, the Emergency Services Foundation and TLC for Kids.

## Susan Wolff



BCOMM, FCPA, FGIA, GAICD

### Independent Director

**Appointed: May 2018**

**Tenure Ended: May 2024**

Susan is Executive Director – Business Services for Philanthropy Australia. She is an experienced chief financial officer, governance and operations manager with a career spanning 30 years working in the financial services industry. Susan has been actively involved in the development and implementation of compliance, governance and risk frameworks across trustee, funds management and financial planning licensees.

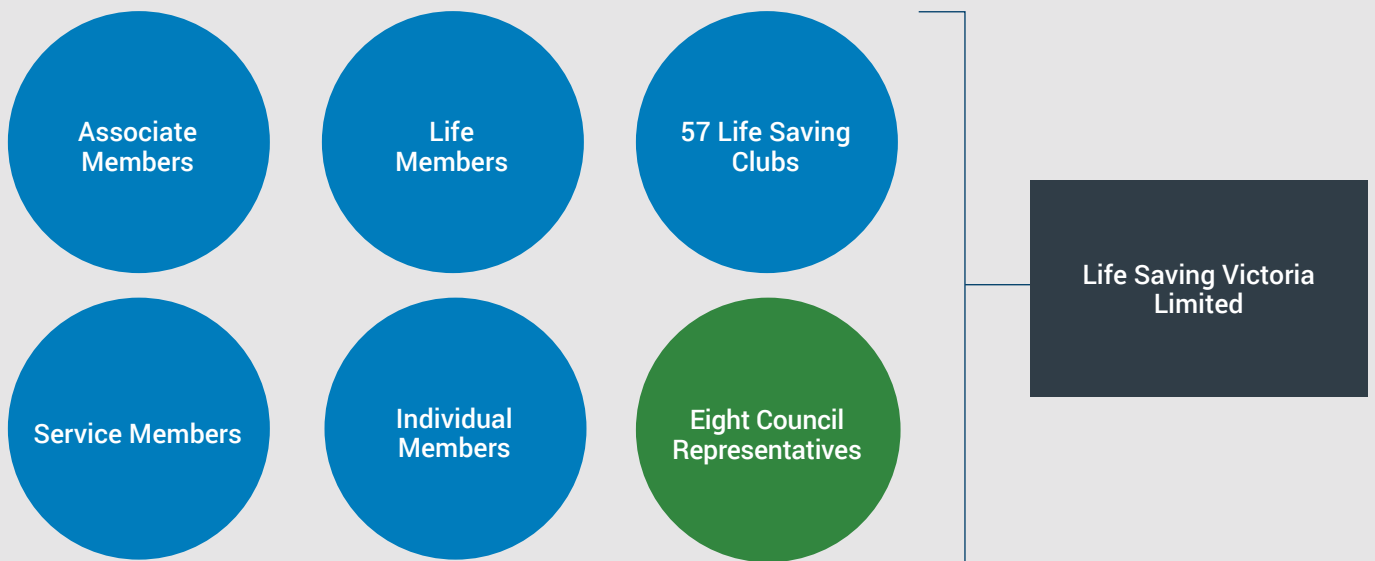
Susan is a member of Altona LSC and has previously held the position of Treasurer. She is also an independent director of Stawell Gift Event Management.

Susan previously held a Board-appointed position as Chair of the LSV Governance Committee and member of the LSV Performance and Remuneration Subcommittee.

**FIGURE 1**

## Members Overview

- No voting rights
- Voting rights (at LSV general meetings)



# Governance

## Overview

**Life Saving Victoria Limited (LSV) is a public company limited by guarantee and was formed in 2002 through the merger of Surf Life Saving Victoria and the Royal Life Saving Society Australia – Victoria Branch.**

As the Victorian peak body for water safety, LSV is also:

- a support agency of Emergency Management Victoria under the State Emergency Management Plan
- a registered charity with the Australian Charities and Not-for-profits Commission
- a registered training organisation with the Australian Skills Quality Authority
- a state sporting association
- endorsed for deductible gift recipient status with the Australian Taxation Office.

LSV's purpose is to save lives and empower communities to safely enjoy water. More information about our governance framework is available at [lsv.com.au/about/governance](https://lsv.com.au/about/governance)

## Our Members

**As a member-based organisation, the LSV Constitution sets out the various classes of membership.**

We have 57 affiliated life saving clubs, and finished the season with 44,969 individual members, reflecting a 2.9 per cent increase from the previous year. 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's values and code of conduct) and contributes to LSV achieving its purpose.

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 of members.

## Our Board

**The LSV governance structure consists of a voluntary 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 obligations (also referred to as the operating brief) of which are set out in the By Laws.

The Board also constituted one temporary subcommittee in 2023 – 24. This is summarised in the 'our committees' section below.

The Board, each Council and each Committee consist of volunteers supported by management.

## Board Movements

**The following Board movements occurred in 2023 – 24:**

- 1 Yetunde Daramola resigned as Company Secretary effective 22 September 2023.
- 2 Kate Simpson was appointed Interim Company Secretary via Board resolution effective 6 October 2023.
- 3 Adam Alsbury was re-appointed Ordinary Director (Council of Life Saving Clubs) for a two-year term, effective 11 November 2023.
- 4 Aaron Green was re-appointed Ordinary Director (Aquatic Sports Council) for a two-year term, effective 11 November 2023.
- 5 Rebecca Schot-Guppy was re-appointed Ordinary Director (Membership and Leadership Development Council) for a two-year term, effective 11 November 2023.

- 6 Kane Treloar was re-appointed Ordinary Director (Life Saving Operations Council) for a two-year term, effective 11 November 2023.
- 7 Shane Dunne finished his tenure as an Independent Director (and FRAC Chair), effective 1 February 2024.
- 8 Susan Wolff finished her tenure as an Independent Director effective 9 May 2024.
- 9 Prof Tony Walker ASM was appointed as an Independent Director (and FRAC Chair) for a two-year term, effective 17 April 2024.
- 10 Amy Hill was appointed as an Independent Director for a two-year term, effective 10 May 2024.

## Our Committees

**LSV is required to maintain the following standing committees:**

- Finance, Risk and Audit Committee
- Governance Committee
- Honours and Awards Committee
- Grievance and Judiciary Committee (meets only as required)
- Facilities Committee (meets only as required)

The Board has also established the Performance and Remuneration Subcommittee.

The operating brief, composition and reporting obligations of each committee are set out in the By Laws.

In 2023 – 24, the Board also constituted the following temporary subcommittee to help it carry out its duties:

- Nominations Subcommittee for the appointment of two Independent Directors and two FRAC members (from 26 Jan 2024 to 17 April 2024)

In 2023 – 24, to assist with the implementation of the LSV Governance Review project, the Board appointed a Future Governance Working Group comprising a diverse representative stakeholder group, including life members, council members, youth members and general members.

## Our Councils

The LSV Constitution mandates the establishment of five councils:

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

The role, composition and structure of each council are set out in LSV’s Constitution, and the procedures governing the operation of each council are set out in the By Laws.

While the composition of each council differs, councils generally consist of delegates from life saving clubs, associate members, service members, and other swimming, educational or community group members.

## Conflicts of Interest

LSV is committed to high standards of ethical conduct and accordingly places great importance on identifying, disclosing and managing conflicts of interest.

In line with the policy requirements, a review of the LSV Conflicts of Interest Policy occurred in May 2024, and LSV continues to utilise an accessible digital form to manage the declaration of interests and the management of conflicts across the organisation.

All Board Directors, Council Officers and Committee Members, the Executive and staff in nominated positions must declare their interest in any contractual, disciplinary or other financial matter in which a conflict of interest arises, may arise, or may be perceived to arise.

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

## By Laws and Policies

To assist in governing the diverse activities and operations of LSV, the Board has adopted By Laws, policies and other resolutions.

LSV also adopts Surf Life Saving Australia and Royal Life Saving Society – Australia policies, as applicable.

## Management

LSV’s day-to-day management is under the supervision of the Chief Executive Officer (CEO). The CEO is supported by an executive management team and staff.

## Governance Training and LSV Governance Scholarship

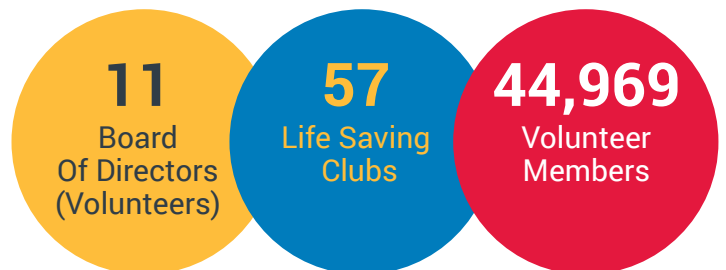
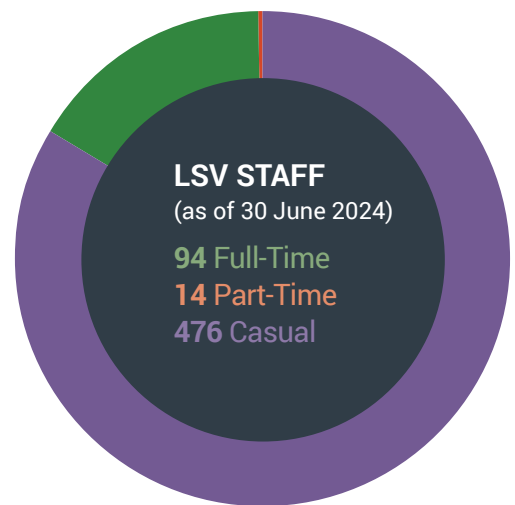
53 members completed the online LSV Club Governance training, with another approx. 100 further participants completing face-to-face Governance 101 sessions.

Due to budgetary constraints, LSV was unable to provide the LSV Governance Scholarship Program in 2023 – 24; however, anticipates reintroducing this valuable initiative in 2024 – 25.

FIGURE 2

### LSV’s Organisational Overview

With the purpose to save lives and empower communities to safely enjoy water, a dedicated cohort of volunteers, employees and partner organisations is central to supporting this goal. Each and every one of our people, volunteers, clubs, and partners plays a vital role in creating safe swimming environments and developing Victorians with vital water safety knowledge and skills.



# Financial Overview

LSV's operating financial result was a surplus of **\$850,409**

**FIGURE 1**  
Operating Results

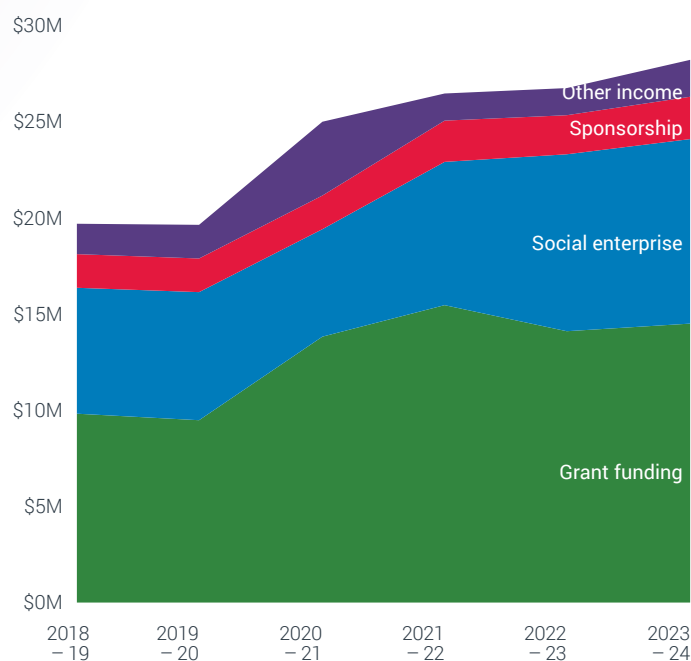
|                                  | 2023 – 24         | 2022 – 23         |
|----------------------------------|-------------------|-------------------|
| <b>Income</b>                    | <b>\$</b>         | <b>\$</b>         |
| Grant funding                    | 14,259,128        | 13,836,100        |
| Social enterprise                | 9,410,949         | 9,065,460         |
| Sponsorship                      | 2,143,453         | 1,975,024         |
| Other income                     | 1,858,965         | 1,357,827         |
| <b>Total income</b>              | <b>27,672,495</b> | <b>26,234,411</b> |
| <b>Expenses</b>                  |                   |                   |
| Employment costs                 | 16,192,368        | 15,950,350        |
| Operational expenses             | 4,735,985         | 4,406,093         |
| Administrative expenses          | 2,049,209         | 2,143,773         |
| Depreciation                     | 2,925,979         | 2,830,958         |
| Other expenses                   | 918,545           | 1,004,396         |
| <b>Total expenses</b>            | <b>26,822,086</b> | <b>26,335,570</b> |
| <b>Surplus / (Deficit)</b>       | <b>850,409</b>    | <b>(-101,159)</b> |
| Extraordinary income             | 6,009,151         | -                 |
| <b>Total surplus / (Deficit)</b> | <b>6,859,560</b>  | <b>(-101,159)</b> |

Financial performance for the 2023 – 24 year was favourable compared to the prior year and LSV's budget expectations following the release of the FY24 state budget.

Although there were some challenges with known grant funding reductions, the organisation still experienced positive increases in other grant funding and commercial activities income during the year whilst instigating a series of efficiency measures, enabling enhanced effectiveness of operations. A one-off, extraordinary income item was also received during the year, significantly improving LSV's cash position.

**This was a positive year as we continued to strengthen our foundations.**

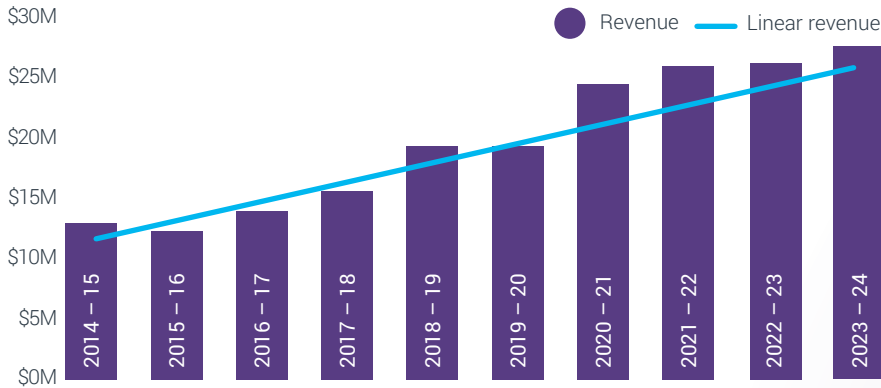
**FIGURE 3**  
Sources of Revenue



**FIGURE 2**  
Summary Balance Sheet

|                                 | 2023 – 24     | 2022 – 23     | 2021 – 22     | 2020 – 21     | 2019 – 20     |
|---------------------------------|---------------|---------------|---------------|---------------|---------------|
| <b>Assets (\$'000s)</b>         |               |               |               |               |               |
| Cash and investments            | 14,084        | 7,909         | 7,830         | 1,586         | 5,552         |
| Property plant and equipment    | 5,434         | 5,173         | 4,904         | 4,418         | 4,394         |
| Other assets                    | 6,064         | 2,247         | 1,534         | 11,639        | 9,295         |
| <b>Total assets</b>             | <b>25,583</b> | <b>15,329</b> | <b>14,268</b> | <b>17,643</b> | <b>19,241</b> |
| <b>Liabilities (\$'000s)</b>    |               |               |               |               |               |
| Creditors and other liabilities | 6,239         | 3,263         | 1,635         | 3,348         | 5,461         |
| Grants held in trust for clubs  | 1,123         | 1,287         | 1,424         | 3,643         | 4,407         |
| Provisions                      | 1,694         | 1,112         | 1,441         | 1,363         | 1,224         |
| <b>Total liabilities</b>        | <b>9,056</b>  | <b>5,662</b>  | <b>4,500</b>  | <b>8,354</b>  | <b>11,092</b> |
| Members funds                   | 16,526        | 9,667         | 9,768         | 9,289         | 8,149         |

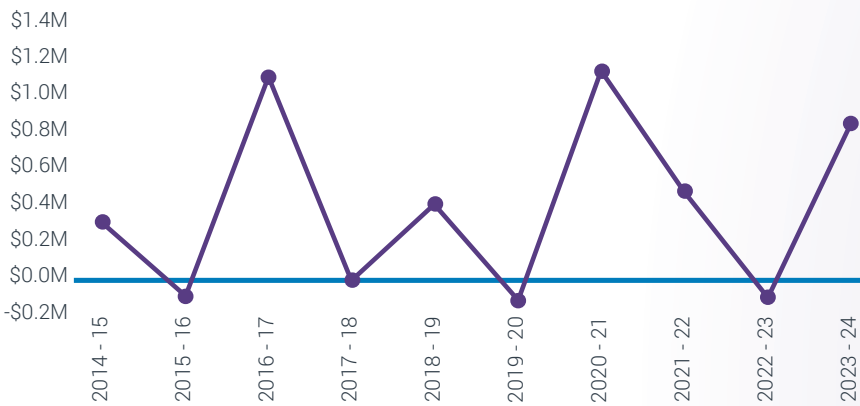
**FIGURE 4**  
Revenue 2015 – 24



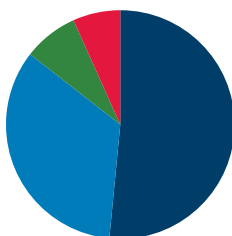
**Key influences on the result:**

- Funding from the Department of Justice and Community Safety (**\$11.8M**) with the support of Emergency Management Victoria meant critical services such as lifeguard services, rescue water craft services, helicopter and drone services, and public messaging initiatives could continue to service the Victorian public. This funding also continues to provide support for safety at public pools, delivery of lifesaving education programs, multicultural water safety programs, support for volunteer-based programs and services spread across our 57 clubs, and also community awareness and research activities.
- Continued funding from the Department of Education (**\$993K**) through the Public Water Safety Initiative enables us to continue building the capacity within schools and the aquatic industry to assist all students to develop swimming and water safety skills and knowledge. National body funding from Surf Life Saving Australia and Royal Life Saving Society Australia totalled **\$1.15M** in 2023 – 24.
- Social enterprise revenue increased by **8 per cent** in 2023 – 24 with this revenue source now making up **34 per cent** of total income.

**FIGURE 5**  
Operating Result 2015 – 24

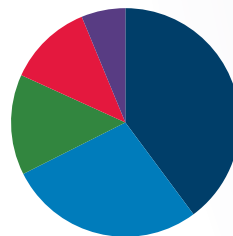


**FIGURE 6**  
Income by Type



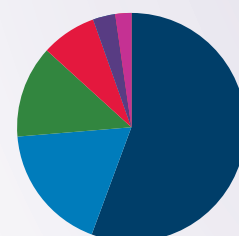
52% Grant Funding  
34% Social Enterprise  
8% Sponsorship  
7% Other Income

**FIGURE 7**  
Income by Department



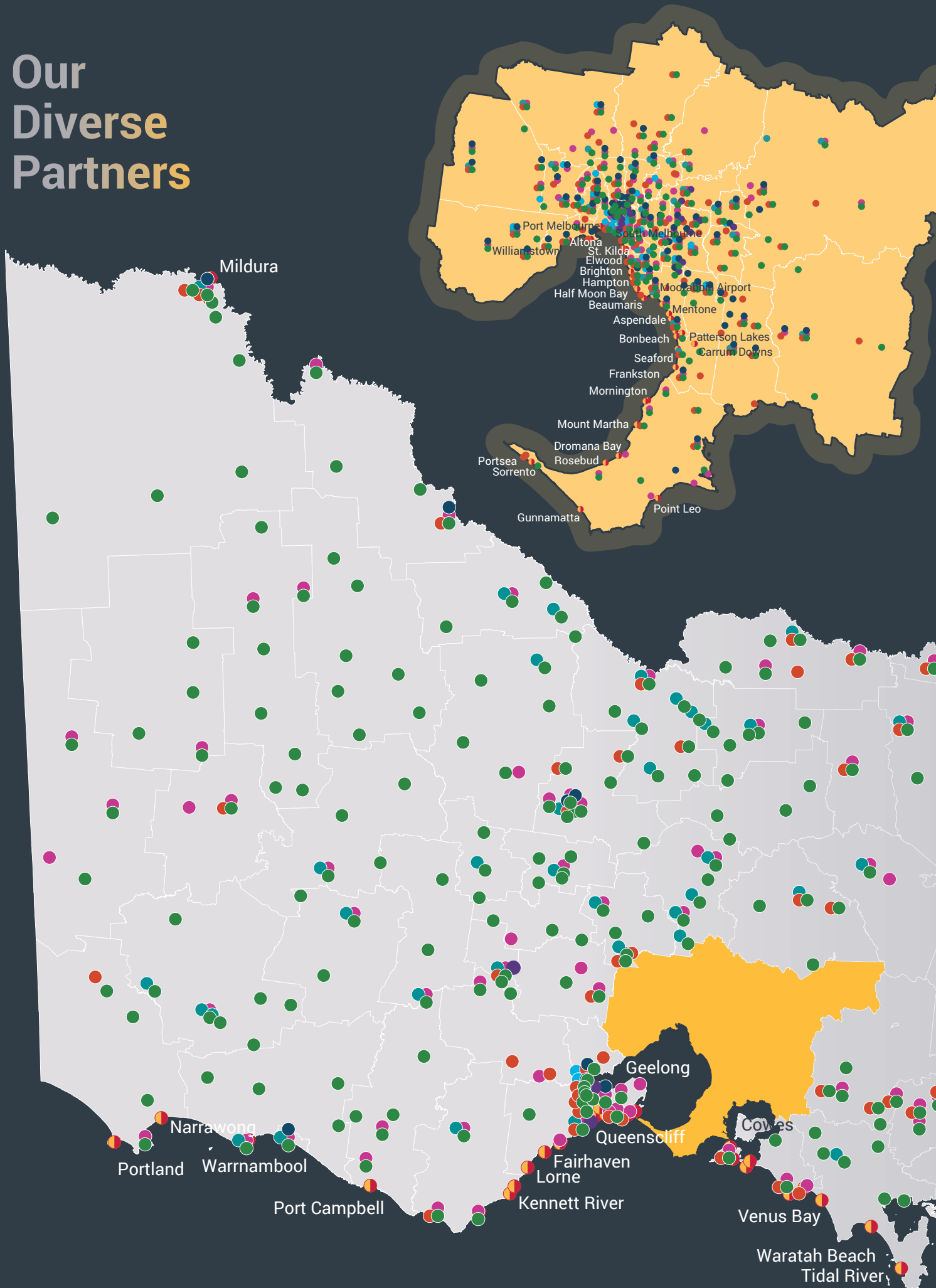
40% EM Capability and Response  
28% Aquatic Capability  
14% Member Engagement  
12% Shared Services  
6% Strategic Advisory

**FIGURE 8**  
Distribution of Grant Funding



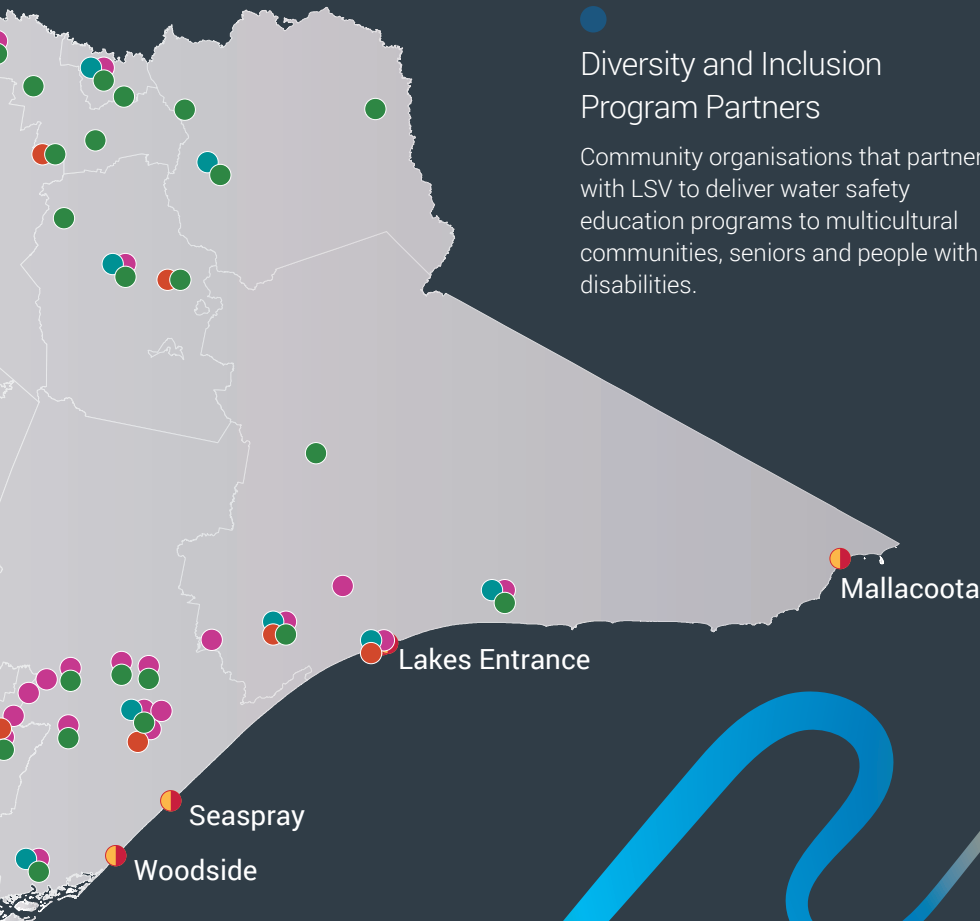
56% EM Capability and Response  
18% Aquatic Capability  
13% Member Engagement  
8% Media and Communications  
3% Risk and Research  
2% Government and Industry Relations

# Our Diverse Partners





LSV works with **thousands of program partners across the state** to deliver lifesaving services, water safety education and drowning prevention programs.



### Lifesaving Services Partners

Life saving clubs, the Victorian Westpac Lifesaver Rescue Helicopter service, rescue water craft (RWC) and remotely piloted aircraft system (drone) services, local marine search and rescue services, local government authorities, emergency services organisations, and/or land managers that engage paid lifeguard services.



### Swim and Survive Partners

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



### Education Program Partners

Schools and community organisations that host LSV water safety education programs and utilise LSV online water safety education resources.



### Diversity and Inclusion Program Partners

Community organisations that partner with LSV to deliver water safety education programs to multicultural communities, seniors and people with disabilities.



### Aquatic Industry Partners

Aquatic facilities that are part of LSV's Watch Around Water and/or SwimSafe public education campaigns, as well as facilities that are part of LSV's platinum pools program for aquatic safety and risk management.



### Training Delivery Partners

LSV service members and licensees of our Registered Training Organisation (RTO) that deliver aquatic and first aid training across the state, as well as partner training venues.



### Communications and Research Partners

Partner agencies of the Play it Safe by the Water community/government partnership, aquatic facilities that participate in Water Safety Month and education institutions that partner in research projects.



### Event Partners

Event partners and clients of LSV's function centre, The Views.

# Challenges and Opportunities

## In Our Communities

### Increased Demand for Cardiopulmonary Resuscitation Training

In a positive turnaround, the demand from the community and schools for basic cardiopulmonary resuscitation (CPR) training has increased, with a 60 per cent rise in the number of non-accredited CPR training sessions delivered by LSV. In response, over the past 12 months, LSV has been able to ramp up its delivery, instructing 8,500 participants, up from 5,000 from the previous year.

### Impacts of the Cost-of-Living Crisis

Anecdotally, the cost-of-living crisis is affecting attendance at learn-to-swim schools, with families prioritising other household expenses above swimming lessons. Engagement with schools tells us that for primary schools, delivering swimming and water safety programs has been challenging. Despite valuable Victorian Government funding support, increased transport costs have required some schools to reassess program delivery to specific year levels.

LSV's advocacy throughout the year contributed to the Victorian Government committing \$73.3 million over four years to school swimming and water safety education, commencing from 2025 on an ongoing basis. The securing of continuous funding ensures Victorian students have regular access to quality swimming and water safety education via school programs.

### Growth in Advocacy to Emergency Management Committees

This year has seen significant growth in advocacy to Regional Emergency Management Planning Committees (REMPCs) and Municipal Emergency Management Planning Committees (MEMPCs). LSV has had the opportunity to advocate to local government through collaborative engagement with 14 MEMPCs, which has in turn, increased

local government knowledge of water safety considerations and acknowledgment of LSV's role in emergency management planning within council Community Emergency Risk Assessment plans.

This collaborative engagement on multiple municipality water safety groups and emergency management committees is a new benchmark in engagement for LSV and spans both coastal and inland local government authorities for the first time.

### Ensuring Accuracy of Public Messaging

Correcting biases and reinforcing the message that 'anyone can drown, no one should' remains a challenge within communities. Sometimes, the media can be reactive when drowning incidents are publicised, and often, they only report incidents involving people from culturally diverse backgrounds or children. This can lead to the general public viewing drowning as an issue that does not affect them and can lead to complacency. Our focus continues to counteract this belief through tailored, targeted messaging that reaches those groups who don't feel drowning is something for them to consider.

### Addressing Drowning in High-Risk Areas

LSV's Research and Health Promotion team has been using multisectoral action to understand and address drowning risk locally for high-risk local government areas, including in regional Victoria, such as the Loddon Mallee and Greater Shepparton regions. Interdepartmental collaboration across LSV has played a significant role in addressing the water safety needs of those communities, including the provision and evaluation of targeted interventions such as education, training, public awareness and resource delivery.

### Growing Challenges for Volunteerism

Across Victoria, clubs are increasingly strained by the need to manage a steady

workload with fewer volunteers to fill essential roles. This situation was exacerbated by the delayed arrival of summer weather, which prompted many clubs to postpone the delivery of their training courses. As a result, clubs were forced into a strenuous, marathon-like effort to complete all planned courses within a significantly shortened timeframe. Additionally, the surge in beach attendance further compounded the issue, placing even greater demands on club members to meet their community obligations. This combination of factors created a challenging environment for clubs during the season as they endeavoured to maintain their services and support their communities.

## In Our Aquatic Environments

### Increasing Engagement in Local Water Safety Planning for Inland Waterways

LSV successfully delivered the National Partnership Agreement on Disaster Risk Reduction project funding in the Hume region, conducting a substantial signage assessment of the Goulburn River, a risk assessment, and delivery of a community forum in Shepparton. LSV also delivered the biggest-ever Inland Waterways Forum and progressed local water safety planning with Manningham City, which is committing to a Local Water Safety Plan in 2024 – 25.

### Ongoing Swim Teacher Shortage

To address the swim teacher shortage, the Victorian Government and the aquatic industry invested substantially in recruiting and training new swim teachers. However, retaining swim teacher course participants and licenced swim teachers remains an ongoing challenge. LSV's newly formed Learn to Swim Steering Committee (LTSSC) has developed an online Swim Teacher Retention Framework, taking an industry-wide approach to support aquatic facilities in alleviating this challenge.

## Record-Breaking Rescues

During the 2023 – 24 season, we experienced a significant increase in incidents, placing additional pressure on our lifesaving resources amid rising community expectations. In response to the changing risk profile and higher number of drowning incidents associated with water-based recreation across Victoria, lifesavers and lifeguards successfully conducted a record 849 rescues – an unprecedented 40 per cent increase compared to the five-year average (2018 – 23). It is estimated that the rescues undertaken by lifesavers this year prevented 42 drowning fatalities.

## Calculating Accurate Drowning Rates for Risk Assessment and Mitigation

Measuring exposure to risk is a challenge, and this can impact the accuracy of drowning rate calculations that currently use the total population as a measure of exposure. It is important for LSV to understand how many people visit Victoria's waterways so we can accurately measure exposure to risk and calculate more specific and accurate drowning rates. In order to address this issue, we provided input on data collection and sharing into the IGEM Review of Victoria's water safety arrangements. A key recommendation from the review was that the Victorian Government establishes an ongoing process to develop and maintain an evidence-based statewide picture of water safety risk.

This recommendation was supported by the Victorian Government in principle, with a commitment to working with LSV to ensure water safety arrangements are working off the most up-to-date data and that the Water Safety Coordination Forum will consider improvements to data and evidence-sharing capabilities across government. By working closely with government and relevant agencies, we can leverage up-to-date data to improve our risk assessment and mitigation strategies.

## Developing and Implementing Water Safety Plans

To move the needle on drowning death and injury we require action by government and community in partnership with the lifesaving movement. Partnering with government stakeholders from within the drowning prevention ecosystem to achieve our purpose is paramount. The Victorian Water Safety Strategy 2021-2025 and the Inspector General Emergency Management's review of Victoria's water safety arrangements both point to the need for more effective collaboration and coordinated agency efforts.

These actions must take place at a community level where drowning occurs. LSV has commenced the partnership and collaboration journey to develop and implement local water safety plans. This requires those departments at LSV who deliver on the International Lifesaving Federations drowning prevention chain to collaborate on service delivery to community.

## In Our Organisation

### Delivering Pool Safety Assessments

Over the past 12 months, LSV has successfully delivered 183 pool safety assessments, 12 more than the previous year, providing a thorough overview of safety and compliance within public swimming pools and facilities. This service has helped pool owners and operators align with evolving standards, contributing to safer public swimming pools. The assessments revealed an 11.6 per cent increase in overall mean compliance scores and a 10.7 per cent rise in safety scores compared to the three-year average. We remain focused on continuous improvement as we prepare to handle over 200 assessments annually in the future, owing to increased demand and greater awareness of the value this service provides.

### Increasing Water Safety in Culturally and Linguistically Diverse Communities

Sadly, 21 drowning fatalities in the 2023 – 24 financial year were known to involve a person from a culturally and linguistically diverse (CALD) background, which equated to 39 per cent of all fatalities this year and was the highest number among this population on record. Given the widespread media exposure, LSV was able to leverage several high-profile drowning tragedies to promote its available activities to additional segments of the Victorian CALD community, particularly people from India and international students. Concerned local councils and corporate organisations also acknowledged the need for raised support for people newer to Australia by contributing some funding to allow for additional delivery of our much-needed CALD water safety services and activities.

### Collaborative Efforts in Swim Teacher Professional Development

In collaboration with Aquatics and Recreation Victoria (ARV), LSV's Education team delivered professional development workshops to 666 swim teachers across

regional Victoria and metropolitan Melbourne, making a significant contribution to meeting the industry's growing demand for capacity building.

## Future Focus on Governance

The Governance Review project independent report received mixed views from LSV's stakeholders – in part due to timing, and also in relation to uncertainty associated with significant change. During the year, considerable work has been undertaken to develop a suitable future governance model for our organisation with the advent of the Future Governance Working Group, with group members representing the diverse range of LSV stakeholders. The Board remains committed to and focused on improving our governance arrangements, building clarity for accountability, and delivering excellent, modern governance for LSV.

Budget constraints meant the LSV Governance Scholarship Program was put on hold during 2023 – 24 but will be reinstated next year.

## Season Review Structure and Process Enhancement

During the 2023–24 season, Lifesaving Services introduced a new review process and outcomes framework designed to foster continuous improvement. This initiative enables the collection and analysis of data from each season to understand areas for enhancement. By actively listening to our members and engaging with their insights, we aim to refine our approach to water safety. Moving forward, this collaborative process will further strengthen engagement with our membership, drive improvements in water safety outcomes, and ensure a structured, consistent approach that evolves with the emerging risk environment and the needs of our community and membership.

## Streamlining Member Training Activities

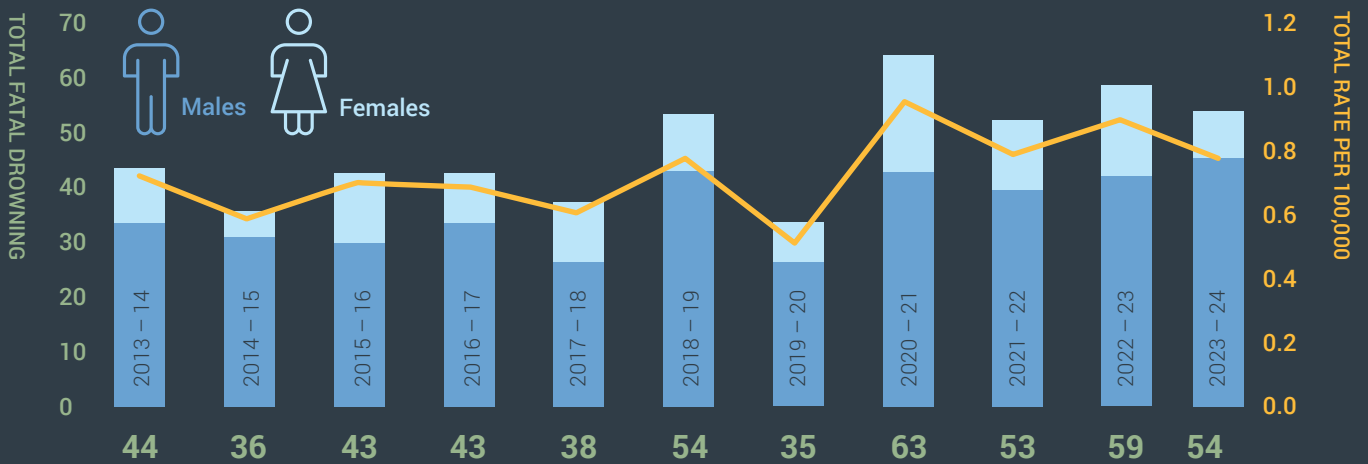
LSV embarked on a project to consolidate all member training activities from every LSV member-facing department onto the Member Training Portal. This means that members no longer need to navigate multiple platforms to access their training resources. This centralisation has streamlined the training process, enhancing user experience by providing a single, unified platform for all training needs. This has been a long-term project with delivery taking place over the past 18 months.

# Lives Lost to Drowning

## Drowning Deaths in Victoria 2013 – 14 to 2023 – 24

In 2023 – 24, 54 lives were lost to drowning, 46 males and 8 females.

This is 7 more than the average number of drowning deaths in Victoria over the past 10 years and represents an 8 per cent increase in the drowning rate (per 100,000 population).



### Fatal Drowning Statistics 2023 – 24

**5** children aged 0-14 years drowned in 2023 – 24, a **2% reduction** compared to the 10-year average

**48%** of people who drowned this year were **males aged 25-64** years old

**8** females drowned this year: a **32% reduction** on the 10-year average

**1.81** The fatal drowning rate of **males aged 15-24 years** was the **largest recorded in 2023 – 24** among all groups – 1.81 per 100,000 population

**26** fatalities in **coastal waterways** – **54% more** than the 10-year average

**15** fatalities in **inland waterways**

**13** fatalities in **home/other** locations

**27** fatal drownings occurred in **summer** – the **worst summer on record**

**22%** of fatal drownings resulted from **recreational pursuits** (boating, fishing, craft riding, diving/snorkelling)

**39%** of people who fatally drowned in 2023 – 24 were from **CALD backgrounds**

# LSV Strategic Framework 2021 – 2025

In December 2021, we introduced LSV's Strategic Plan 2021 – 2025.

The underpinning strategic framework consists of four layers. Our mission and vision set the original foundation upon which our three goals were built and expanded into our nine areas of focus that connect to our actions.

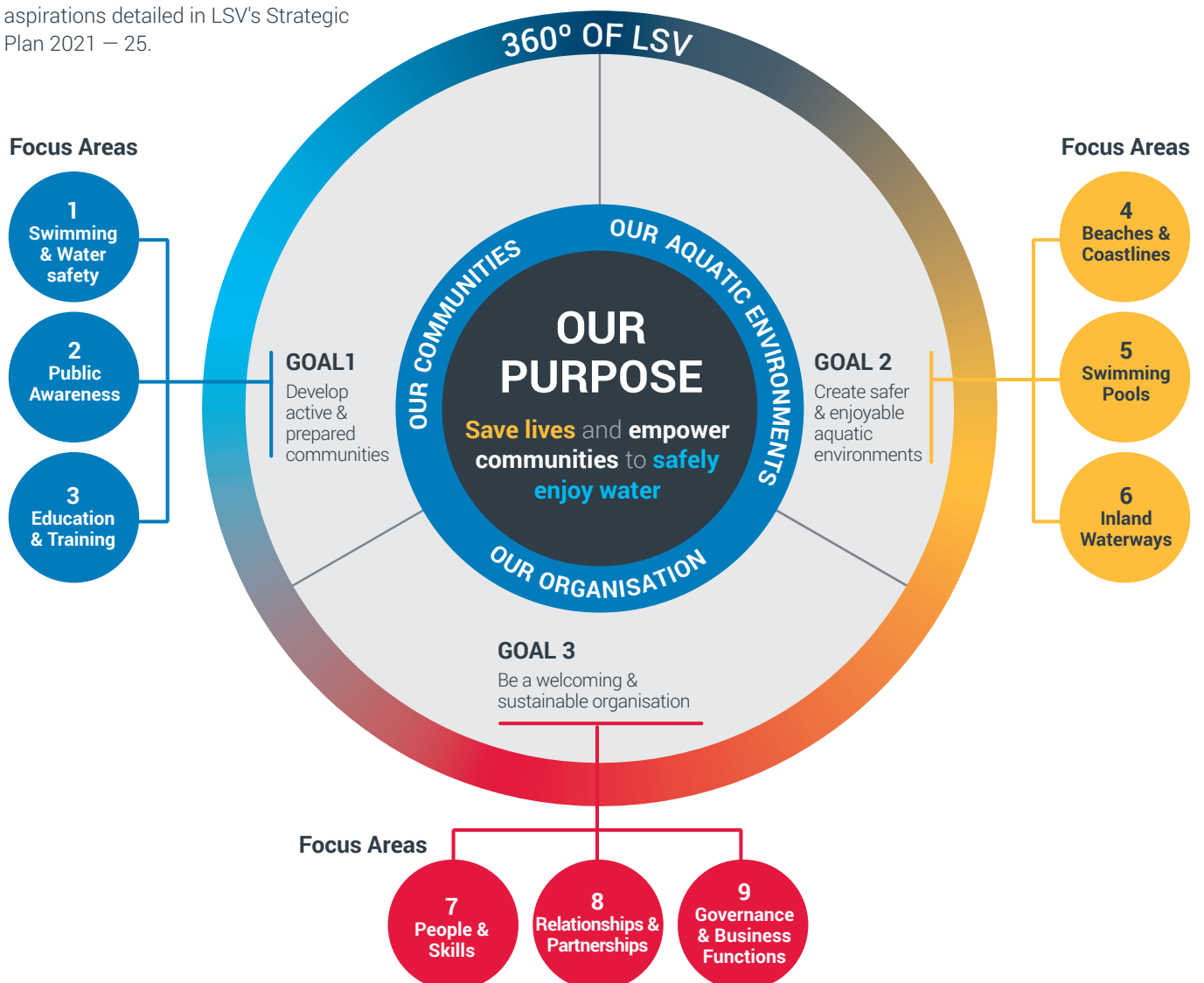
LSV has transitioned away from the mission vision statements that were adopted in 2002 and - following a series of Board and Executive workshops and an agreement by the Board - has introduced a single purpose statement that is aligned with all elements and aspirations detailed in LSV's Strategic Plan 2021 – 25.

**Save lives and empower communities to safely enjoy water**

It is important that every person and team in our organisation understands our purpose and they contribute to it.

Our strategic framework is designed to promote this understanding by enabling our actions to connect with our purpose through at least one of our goals and focus areas.

This means that whether we are providing lifesaving services at the beach or processing a training course enrolment in the office, we are all connected to delivering our purpose.



# Our Headline Strategies and Focus Areas

## Headline Strategies

|   |   |  |   |  |
|---|---|--|---|--|
| <p><b>1</b> <b>BEING RESCUE READY</b></p> <p>Increase the rescue readiness of our workforce of volunteers, partners and staff</p> | <p><b>2</b> <b>FOSTERING DIVERSITY</b></p> <p>Foster greater diversity in our people and in community participation in water safety</p> | <p><b>3</b> <b>STRENGTHENING FOUNDATIONS</b></p> <p>Strengthen our governance, people, and financial foundations</p> | <p><b>4</b> <b>DRIVING INNOVATION</b></p> <p>Drive continuous improvement through research, evaluation and innovation</p> | <p><b>5</b> <b>ENVIRONMENTAL STEWARDSHIP</b></p> <p>Be a more environmentally responsible organisation and positively influence others</p> |
|---|---|--|---|--|

## Focus Areas and Outcomes

| Goals  | Focus Areas   | Actions and Outcomes<br><small>What success will look like</small>   |
|--|---|--|
| <b>GOAL 1</b><br>Develop active and prepared communities         | <b>1</b> Swimming and Water Safety<br><b>2</b> Education and Training<br><b>3</b> Public Awareness                  | 1.1 The community understands and shares responsibility for safety and wellbeing around water<br><br>1.2 The community actively engages in gaining water safety knowledge and skills   |
| <b>GOAL 2</b><br>Create safer and enjoyable aquatic environments | <b>4</b> Beaches and Coastlines<br><b>5</b> Swimming Pools<br><b>6</b> Inland Waterways                             | 2.1 Communities have access to a range of safe aquatic environments across Victoria<br><br>2.2 More people visit and safely enjoy beaches, pools and waterways<br><br>2.3 Communities benefit from the health and wellbeing aspects of interacting with water  |
| <b>GOAL 3</b><br>Be a welcoming and sustainable organisation     | <b>7</b> People and Skills<br><b>8</b> Relationships and Partnerships<br><b>9</b> Governance and Business Functions | 3.1 We have a skilled workforce that delivers effective, responsible and sustainable services<br><br>3.2 We are known for our values-centred, diverse and inclusive approach, where people want to get and stay involved<br><br>3.3 We deliver sustainable and quality programs and services that are innovative and create a positive user experience |

# GOAL 1 1 Develop Active and Prepared Communities

Focus Areas:

- 1 Swimming and Water Safety
- 2 Education and Training
- 3 Public Awareness

**666**

swim teacher professional development participants

314% increase from 2022 – 23

**7,551**

students attained the Victorian Water Safety Certificate

**1,020**

CALD community participants placed in swimming lessons

**36,978**

students from 219 schools participated in Lifesaving Education Programs  
highest since 2010.

**30,552**

diversity and inclusion program participants, a 17-year record

**8,474**

participants played Swim City, an online water safety game

65% increase from 2022 – 23

**21,823**

people trained in public courses

**120**

Swim and Survive partners

**54,745**

School Swimming and Water Safety Toolkit page views



# 1

## Swimming and Water Safety

"Aligned with the LSV Strategic Plan 2021 – 25, we are advancing key initiatives, engaging with culturally and linguistically diverse communities, implementing the Toward Foundation certificate program, supporting schools in water safety education, and evaluating the Top-up Swimming project."

**CATHERINE GREAVES**

Chief Executive Officer

### Why this area of focus is important to us:

- 1 **Learning to swim** is not only a foundational World Health Organization drowning prevention strategy but also **creates opportunities for lifelong aquatic-related health, wellbeing, recreational and sporting engagement.**
- 2 The Victorian Department of Education (DE) actively supports and reinforces the **importance of swimming and water safety in the Victorian Curriculum F – 10** and invests significantly in swimming and water safety education through the Swimming in Schools Initiative and the Public Water Safety Initiative (PWSI). **LSV is recognised as a key partner** of the PWSI by supporting the education sector and aquatic industry to deliver best-practice swimming and water safety education.
- 3 **LSV is a primary Victorian stakeholder** in the National Swimming and Water Safety Framework and is responsible for administering the state government's Victorian Water Safety Certificate (VWSC) initiative.

## Phase Two of At-risk Research Project – Top-up Swimming

In October 2023, LSV finalised the At-risk Research project, which developed a method to reliably identify students most at risk of not achieving the VWSC competencies. Funded by DE through the PWSI and undertaken in collaboration with Federation University, Deakin University and Victoria University; six demographic factors were found to impact the overall achievement of the VWSC, most of which intersected with being from a low socioeconomic background.

The Top-up Swimming project is Phase Two of the At-risk Research project. It aims to develop and pilot interventions for students identified as at-risk to enable them to meet the minimum requirements of the VWSC by the end of Year 6, as anticipated within the Victorian Curriculum F – 10. A study involving four pilot programs in areas with high levels of socioeconomic disadvantage was delivered in Brimbank and Dandenong. Students in two control groups participated in 10 lessons of standard programs, and children in two intervention groups participated in programs with additional interventions for targeting children with little, no, or poor experiences in aquatic environments.

In total, the program was facilitated with the support of two aquatic facilities, five schools and over 400 year 5 and 6 students and their families. A full project evaluation is scheduled to be later in 2024.

## Sensory Tent Project – 'The Bubble'

The Sensory Tent project, funded by the DE's Strategic Partnerships Program and completed in December 2023, trialed a new space for learning about water safety for children of all abilities with additional support from the Maribyrnong City Council Community Grants Program. Educator and teacher observation confirms it was effective in facilitating a deeper understanding of water safety for students living with disability or neurodiversity.

The sensory learning hub is a portable



tent, affectionately known as The Bubble, which provides a sensory-friendly learning space for all children and is particularly beneficial to those with special needs. This tent is an interactive learning environment focusing on water safety messaging and other key knowledge components.

The success of the trial bodes well for further and wider-reaching engagement within the aquatic industry and education sector going forward. Now established as an ongoing program, 528 children from specialist schools and the wider community participated in programs over the last financial year.

## Victorian Water Safety Certificate

The VWSC is a Victorian Government initiative that is aligned to the National Swimming and Water Safety Framework (National Framework) and Victorian Curriculum F – 10, and is a key measure of Victorian children's swimming and water safety competency levels by the time they leave primary school at the age of 12. This financial year, the VWSC has been actively accessed by 273 schools and 93 aquatic facilities, with a total of 7,551 Victorian children achieving their VWSC from a total of 24,928 reported participants. The VWSC empowers participants to become stronger swimmers while instilling essential water safety knowledge. The VWSC is key to cultivating confidence, promoting physical fitness, and fostering a lifelong love of aquatic activities for Victorian children.

## Towards Foundation Certificate Initiative

LSV has been collaborating with a working group of specialist school

teachers to develop an inclusive swimming and water safety certificate for specialist school students that aligns with both the Victorian Curriculum Level A – D and the National Framework's Prefundamental milestones, which were established for students working towards the Fundamental Stage.

The project has established competencies that are suitable for students who don't necessarily progress in a linear manner and has developed assessments that consider various physical, verbal and visual supports that are often necessary for students living with disabilities. Final trials of the program will be undertaken in Term 3 2024, and LSV plans to consult with the DE and the aquatic industry on implementing the Towards Foundation certificate as a means to provide positive reinforcement and achievement for students of all abilities.

## Building Our State Language Schools Market

Following Victorian Government investment of Swimming in Schools funding for all students attending Victorian government English Language Schools, LSV has raised the student participation of state language schools in water safety education by 37 per cent from 2022 – 23, with numbers increasing from 2,700 students to 3,700. State language school participants include children and youth who have newly arrived in Australia.

In 2023 – 24, there was also a significant increase in CALD beach program excursions from 52 to 78 and classroom activities incursions from 7 to 41.

## Victorian State Budget Commitment to School Swimming and Water Safety

The Victorian Budget 2024 – 25 allocated \$73.3 million over four years to swimming and water safety education in Victorian government primary, specialist, and English language schools as well as Catholic primary schools, building on the \$131.6 million already invested in swimming and water safety education since 2017.

This funding will continue to build capacity within schools and the aquatic industry to assist all students to develop swimming and water safety skills and knowledge. Also included is the continued delivery of professional development for teachers, and ongoing development of tools and resources for families and the aquatics community.

The announcement of this state budget outcome is to be celebrated given that it contributes significantly to LSV's purpose and both recognises and highlights the importance of the continued collaboration between LSV, the DE, schools and the aquatic industry.

## Most Ambitious Lifesaving Education Programs Schedule Delivered to Regional Victoria

In 2023 – 24, LSV delivered its most ambitious schedule ever for Lifesaving Education Programs (LEPs) in regional Victoria. The team of instructors undertook six regional tours to deliver

LEPs to Victorian primary, secondary and specialist schools at surf beaches, rivers and lakes across the state.

The LEP Bush Nipper holiday program was once again very popular over the January school holidays, providing inland waterway safety knowledge and rescue skills to 354 children in Narrawong, Beechworth, Cobram, Echuca, Wangaratta, and Porepunkah.

Overall, in collaboration with seven partners in regional Victoria, these open-water programs were delivered to 5,385 young people living in rural and remote communities.

## Record Participation in Diversity and Inclusion Programs

In 2023 – 24, LSV achieved a new milestone in its diversity and inclusion initiatives, surpassing last year's record participation numbers.

A total of 30,552 individuals engaged in these programs, setting a historical 17-year record, including 2,100 seniors and individuals with disabilities.

- 22,043 participants in classroom programs.
- 7,040 participants in beach programs.
- 1,020 participants in swimming lessons.
- 76 participants in accredited training courses.

This record-breaking participation was made possible through generous funding contributions from 14 separate funding bodies, including federal, state and local government, philanthropic organisations and bequests.

## Growth Strategy Boosts Lifesaving Education Programs Participation

Implementation of a growth strategy for the LEPs has resulted in an additional 2,000 Victorian students participating in open-water programs at the river, beach or lake in regional Victoria and metropolitan Melbourne compared to last year.

Engagement with the program was the highest since 2010, and with program satisfaction averaging 95 per cent, LSV anticipates steadily maintaining this growth trajectory.

### Things we plan to advance

**In alignment with the LSV Strategic Plan 2021 – 25 to achieve key deliverables in the Victorian Government-funded PWSI, to develop targeted resources and provide direct support to the education sector and aquatic industry, and to increase swimming and water safety education, we are actively pursuing several projects, including:**

**Raising our level of engagement with Victoria's International students and with specific CALD communities of recent concern, such as the Indian community, via delivery and promotion at special events (festivals) and places of worship.**

**Undertaking trials for the Towards Foundation certificate program with the ambition of implementing the program in Victorian schools.**

- ▶ Ongoing collaboration with DE to deliver the PWSI and enhance support for schools and the aquatic industry to deliver school swimming and water safety outcomes aligned to the Victorian Curriculum F – 10.
- ▶ Reporting on the evaluation of the Top-up Swimming project to improve outcomes for students identified as being at risk of not achieving their VWSC by Year 6 as anticipated by the Victoria Curriculum F – 10.



# 2

## Education and Training

"Our education and training programs go to the heart of our purpose, equipping the community with the knowledge and skills to safely enjoy water. This year, we expanded our reach and impact through collaboration, innovation, and evidence-based initiatives."

**KATE SIMPSON**

General Manager  
Governance, Club Support and Education

### Why this area of focus is important to us:

- 1 **Education and training are vital, proven drowning prevention strategies.** They are featured in the World Health Organization's 10 actions to prevent drowning and are supported by the International Life Saving Federation.
- 2 LSV's education and training pathways **help people enjoy waterways safely** and provide access to multiple career and settlement opportunities.
- 3 Education and training programs deliver water safety skills and knowledge that **link with broader school curriculum and vocational training outcomes.** Where these programs generate income streams, they assist LSV to be financially stable, which allows continued support for Victorian communities.



## Accredited Swim Teacher Training Program

The Accredited Swim Teacher Training program was a 2023 LSV initiative funded by the Department of Education's (DE) Strategic Partnerships Program (SPP), which aimed to provide an opportunity for Year 11 and 12 Victorian Certificate of Education and Victorian Certificate of Applied Learning students to develop skills, increase knowledge of swimming and water safety and become qualified swimming teachers.

The pilot program delivered swim teacher training to students from diverse backgrounds from secondary schools across Melbourne and rural Victoria, which resulted in swim teacher qualifications and facilitated employment pathways into an industry that has been experiencing significant staffing shortages.

Overall, 40 participants enrolled in the program at Brimbank Aquatic and Wellness Centre, Aquamoves Lakeside Shepparton and Melbourne City Baths, achieving a 100 per cent completion rate. Completing the swim teacher accredited training course during school hours proved an accessible, low-cost option that did not impact study, sport and family schedules.

The engaging and enjoyable nature of the course combined with the personal skills and knowledge development for participants resulted in a greater understanding of the role of a swim teacher, the nature of employment within an aquatic facility and ultimately, an increased desire to pursue employment within the aquatic industry.

## Expanding Water Safety Education: School Landing Program

LSV continues to expand its highly successful School Landing Program in collaboration with the Westpac Lifesaver Rescue Helicopter Service, providing children with a unique opportunity to learn about water safety and meet the dedicated crew members who ensure the safety of our community.

The helicopter and crew visits allowed students to gain a deeper appreciation for the lifesaving services essential to our community, while offering crucial water safety education. For many children, this was their first close encounter with a helicopter and their first experience with water safety education. Students enthusiastically interacted with the Westpac Lifesaver Rescue Helicopter and engaged in insightful discussions with the crew, asking a variety of questions. Participating schools included Seaford Primary School, St Albans Heights Primary School, Glengala Primary School, and St Simon the Apostle Primary School.

## Highest Participation in Public Training Courses Since the COVID-19 Pandemic

In 2023 – 24, 21,823 people were trained via LSV's various public training courses, which is the highest number post-pandemic, and of these:

- More than 1,300 were swim teacher candidates.
- More than 8,000 were pool lifeguard candidates, up 12 per cent from last year and a new record for pool lifeguards.

## Youth Aquatic Accreditation Program Support Extended

Support by the Victorian Government for the Youth Aquatic Accreditation Program was extended to 31 May 2024. The program was designed to create more jobs and offer more free opportunities to ensure young people have a pathway into the aquatic industry.

The program was centred around a \$3.3 million commitment from the Victorian Government to support the accreditation of new swim teachers to address the current shortage. Funding was available to councils and learn-to-swim aquatic facilities operating in the public or school sectors.

## Updated Training Courses

### LSV Swim Teacher Course

A new version of the LSV Swim Teacher course was launched in January. LSV was the first training provider to introduce an online component, and the updated course includes a continual focus on water safety, water familiarisation, teaching strategies and stroke development as well as a new emphasis on lesson planning.

A full review of the course training and assessment was completed following extensive industry engagement and key updates were made to the course, including:

- Developing on-the-job assessment, which will contribute to the existing onboarding hours to avoid delays in creating industry-ready swim teachers.
- Introducing workplace supervisors to support, assist and mentor new swim teachers.
- Introducing a new Swim Teacher skillset for swim teachers wanting to undertake an extension course.

### Aquatic Technical Operator Course

In January 2024, LSV began delivering the new Aquatic Technical Operator (ATO) course following the transition to the new training package. The updated course includes a continual focus on healthy swimming, pool water testing, pool water systems and plant operations, as well as an increased focus on core health and safety requirements.

In response to industry feedback and to ensure a more flexible, practical and facility-specific approach to the training, the course delivery model has been revised into three key components, which include eLearning theory content, one-day onsite face-to-face training, and facility-specific on-the-job assessment activities.

LSV was the first training provider to introduce an online component to the

ATO course and is committed to training and developing better-prepared and better-skilled industry personnel.

## Workplace Supervisor eLearning Training Resource

The introduction of on-the-job assessments for LSV's updated Swim Teacher course now requires appropriate Workplace Supervisors to support, assist, and mentor new swim teachers.

In an endeavour to make the process of becoming a Workplace Supervisor as simple as possible, LSV developed a free eLearning training resource to enable suitably experienced members of the industry to become Workplace Supervisors. LSV's Workplace Supervisor eLearning has been designed to assist prospective supervisors in undertaking introductory learning associated with training and assessment activities and gaining insight into how they can best support new swim teachers. The eLearning has three topics: mentoring in the workplace, providing work skill instruction, and contributing to assessment.

## Safer Transport Victoria Accredited Training Provider

During the year, LSV was successfully reaccredited by Safe Transport Victoria to provide recreational boat and powered water craft licence training and testing. LSV has been accredited since

August 2020 and continues to offer training to members and the public at key locations across the state.

## New Swim City Modules Launched and More in Development

Swim City is a web-based eLearning experience that uses gamification to teach water safety knowledge to students in engaging ways. Launched in 2022, LSV continues to build on and improve the eLearning modules to facilitate students achieving the knowledge-based competencies of the Victorian Water Safety Certificate (VWSC).

Funded by DE's Strategic Partnership Program, version 2.0 was launched in August 2023 and includes three additional online learning modules targeted at primary and secondary school students. The new modules provide additional aquatic environments with more characters. Swim City now teaches kids how to stay safe in and around water – whether at home, the pool, or at rivers, lakes or beaches.

LSV is currently developing a farm module that will educate students on water safety at farms and is due to be launched in late 2024.

## Training Our Nipper Volunteers

Providing adequate and practical training for nipper volunteers was a key focus for LSV heading into the 2023 – 24 season. Enhancing the skills and capabilities of

our volunteers ensures a more impactful and enjoyable environment for our nippers to thrive. A full introduction day of education and training was delivered at the preseason forum for our junior coordinators, accompanied by the development and implementation of new resources and checklists to support the nipper workforce.

LSV also went on the road to deliver technical training and upskilling for age managers, who are instrumental on the beach, supporting and educating our 12,447 nippers.

## Diversity and Inclusion Success Stories

Ms Pei Hua, a 59-year-old Chinese woman, participated in the pilot Seniors Program in 2017. She joined her local swimming pool (BayFit, Altona North), gradually improved her swimming ability, and is now training to be a swim teacher to teach local kids how to swim at the same centre she joined.

Mr Huy Vu, a 21-year-old Vietnamese man, joined his local lifesaving club in 2023. He worked casually as an LSV Diversity and Inclusion Education Instructor for two seasons and is now beginning his career as a Victorian Protective Services Officer within the broader emergency service family at Victoria Police.



### Things we plan to advance

**In alignment with our strategic plan to develop more effective and efficient learning pathways by linking service offerings, improving the user experience, efficiency and reach of our education and training services, and exploring innovative and emerging methods for delivering education and training programs, we are actively pursuing several projects to drive outcomes, including:**

- ▶ Increasing third-party providers and contract partners to deliver more first aid and cardiopulmonary resuscitation (CPR) courses.
- ▶ Developing and releasing a new LSV Aquatic Inflatables training course.

# 3

## Public Awareness

"Our media efforts during the height of summer were essential in spreading vital public safety messages when needed most. Our research covered key topics, including the use of public rescue equipment for improved water safety, metrics to identify children at risk of not achieving essential swimming skills, and evaluating broader water safety campaigns."

**ASSOCIATE PROFESSOR BERNADETTE MATTHEWS**

General Manager  
Health Promotion and Communications/  
Principal Research Associate



### Why this area of focus is important to us:

- 1 Increasing water safety awareness potentially holds the **widest-reaching impact in preventing drowning** and enabling people to safely enjoy aquatic environments.
- 2 As the state's peak water safety agency, **LSV is responsible for developing key water safety messages** used by government, industry, agencies, and community organisations.
- 3 **Water safety receives significant media and community attention, particularly during summer.** Timely, consistent and accurate information needs to be provided before, during and after emergencies to maximise impact and minimise risk.

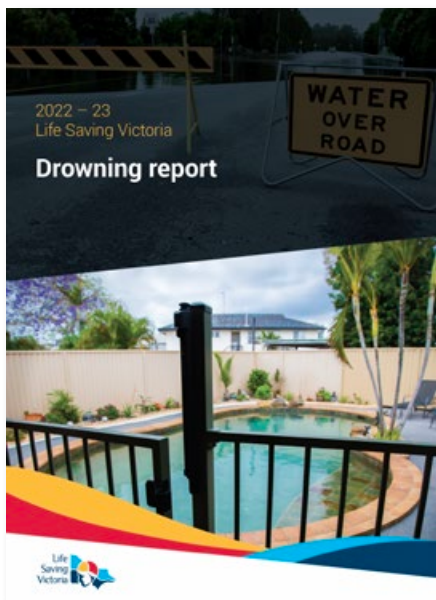
## Lives Lost to Drowning, Summer 2023 – 24

We reported a concerning increase in drowning incidents, tragically marking the highest number of lives lost to drowning in summer in over two decades. Despite successful rescue efforts saving hundreds over the patrol season from November to April, the summer (Dec 2023 – Feb 2024) witnessed 27 fatal incidents across Victoria's coastal, inland, and residential water bodies. This surpasses the previous high of 24 fatalities recorded during the summer of 2022 – 23, highlighting an urgent need for increased water safety awareness.

Following a particularly tragic event at Phillip Island in late January, where multiple drownings occurred, LSV intensified its efforts to promote water safety. The organisation leveraged press conferences, media releases, and social media campaigns to emphasise the importance of vigilance in Victoria's waterways and to counter the rising drowning toll through public education and safety measures.

## Victorian Drowning Report 2022 – 23

Every year, LSV reviews each drowning incident that occurred during the past 12 months to paint a picture of water safety risks and opportunities across the state. LSV's Drowning Report 2022 – 23 outlined a snapshot of moments directly preceding Victorian drownings to identify key at-risk groups and areas to help prevent future tragedies.



LSV's Manager - Research and Evaluation  
Dr Hannah Calverley speaking at a media conference.

The report found that while men continued to be disproportionately represented in the drowning statistics, there has been a steady increase in the number of females drowning, with the drowning rate for females now 50 per cent higher than the past decade's average.

Inland waterway fatalities were recorded as equal to the number of fatalities in coastal locations.

The number of fatal drowning incidents around the home was also a growing theme, with eleven fatalities – more than double the decade average, with common locations being bathtubs, dams and ponds.

Extreme weather was a factor in eight lives lost, and as climate change continues to have an impact on Victorian communities, extreme weather events will continue to cause fatalities. This is especially concerning as we face predictions of the hottest summer on record.

## Water Safety Month

With the Drowning Report information front of mind, LSV developed a targeted approach to Water Safety Month, tailoring water safety messages and strategies to identify at-risk groups and drowning locations, including men aged over 45, culturally and linguistically diverse communities, inland waterway users, at-home fatalities and increased awareness of extreme weather events.

Media coverage included 148 million people reached through media engagement and 4.4 million in social media reach.

Organic social media across LSV channels included content covering rip current awareness and identifying conditions before entering the water, refraining from drinking alcohol before swimming and wearing lifejackets while boating and fishing. The increase in fatalities on public holidays was also a focus.

Campaigns included the inland waterway Make the Right Call water safety campaign in the Loddon Mallee.

## High-Profile Collaborations

Throughout the year, our Media and Communications team achieved remarkable success through strategic collaborations with high-profile national and international production companies. These partnerships played a pivotal role in promoting our organisation's brand to millions of viewers worldwide, significantly enhancing our visibility and influence.

By working closely with renowned production companies, we produced high-quality content that resonated with diverse audiences, amplifying our messaging and showcasing our commitment to excellence and innovation. The success of these initiatives is reflected in the widespread recognition and engagement our brand has received, further solidifying our reputation as a leader in the industry.

## Channel 9's The Block

In April, LSV and Woolamai Beach SLSC took part in the filming of Season 20 of Channel 9's 'The Block', the renovation competition reality TV series, incorporating key water safety messages to a highly engaged audience.

The Block took place on Phillip Island with the support of our event lifeguard services and more than 40 volunteers, prominently displaying the red and yellow and engaging a large audience locally and nationally.

The episode included the show contestants completing lifesaving activities on the beach and in the water and building a new kitchen for Woolamai Beach SLSC. This was a wonderful opportunity for the club to enhance its facilities and a great platform to promote key water safety messages to a wide audience.

### Red Bull F1 Racing Team

The Red Bull F1 Racing team filmed its successful Unserious Race Series, which brings together Red Bull Racing drivers to compete head-to-head. The drivers were able to test their surf life saving skills, putting vehicles crucial for beach safety through their paces.

Set against the scenic backdrop of Hampton Beach and hosted by fellow Red Bull athletes Scotty James and Molly Picklum, F1 World Champion Max Verstappen joined forces with teammates Sergio Pérez, Daniel Ricciardo and Yuki Tsunoda. From the beach sprints to the dramatic final race, lifesaving volunteers from Hampton LSC and event lifeguards supported the event. The show reached a vast audience through Red Bull's YouTube channel, with 17.3 million subscribers and gained 773k views for this episode alone.

## World Drowning Prevention Day 2023

The Melbourne Town Hall joined other landmarks across Victoria in turning blue on 25 July 2023 for the third annual World Drowning Prevention Day.

World Drowning Prevention Day is an initiative the World Health Organization first adopted in 2021. It recognises the United Nations Resolution on Drowning Prevention to call for coordinated global action to prevent drowning, which causes 236,000 deaths globally each year.

Drowning is among the top 10 global leading causes of death for children and youth aged between one and 24 years, and 90 per cent of the world's drowning deaths occur in rivers, lakes, wells and domestic water storage vessels in low and middle-income countries.

LSV provided public awareness of the risks of drowning and how to take care around water through social media. We also provided resources to life saving clubs and aquatic facilities to further promote the message that 'Anyone can drown, no one should'.

## Play it Safe by the Water

Four Play it Safe by the Water (PISBTW) agencies received funding to deliver seven campaigns/initiatives to provide public awareness messaging.

Funding is aimed at water safety communication and awareness activities

that will engage the Victorian community and/or visitors to Victoria about water safety and aquatic injury prevention. Funding is provided to programs that fit into one or more of the following categories:

- Promotion and engagement activities
- Events
- Industry engagement
- Media

The programs must address aspects of the Aquatic Injury Prevention Agenda, which identifies ongoing and emerging issues, priority areas identified in the annual Victorian Drowning Report and the Victorian Water Safety Strategy, and key messages of the PISBTW campaign.

## Microflite Appointed as Preferred Helicopter Service Provider

In 2024, Surf Life Saving celebrates 50 years of the Westpac Lifesaver Rescue Helicopter Service nationally. In Victoria, Microflite has delivered this crucial community service since 2009 and after a competitive tender process, was successful in being reappointed as LSV's partner to provide this service until 2027.

### Things we plan to advance

**In alignment with our strategy to expand the reach of the Victorian Government's water safety public awareness campaign, innovate and modernise communication channels, and develop research and evaluation methods to include greater understanding of targeted audiences and behaviour change models, we are actively pursuing several projects to drive progress, including:**

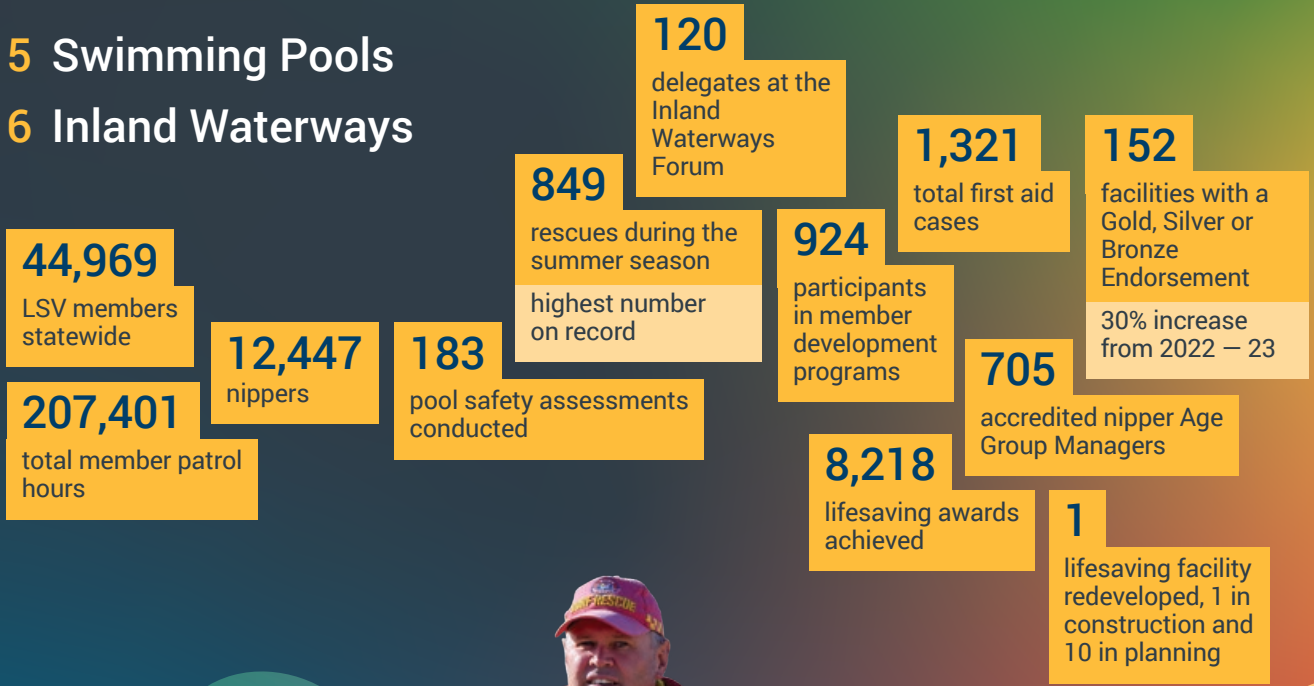
- ▶ Continuing to work with the PISBTW committee and other water safety agencies to address key drowning trends and issues in Victoria.
- ▶ Increasing our knowledge of and implementing ways to collect visitation data at waterways to increase the accuracy of drowning rate calculations.



# GOAL 2 Create Safer and Enjoyable Aquatic Communities

## Focus Areas:

- 4 Beaches and Coastlines
- 5 Swimming Pools
- 6 Inland Waterways



# 4

## Beaches and Coastlines

"In line with our strategy to expand water safety services, enhance stakeholder collaboration for better planning, and strengthen our volunteer and staff capacity, we are pursuing key projects to advance our goals."

**LIAM KRIGE**

General Manager  
Lifesaving Services



### Why this area of focus is important to us:

- 1 From the beaches in Port Phillip Bay to the 811 kilometres of coastline between Portland and Mallacoota, **Victoria is home to 692 beaches** that welcome over **175 million visitors** each year.
- 2 **Beaches** are easily accessible destinations that support wellbeing, enjoyment and the economy.
- 3 On average, **over one-third of drownings each year occur at beaches**, making coastal water safety services essential to help prevent aquatic-related death and injury.

## Marine Mammal Foundation Litter Project

The Marine Mammal Foundation continued its Marine Litter Project during the 2023 – 24 season, with 31 clubs participating in the program. The project teaches junior life saving club members (6-13 years) about Victoria's unique marine mammals and the importance of caring for our environment and beaches. Participants also discover how our litter and waste can harm these amazing animals and coastlines and what we can all do to make a positive difference.

Marine Mammal Director of Education and Outreach Matt Montemurro has been a key driver in LSV's partnership with the organisation and was awarded \$20,000 by the Westfield Local Heroes Award for supporting nipper programs to run Marine Mammal Foundation Litter Projects in Victorian clubs. This award will allow him to continue his invaluable work and contribution to making our clubs and communities more environmentally sustainable.

## Lifesaving 'POD' Deployed

In January 2024, LSV and Wyndham City Council deployed LSV's Rescue POD for the first time at Werribee South Beach.

This Rescue POD, developed in 2023, is a temporary and portable communications centre with power, water, and first aid and rescue equipment that can be deployed in key locations for the busy summer period. It allowed a daily lifeguard patrol during summer at

Werribee South Beach, a location that does not have a permanent lifesaving facility.

## Funding for Victorian Life Saving Clubs

### Volunteer Emergency Services Equipment Program

In 2023 – 24, the Victorian Government's Volunteer Emergency Services Equipment Program (VESEP) saw \$858,309 allocated to clubs and statewide services for much-needed critical operational equipment, including side-by-side vehicles (SSV), inflatable rescue boats (IRB), rescue boards, 4WD vehicles, defibrillators and first aid kits.

### Beach Safety Equipment Fund

All Victorian life saving clubs received \$5,000 through the Australian Government's Beach Safety Equipment Fund (BSEF) for vital first aid and rescue equipment.

## Interagency Land and Water Search Collaboration

In March, LSV participated in a multi-agency land and water search exercise coordinated by the Victorian State Emergency Service (VICSES) – Chelsea Unit, which took place at the Patterson Lakes River entry to Port Phillip Bay.

The scenario was based on a multi-casualty incident, including search platforms on both land and water. It was attended by multiple agencies, including



Aspendale LSC, Central Beach

support as a leading agency in drone technology and rescue water craft services, successfully contributing to locating and treating patients efficiently and effectively.

The exercise was a success, with strong collaboration between services that had little interaction with LSV operations before this. They were notably impressed with the capability and skill of the team.

## SLSA Beach Drowning Blackspot Reduction

Surf Life Saving Australia's (SLSA) Beach Drowning Blackspot Reduction program, supported by the Australian Government, aims to tackle drowning in identified high-risk areas around Australia. Various initiatives funded by this program are underway in Victoria, including:

### Gippsland

A project has been underway at Venus Bay beaches in Gippsland since 2021 to install public rescue equipment (PRE) in partnership with Venus Bay SLSC. Significant community consultation was undertaken to obtain local community and visitor perspectives and feedback, and we have been engaging with a contractor to assist with technological communication design, implementation and monitoring arrangements.



Werribee South Beach

The 2023 – 24 financial year involved gaining formalised approvals and permit exemptions for the PRE stations, development and pre-evaluation of the public awareness campaign and engagement of 180 community members, beachgoers, club members and LSV staff through surveys, focus groups and interviews. Installation and evaluation of the initiative is planned for 2024 – 25.

LSV partnered with visiting students from the Worcester Polytechnic Institute (WPI) in the United States to enable student research teams to work with the Melbourne Project Center, as part of a WPI program, onsite in a volunteer capacity at LSV to support the delivery of project activities. Eight students were involved in the project in its inaugural year.

The first group focused on developing the public awareness campaign, and the second group undertook pre-installation research and evaluation to establish a baseline for comparison.

### Bass Coast

A localised water safety website was developed with information about coastal safety, hazards and patrol times with real-time updates and visitor information for Woolamai Surf Beach and Smiths Beach at Phillip Island. The website can be accessed via QR code at the respective beaches, as well as at the Phillip Island Visitor Information Centre.

Surveys were undertaken onsite pre- and post-installation of the QR code signage to understand beachgoer attitudes towards local water safety signage.

Pre-installation, participants were asked to rate their likelihood of scanning a QR code leading to a website with localised water safety information, from a rating of 1=very unlikely to 5=very likely. Among the 109 responses, an average rating of

2.1 out of five was identified for likelihood, of which half (50%) reported a likelihood rating of '1'. Some qualitative responses included that participants did not have access to their phones at the beach (n=4), and they would not access the code with the presence of pre-existing signage (n=3).

Post-installation of the QR code signage, participants were asked: 1) if they had seen the QR code, 2) if they scanned the QR code, and 3) how effective the information was. Among 66 responses, 8 (12%) had seen the QR code; six at Smiths and two at Woolamai. At Smiths beach, three participants recalled seeing the sign at the staircase entrance, and the two participants at Woolamai both saw it at the beach access ramp. No participants scanned the QR code, citing reasons such as disinterest (n=2), lack of reason for scanning (n=4) or perceived familiarity with the beach (n=2).

### Surf Coast

An electronic interactive water safety sign was installed at the Lorne Visitor Information Centre. Pre-installation surveys were undertaken to determine visitor water safety awareness, with post-installation work planned for the 2024 – 25 financial year to evaluate the impact of the sign. Interviews with Visitor Information Centre staff will form part of this evaluation to determine their perceptions of engagement and usefulness of the sign.

## Coastcare Grant Event Series Concludes

In 2022 – 23, LSV secured a Coastcare grant in partnership with the Association of Bayside Municipalities and Victorian National Parks Association to develop and host an event series about the nature of

change in Port Phillip Bay. The format of the grant included five online webinars and two field trips that took place during 2023 – 24. The events aimed to strengthen knowledge and capacity in the community to understand the change processes in Port Phillip Bay while normalising the conversation of change on the coastline, bringing greater awareness to the nature of a dynamic environment and the need to adapt the way we live, work and play in that environment.

The online webinars covered a range of topics gathered from a public forum on what the community felt were important. This included the history of the bay, water quality, impacts on marine life, our changing coastline, and adapting to change. The field trips looked at how the bay is adapting to change in Beaumaris and the artificial reefs that have been engineered offshore at The Dell in Clifton Springs.

Audiences at our events ranged from local government staff, lifesaving volunteers, and community members and groups with an interest in the bay. Local communities around the bay will now be more informed on the history and climate impacts of the bay. LSV, Victorian National Parks Association and the Association of Bayside Municipalities have formed a strong working relationship delivering this project. The three organisations will continue to collaborate and share knowledge in the coastal space beyond this project.

Things we plan to advance

**In alignment with our strategic plan to expand the coverage of our water safety services, increase collaboration with stakeholders to provide a greater level of planning and assurance for our services, and work with our life saving clubs to better engage, widen and strengthen the pool of rescue-ready volunteers and staff, we are actively pursuing several projects to drive our progress, including:**

- ▶ Continuing work with SLSA on the electric motor project to understand the feasibility of future lifesaving equipment.



# 5

## Swimming Pools

“Driven by our dedication to world-class research, engagement, and advocacy, we are committed to setting industry standards in aquatic facility safety and operations. By continually investing in and developing our training, assessment, and consultancy services, we ensure that the Victorian aquatic sector can provide vital social, health, and wellbeing benefits to all participants.”

### ANDY DENNIS

General Manager  
Training And Aquatic Industry

## Why this area of focus is important to us:

- 1 In Victoria, there are more than **600 public swimming pools** that are considered community assets, **and more than 220,000 home and private pools** visited and enjoyed by millions of people each year for recreation, sport, health and wellbeing.
- 2 While many swimming pools have robust water **safety measures** in place, there is a need to maintain these systems and actively engage with pool owners and operators that fall short on safety measures and compliance **with recognised standards**.
- 3 The aquatic industry across Victoria employs a large and transient **workforce of 40,000 people**, who are employed as pool lifeguards, swim teachers, administrators and managers, and need **ongoing upskilling and in-service training**.



Kingston Waves rounding out the podium in third place. The event is aimed at improving the skills and readiness of pool lifeguards and promoting excellence in aquatic supervision. This year, the event was bolstered by substantial support from Ambulance Victoria, which provided a unique opportunity for lifeguards to interact with emergency services and highlight the significance of their roles in real-life situations.

## Swim Teacher Retention Framework

In 2023, LSV inaugurated the Learn to Swim Steering Committee (LTSSC), consisting of 20 members from a range of roles in aquatic facilities with a vision to create the strongest learn-to-swim sector in the world within Victoria.

The LTSSC is responsible for providing advice and input on the strategic direction, facilitation, coordination, development, and implementation of:

- Swimming, water safety and lifesaving education research.
- New learn-to-swim, sector-wide initiatives, project and program reviews, professional development, swim school management/facility management support, and resource development.
- Industry collaboration and swimming and water safety advocacy.

The Committee's first project was developing a Swim Teacher Retention Framework, which was made available to the aquatic industry in March 2024. Consisting of templates, resources and guidance, the aim of the Framework is to assist aquatic facilities in retaining their staff and building industry capacity.

## Aquatic Industry Summit

In October 2023, the annual LSV Aquatic Summit, hosted by LSV, evolved significantly to deliver two aquatic industry streams of safe pool operations and swimming and water safety education.

The introduction of the swimming and water safety education stream was a key feature of this year's summit and showcased the industry's commitment to enhancing water safety education in Victoria.

The Summit brought together over 300 attendees and industry professionals to discuss advancements, challenges and future directions in aquatic safety and management.

Themes for the 2023 Summit included:

- Water Safety in Focus.
- Navigating the Future of Aquatics: Climate Adaptation and Efficiency in Pool Infrastructure.
- Flipping Traditional Lessons in Water Safety Education.
- Planning, Technology and Partnerships.
- Swimming Upstream: Industry Updates.
- Empowering Aquatic Leaders: Insights, Information, and Innovation.

## Industry Workshops

2023 – 24 saw another packed aquatic industry workshops calendar with 284 industry professionals attending our workshops that provided training and knowledge sharing for industry professionals, enhancing their skills and competencies in various areas of aquatic safety and management.

## Pool Lifeguard Challenge 2023

LSV's Pool Lifeguard Challenge 2023 was the biggest event ever, with 18 teams and 72 participants from around Victoria competing. Held at Melbourne Sports and Aquatic Centre on 14 July 2023, Glen Eira Sports and Aquatic Centre was crowned champion, with Werribee Outdoor Pool in second place and





## Things we plan to advance

In alignment with our strategic plan to develop innovative ways of working with our stakeholders and advocate for and support the recruitment of skilled personnel, we are actively pursuing several projects to drive our progress, including:

- ▶ Delivering the Annual State of the Sector Report, which focuses on knowledge sharing with a specific emphasis on safety and conformance, providing critical insights into the current status and future directions of the aquatic and recreation sector.
- ▶ Merging the Aquatics and Recreation Victoria (ARV) Conference and LSV Summit into a combined aquatic industry safety conference to foster greater collaboration and knowledge sharing within the industry.
- ▶ Rebuilding the Pool Safety Assessment Question Set to enhance the platform's capabilities with improved reporting modules and sharing the platform with other states to drive consistency in Pool Safety Assessments across Australia.
- ▶ Expanding the Platinum Pool Program to strategically grow the program to include learn-to-swim and school/university pools and to raise the standard of aquatic safety and operations across these critical facilities in Victoria.

## Pool Safety Assessment Highlights

LSV delivered a total of 183 pool safety assessments this year. The average safety score was 89.7 per cent, and the average compliance score was 91.0 per cent.

Of these, 152 facilities achieved an endorsement rating (a 29.9 per cent increase on 2022 – 23), which means 82 per cent of facilities received a gold, silver, or bronze endorsement of those assessed in 2023 – 24.



# 6

## Inland Waterways

"Given the rise in drowning incidents in inland waterways, we have prioritised building dynamic and well-prepared communities, including inland waterway environments. Our initiatives have involved comprehensive research and presentations aimed at regional Victorian land and waterway managers, as well as other key stakeholders."

**PAUL SHANNON**

Executive Advisor



### Why this area of focus is important to us:

- 1 There are **myriad inland waterways across Victoria**, with varying conditions, usability, signage, visitation, and remoteness, that present a broad array of hazards.
- 2 On average, **39 per cent of drownings each year occur at inland waterways**, making inland waterway safety essential to prevent aquatic-related death and injury.
- 3 Spurred on by COVID-19-related travel trends and people making tree or sea changes, the current number of **inland waterway visits each year is expected to increase**, further boosting economic activity for regional destinations.



## Inland Communities Water Safety Program

LSV undertook a three-year project across Victoria's Loddon Mallee region, from 2021 – 22 to 2023 – 24, which comprised multiple water safety, community and stakeholder engagement activities facilitated by a diverse cooperative of internal and external delivery partners. The program's final year included the development of a localised, tailored water safety campaign (Make the Right Call) in partnership and alignment with Royal Life Saving Society – Australia (RLSSA) campaigns.

The initiative, including the Inland Waterways Forum, was funded as part of the RLSSA Inland Communities Water Safety Program, supported by funding from the Australian Government.

## Make the Right Call Water Safety Campaign

In late March, the media and communications team launched the marketing campaign promoting waterway safety in the Loddon Mallee region. Timed to coincide with Easter, the campaign aimed to maintain water safety awareness beyond the summer months. Running from 1 April to 15 May 2024, the Loddon Mallee Make the Right Call campaign targeted males in the Greater Bendigo region.

The campaign was informed by 2022 – 23 focus group research findings and evaluated using a pre-post control and intervention group design of 501 participants. Preliminary analysis indicated higher prompted recall of the campaign at post-evaluation for Greater Bendigo, which received the intervention.

The campaign utilised paid social media, print, radio, and convenience advertising at five high-foot-traffic establishments, along with a dedicated website landing page. Additionally, a media kit with banners, posters, and digital assets was distributed to community groups to enhance the campaign's reach.

The campaign was informed by key research findings:

- More than 80 per cent of drowning victims in the Loddon Mallee in the past decade were local residents.

- Dams are the most common drowning locations.
- 67 per cent of alcohol-related drownings in Victoria occur in inland waterways.
- Most drowning victims did not intend to enter the water but slipped, tripped, or fell in.
- Medical conditions and medications contribute to drowning risks.

Emphasising the importance of watching one's footing and boating, fishing, and lifejacket safety, the campaign successfully generated 35,558 social media impressions and reached approximately 163,614 male patrons through convenience advertising.



In the response stage, the project provided a one-week professional lifeguard service at Lake Eildon and Lake Nagambie, resulting in multiple rescues and preventive actions. The project also proposed distributing lifejackets to local aquatic organisations to enhance safety measures. These efforts demonstrated the effectiveness of a community-led approach in reducing drowning risks and highlighted the importance of ongoing collaboration and capacity building to sustain water safety improvements in the region. The project's success underscored the need for continued investment in local water safety initiatives to protect vulnerable populations and promote safe aquatic environments.

## Inland Waterways Forum 2024

The Inland Waterways Forum was held on 30 May in Bendigo and provided valuable insights into the increasing rates of drowning in regional Victoria. The forum brought together 120 attendees, including federal, state and local agencies, emergency services, land managers and industry representatives.

The annual forum continues to prove a significant and successful event that focuses on water safety planning for inland waterways, leading to increased community engagement and planning commitments from local councils.

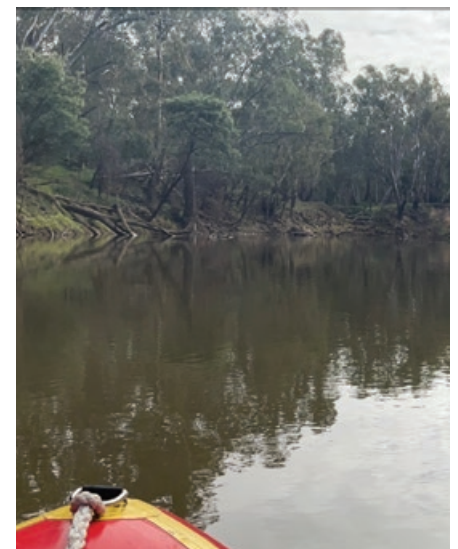
## Inland Waterway Model Development

The LSV and Emergency Management Victoria (EMV) National Partnership Agreement on Disaster Risk Reduction project aimed to address the high drowning rates in regional Victoria, particularly in inland waterways like the Goulburn River in Greater Shepparton. Recognising the significant impact of drowning incidents on communities and the need for comprehensive water safety measures, the project introduced the Inland Waterway Model for Local Drowning Prevention and Water Safety. This model is the first of its kind in Victoria, focusing on a community-led approach to understand localised risk factors and implement appropriate prevention strategies. The project

involved extensive collaboration with local communities and stakeholders to ensure effective and sustainable water safety interventions.

The project was structured into three stages: Planning, Prevention, and Response. During the planning stage, a detailed review of drowning statistics and a water safety plan were developed for the Greater Shepparton region. These included assessments of public rescue equipment, water safety signage, and aquatic safety risks. Community consultations were held to gather input and raise awareness, culminating in a significant local community forum. The prevention stage focused on delivering training courses, public awareness campaigns, and water safety education programs like Bush Nippers, which significantly improved participants' water safety knowledge and skills.

The diversity and inclusion programs targeted multicultural communities and seniors, expanding the reach of water safety education. These programs included multicultural meet-a-lifeguard sessions, resuscitate-a-mate courses, and river and pool programs, engaging a total of 440 participants. Feedback from participants and organisational representatives was overwhelmingly positive, highlighting the programs' effectiveness in enhancing water safety awareness and skills. The project's focus on inclusivity ensured that water safety education was accessible to all community members, regardless of background or age.



### Things we plan to advance

**In alignment with our strategic plan to partner with key agencies to develop a code of practice for inland waterways, extend the coverage of summer lifesaving patrols and services to inland waterways, and develop and implement a program for the inflatable swimming pool, our approach will utilise rigorous emergency management frameworks and planning, and bolstered prevention and response activities. Priorities include:**

- ▶ Advancing and implementing local water safety plans, particularly with early commitments from Manningham City Council and other regions.

# GOAL 3 Be a Welcoming and Sustainable Organisation

## Focus Areas:

- 7 People and Skills
- 8 Relationships and Partnerships
- 9 Governance and Business Functions

2,692

carnival entries by individual athletes

6,909

total sports events entries across the 2023 – 24 summer season

8% increase from 2022 – 23

1,843

event entries in championship sport events

150+

club participants in Governance 101 training (online and in-person)

35

clubs participated in senior carnivals, 36 clubs in junior carnivals and 29 clubs in masters carnivals

5,407

research and evaluation participants

51% increase from 2022 – 23

43 out of the 57

Club Presidents attended the 2023 Presidents' Program

69% increase from the previous year

72

lifeguards competed in the largest-ever professional pool lifeguard challenge (July 2023)

44,969

total life saving club memberships

3% increase from 2022 – 23



# 7

## People and Skills

"Post-pandemic, we have focused on strengthening connections and enhancing learning experiences. Our team spans all of Victoria, including all age groups and walks of life. Our members bring diverse interests, skills, qualifications, and life experiences, and our primary goal has always been to engage and empower these varied groups."

### EMMA ATKINS

General Manager  
People

## Why this area of focus is important to us:

- 1 Combined with our volunteer life saving clubs, we **bring together a diverse team of people to deliver services under the umbrella of LSV**, including lifesavers, club administrators, paid lifeguards, employees, sport coaches and officials, trainers and educators.
- 2 Our **people span the whole of Victoria, are aged from five to 75-plus years**, and have varying interests, skills, motivations, time commitments, qualifications and life experiences.
- 3 The breadth of activities **our people cover calls for unique and varied skills**, including lifesaving, emergency management, sport, leadership, teaching, governance, business, resilience and people management.

## National and State Officials Scholarships

Officials play a vital role in lifesaving sport, and to ensure officials are trained and supported to continue their officiating progression, Surf Life Saving Australia (SLSA) and LSV offer Officials Scholarships. Several Victorian officials were awarded these in 2023 – 24.

- SLSA Officials Scholarship - for the 2024 Australian Championships: Ben Smith (Ocean Grove SLSC).
- SLSA Officials Scholarship – for the 2024 Australian IRB Championships: Sarah Seddon (Waratah Beach SLSC).
- LSV Officials Scholarship – for the 2024 Australian Championships: Kylie Clark (Point Leo SLSC), Naomi Walters-Patel (Torquay SLSC) and Liam Smith (Mordialloc LSC).

## New Accredited Officials and Coaches

LSV welcomed the continuation of strong numbers of officials and coaches who were newly accredited, reaccredited or upskilled this season.

LSV's total number of accredited officials reached 572 in the 2023 – 24 season, with 97 new officials accredited. Of these, seven upskilled to senior official, and 78 officials undertook reaccreditations.

This season also saw the total number of LSV-accredited coaches reach 154, with 19 new coaches accredited and 22 coaches undertaking reaccreditations.

## Lifesaving Competition Participation Soars

### Lifesaving Carnivals

The 2023 – 24 season saw a total of 6,909 regular carnival entries, an eight per cent increase from last year. There were 1,843 entries for Senior, Junior and Masters State Championship carnivals.

Across the season, there were 28 regular and five State Championship carnivals, with 35 clubs participating in the Senior carnivals, 36 clubs in Junior carnivals, and 29 clubs in Masters carnivals. There was also a slight increase in individual athletes from last year, with a total of 2,692.



### Inflatable Rescue Boat Competition Season

There was a 12 per cent increase in IRB carnival participation from 2022 – 23, with a total of 1,486 entries from 387 unique athletes (an 8 per cent increase in unique athletes from last year). The Victorian IRB Championships were held at Lorne SLSC, and it was the largest carnival on record, with 316 entries.

### Junior Pool Lifesaving Competition Season

Participation in the junior pool season increased by 13 per cent from last year, with 224 entries. The number of unique athletes also increased by 45 per cent, with a total of 146.

### Senior Pool Lifesaving Competition Season

Participation in the senior pool season also increased significantly this season, with 336 entries (168 per cent increase) and 135 unique athletes. One extra senior pool carnival was held in 2023 – 24, which assisted this increase.

## Sport Communication Developments

### First Sports eNewsletter Launched

In January, LSV Aquatic Sports launched its first eNewsletter, The Line Up, which shares upcoming events, key circulars, carnival results, sports stories, athletes and officials, past events and photos with the lifesaving sports community. Issued every two weeks, The Line Up has a current audience of more than 4,600 subscribers and continues to grow.





Wieland Shield Teams 2024

### Team App Alert System

The rejuvenated Sport Carnival Alert access group (previously Team Managers' Alert) was created in February 2024. The new alert group currently has more than 2,000 members and alerts members about time-sensitive carnival and event-related information to help drive entry numbers, safety information and other notable event updates.

### Victoria Retains Prestigious Wieland Shield Trophy

The prestigious Wieland Shield returned to Victorian shores on Australian Day, with two days of fierce surf sports competition between LSV's best athletes and California's lifeguards taking place at Ocean Grove and Anglesea SLSCs.

It was the first time the biennial event has taken place since 2018 (pre-COVID), and it was Victoria who defended its 2018 crown and won the series 84-66.

The event began in 1967, and the winning country retains the stunning

perpetual Wieland Shield trophy, which is made of Victorian red gum wood and displays a badge that represents the state of Victoria and the insignia of the United States Lifesaving Association. Importantly, it showcases the proud and close connection between the two associations for the past five decades.

### Victorian Athletes Shine at National Level

Victorian athletes showcased exceptional talent on the national stage throughout the 2023 – 24 season, securing impressive results across a number of competitions:

- 2nd - 2024 Australian RLSSA Pool Life Saving Championships
- 3rd - 2023 Australian SLISA IRB Championships
- 3rd - 2024 Australian SLISA Ocean Interstate Championships
- 4th - 2023 Australian SLISA Pool Rescue Championships
- 4th - 2024 Australian Surf Rowers League (ASRL) Interstate Championships

### Revamped Preseason Forum Launched

Previously known as Club Conference, LSV's Preseason Forum saw the launch of a brand-new event format at a new external location. Held on 9 September 2023 at the Crown Conference Centre, Melbourne, the Forum brought together more than 400 volunteers from Victorian clubs to network and prepare for the season ahead.

The new venue improved capacity, enabling a greater number of clubs and members to attend, and an increased number of targeted program streams to be delivered. In all, the event was very well-received by members who provided positive feedback.

### Spotlight on Diversity and Inclusion

LSV has launched its inaugural Diversity, Equity and Inclusion panel, which serves as a platform to engage members and will provide a collaborative approach for member development, direction and outcomes focus for all life saving clubs to diversify their membership, program offerings and pathways for member inclusion and participation.

The Diversity, Equity and Inclusion panel aims to make LSV a welcoming and inclusive organisation for everyone in the community. Its objectives include building targeted inclusion initiatives and programs to enhance diversity, equity, and inclusion within life saving clubs, developing and implementing inclusive resources and training, supporting clubs in adopting inclusive practices and policies, and encouraging the use of



CALD students enjoying one of the many beach water safety education excursions delivered this year.

inclusive language and imagery in club communications. Additionally, the panel aims to educate clubs on the benefits of having a diversity and inclusion role on their committee and encourage clubs to celebrate the diversity of their membership and community by participating in relevant significant patrols and/or other inclusion initiatives. It will also support the development of an Diversity and Inclusion Action Plan, develop and promote pathways for minority cohorts, and identify opportunities to raise awareness and educate both clubs and leaders.

## Club Administration Consultation

In response to volunteer feedback about the increasing administrative burden on clubs and members, LSV initiated a Club Administration Consultation from November 2023 to June 2024 to analyse the administrative areas clubs find challenging and seek opportunities to build capacity through training, tools, systems and resources. Participating members included Club Administrators, Surfguard Registrars, Presidents, Secretaries and Treasurers from 48 of our 57 clubs. Data is currently being analysed and will be reported back to clubs with an action plan to be delivered throughout the 2024 – 25 season.

## Club Support Insights and Discussion Series

LSV's new Club Support Insights and Discussion series offers clubs an opportunity to get together online and discuss various specific topics of interest and needs; for example, club leases and land manager relationships, governance, and sponsorship and fundraising. This year, the series attracted 60 participants across three events. Sessions were open to all members and typically attracted club Presidents, Vice Presidents, Secretaries and Treasurers. The series encouraged collaborative solutions to problem-solving, knowledge sharing and networking with experts. Planning is underway to further expand this series in 2024 – 25.

## Recognising Our Volunteers

Forming part of National Volunteer Week, the 2024 Valuing Volunteers Event (VVE) provided an opportunity for LSV to recognise, thank and reward the significant and outstanding contributions volunteers make at a club and state level. This year, more than 90 volunteers representing various departments were recognised at a high tea event for their outstanding contribution to lifesaving.

The VVE was made possible with support from the Victorian Government's Valuing Volunteers Program.

## 2023 Presidents' Program

The Presidents' Program, now in its second year, is an initiative developed by Presidents for Presidents. In October 2023, a working group of six club presidents delivered a one-and-a-half-day residential program at Melbourne Business School, which aimed to build club presidential capability, increase collaborative opportunities, network amongst peers and gain a deeper understanding of the responsibilities of a life saving club President.

Forty-three out of the 57 club Presidents attended the 2023 Presidents' Program. This is a 69 per cent increase from the previous year. The program was met with enthusiasm, and topics covered included the big picture of lifesaving, leadership masterclass, member engagement, governance and governance review insights, mental health research, wellbeing, self-care, and caring for others.

The program was an overall success, achieving an overall 4.8 out of five satisfaction rating, with many presidents expressing that they felt supported and heard and left with a strong sense of collaboration. Notably, 100 per cent of the presidents who completed the survey indicated they would recommend the program to other presidents.



### Things we plan to advance

**In alignment with our 2021 – 25 Strategic Plan to refresh our approach to the recognition and promotion of our people, make processes easier and more efficient for our people, and continue developing our capacity for supporting holistic wellbeing of our people, we are actively pursuing several initiatives to drive our progress, including:**

- ▶ Implementing the recommendations from the club administration consultation.
- ▶ Implementing club insights dashboards to assist in the identification of clubs thriving or requiring additional support.
- ▶ Expanding the Club Support Insights and Discussion series.
- ▶ Trialling live streaming for LSV Sports marquee events in the 2024 –25 season.
- ▶ Developing LSV's first Sport Strategy that outlines a clear direction for the sport and participation.
- ▶ Establishing an inclusion action plan and a diversity, equity and inclusion framework.
- ▶ Introducing an A2 nipper flipbook to support age managers in enhancing the training and education they can provide to our nippers on the beach.

# 8

## Relationships and Partnerships

"LSV was excited to announce the formation of a range of new commercial alliances, enhancing our impact and fostering growth opportunities. We're proud to have provided crucial support to all of our valued partners during the reporting period."

### RYAN O'CONNOR

General Manager  
Sports Participation



### Why this area of focus is important to us:

- 1 Being a lean organisation relative to the breadth and scope of our activities, we **rely heavily on relationships and partnerships** to deliver our services.
- 2 The entities we engage span from microenterprises, which operate under our training umbrella as franchisees, to entire sectors **such as emergency management organisations, local government, education, sport and the aquatic and recreation industries**.
- 3 The sheer volume of connections we need to source and maintain to deliver our services **requires us to be appropriately resourced, and efficient and effective to partner and collaborate**.

## LSVComms Centre Redeployed

With essential building infrastructure work taking place at LSV during the busy summer period, the LSVComms centre was successfully relocated to a temporary site. Thanks to the Victoria State Emergency Service, which provided space at its command centre, the communications team was able to maintain full services without interruption.

## Delivering Lifesaving Skills and Training to the Victorian Water Police

LSV successfully delivered a tailored Bronze Medallion course to a unique Small Boat Team within Victoria Water Police. The course was held at Portsea SLSC and ran across four weekdays. LSV was engaged for their expertise in surf zone training and water safety, and the objective was to provide specific training to police who operate within the surf zone.

Key outcomes included understanding the surf zone, self-rescuing principals, conducting a rescue of a colleague, and conducting a rescue of a member of the public.

A team of volunteer trainers, guided by a lead facilitator, successfully delivered this program to 12 members of the Small Boat Team who completed the Bronze Medallion course.

## Bushfire Readiness Planning

LSV has developed Bushfire and Fire Response Guidelines to identify Victorian life saving clubs and other work locations that may be at risk due to bushfire events and ensure that personnel have appropriate fire safety knowledge, education and bushfire plans in place to mitigate this risk.

The Guidelines are for all LSV staff, contractors, members, volunteers, and visitors working at LSV-managed workplaces and any other locations where activities are managed by LSV representatives or on behalf of LSV.

In the event of a bushfire, significant bushfire threat or a catastrophic fire



danger declaration being issued, the Guidelines promote and provide safe work practices for personnel, including preparation of bushfire plans for at-risk clubs, guidance to personnel on service delivery and leave entitlements, determining the services that will be affected, and documenting what services will be modified or suspended.

## Ready to Lead Program Reaches Largest Cohort

LSV's Ready to Lead program, a multiagency program that aims to recognise the impact participants have as female leaders, reached its largest cohort of participants this year with 64 women from across lifesaving, the aquatics industry, Country Fire Authority, State Emergency Service, Fire Rescue Victoria and Ambulance Victoria. The 2024 program also saw the introduction of four participants from Surf Life Saving Tasmania.

## Together More Active Funding

Funding provided by Sport and Recreation Victoria's Together More Active grants program has allowed LSV to place greater focus and concentrated

effort on Starfish Nippers, with the roll-out of awareness training and the inaugural post-season Starfish Nippers Forum. This resulted in a record number of 164 Starfish Nippers participating across 18 of our Victorian clubs.

Starfish Nippers is a program designed for children and young adults with disability aged six years and older to participate in nippers to gain beach safety and water safety awareness skills.

## Support for Aquatic Sports

Renowned lifesaving brands Engine and Infront Surfcraft have provided considerable support for our state teams, state championship events, and High Performance and Winter Development programs. Their contributions, level of care and support for our programs and members allow aquatics sports in Victoria to thrive.

Of particular note is the long-standing partnership that continues to grow between Warrnambool City Council and Warrnambool SLSC. This season, LSV's partnership with them resulted in the delivery of an outstanding Junior State Championship event—a great example of local community partnerships at work.

## Ongoing Partnership with Emergency Management Victoria

LSV continues to work closely with Emergency Management Victoria (EMV) across key initiatives. This year, LSV presented water safety and drowning prevention presentations to the eight regional EMV committees on how we might better assess drowning risk throughout our communities by including drowning prevention and water safety in emergency management planning.

LSV also collaborated with EMV to coauthor a paper at the World Conference on Drowning Prevention (WCDP), which was presented to an international audience of drowning prevention delegates by the Chief Executive Officer of EMV.

LSV supports the ongoing provision of subject matter expertise to EMV,

supporting the Victorian Water Safety Taskforce and the government's response to the Inspector-General for Emergency Management (IGEM) review.

## Record Research Outreach at World Conference on Drowning Prevention 2023

The World Conference on Drowning Prevention 2023 brought together 750 experts in drowning prevention, lifesaving and water safety from 50 countries in December 2023 in Perth, Western Australia, to focus on shaping a global strategy and mobilising for action to address the critical issue of drowning prevention.

LSV had 15 representatives who participated as attendees, presenters, session chairs, and pre-event abstract reviewers, highlighting the organisation's expertise and commitment to water

safety and drowning prevention on a global scale.

LSV presented a record 18 abstracts at the conference, which included primarily oral presentations as well as poster presentations. In addition, there was one workshop presentation and one workshop facilitation.

Attendees were able to grasp the latest advancements, challenges, and opportunities in drowning prevention, and actively exchange knowledge, establish networks, and form partnerships. Participants now intend to translate insights into actionable initiatives, fostering collective efforts towards effective drowning prevention strategies for LSV and our stakeholders.



### Things we plan to advance

**In alignment with our strategic plan to develop new relationships and partnerships, develop measures to assess partner satisfaction, and enhance our regional presence and capability, we are actively pursuing several projects to drive our progress, including:**

- ▶ Integrating drowning prevention planning into the realm of public safety considerations for those agencies managing land and waterways.

# 9

## Governance and Business Functions

"Effective governance relies heavily on good financial management, especially in a constantly changing environment. With a solid financial strategy guiding our decisions, we were able to align with our core objectives and promote sustainable success."

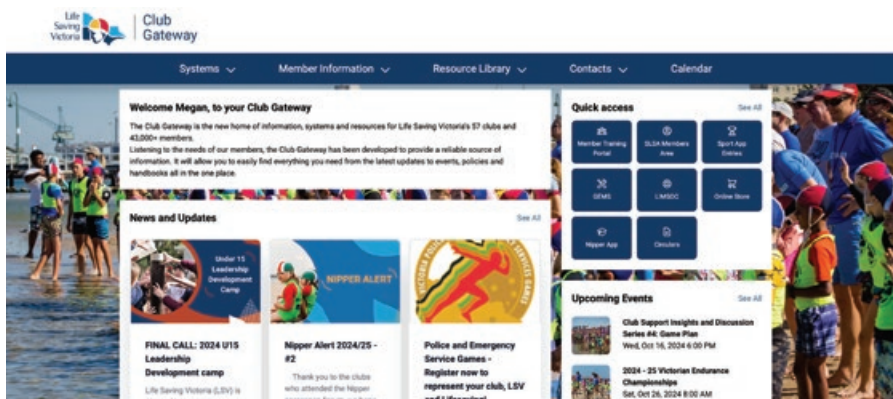
**JAMES CARDONA**

General Manager  
Corporate Services



### Why this area of focus is important to us:

- 1 Combined with our people, LSV's **governance and business functions are fundamental** to our existence and operations.
- 2 LSV is a complex, multifaceted business that requires **robust support systems, leadership, governance, and infrastructure** to enable the delivery of our broad range of services and programs.
- 3 The extensive variety of our activities, combined with our predominantly volunteer and casual workforce, means we need to develop and maintain accessible, streamlined systems and practices to ensure **quality and timely delivery of our services**.



## LSV Club Gateway Updates

Since LSV's Club Gateway (an online central hub for all club and member information) was launched last year, a number of additions have been made to the portal including:

- A sponsorship guide.
- A centralised calendar of statewide activities and events.
- A club website development guide.
- Membership processing guides.
- Access to LSV retail.
- A volunteer recognition toolkit.
- New committee member onboarding resources.
- An important search function so members can find what they need as efficiently as possible.

## Improving Finance Efficiency

LSV's finance team has identified the need for an automated expense management system to streamline the way internal invoices, credit card expenses and expense claims are allocated and approved. ProSpend has been selected as the system to deliver this solution, and the team is currently planning to implement the new system in quarter 1 of 2024 – 25.

## LSV Governance Review Project

In November 2022, the LSV Board resolved to conduct a holistic review of LSV's governance arrangements. Subsequently, it appointed Sports Integrity and Governance Partners (SIGPA) to undertake the review to help LSV achieve its goals aligned with the changing nature of volunteering, community expectations, and compliance with statutory requirements.

In December 2023, SIGPA's independent final report, including 15 recommendations, was published. In January 2024, the LSV Board held a dedicated workshop to consider the independent governance review final report and respond to its 15 recommendations. Subsequently, the Board committed to the creation of a Future Governance Working Group, which includes diverse stakeholders who are representative of the broader organisation.



Recommendations



Board's Response

## Delivering Governance Training

LSV has continued to deliver governance training workshops to clubs and committee members around the state. The Governance Induction is an online self-directed governance training module designed for club directors and committee members, and this year, 53 participants completed the training.

Encouragingly, about 100 additional participants have also taken part in Governance 101 workshops with LSV's general counsel at the Preseason Forum, Presidents' Program and the Club Insights and Discussion series this year.

## Communication Enhancements

### LSV's Lifesaving Incident Management System and Operations Console (LIMSOC) Field View Implementation

LIMSOC Field View was successfully implemented statewide for all state officers, along with the new user interface for the LSVComms team. These enhancements support LSV's

statewide response capabilities. Field View is designed to support all LSV state and area offices in performing their duties while in the field. It allows officers to gain access to all the core information within LIMSOC from any device and feed critical information back into the system.

Before this release, officers had access to an extremely limited read-only view of LIMSOC, and this improvement enables them to see all incidents, detailed information on the units in their area, operational statistics and reporting functions.

## Geographic Information System Database Upgrade

LIMSOC also received a Geographic Information System (GIS) database upgrade, which supports enhanced geospatial features for statistical reporting and operational response.

## Improving Nipper Safety

This season also saw the introduction of LIMSOC to the nipper environment, which provides LSV with a holistic view of all nipper programs, operations and services happening across the state at any given time and day. With greater visibility on nipper activities across the state, the system is designed to lower risk and improve nipper safety.

## Development of Skills Maintenance App

LSV has developed a new Skills Maintenance app that will be rolled out in the 2024 – 25 season. This will create significant efficiencies by eliminating the need for Area Training and Assessment Officers to process skills maintenance cards and will ensure proficiencies are up to date in a timely manner.

## Digitisation of Volunteer Training Manuals

LSV has digitised the Volunteer Training Manuals to reduce the risk of out-of-date information circulating within the trainer and assessor cohort, which has flow-on positive environmental impacts through significant reduction in printing.

## Updates to Member Training Portal

Several key updates were implemented to the Member Training Portal, improving member usability and integration, including:

- Hosting member leadership and development, nippers and LSV induction eLearning in one place.
- Hosting professional development eLearning for trainers and assessors to keep current within the industry standards.
- Transitioning all sports courses across from Surf Life Saving Australia's members portal.
- Introducing picture tiles to clearly identify eLearning activities on the portal.
- Introducing concurrent health unit courses that allow a trainer to offer a Cardiopulmonary Resuscitation course alongside a First Aid or Advanced Resuscitation course. This approach enhances both the effectiveness and efficiency of training for volunteers.
- Developing new Training Officer Course Content that has been created to align with the release of the updated skillset. These materials will now be delivered in a blended format, reducing candidates' overall class time.

## SLSA Zero Positive Program

The SLSA Zero Positive Program, which includes Victoria's Point Leo SLSC, is part of SLSA's Innovation Fund Project Three. This initiative aims to measure the organisation's SCOPE 2 energy consumption, reduce its carbon footprint, and promote sustainable practices.

With a \$50,000 donation received by the Surf Life Saving Foundation for the carbon emission reduction project, Phase One of the pilot program commenced with two clubs – namely Point Leo and North Bondi SLSCs. Phase Two of the project will begin once additional funding is secured.

The primary objective of the program is to educate and measure CO2 emissions in nine selected clubs, aiming to lead them towards net-zero emissions. The pilot program will be implemented in two stages across New South Wales, Victoria, and Queensland. Phase One involves North Bondi SLSC (NSW) and Point Leo SLSC (VIC), and Phase Two will expand to seven additional clubs across the three states.

## Supply Chain Initiatives

LSV's Supply Chain team implemented a number of initiatives throughout 2023 – 24, including:

- Repurposing staff and beach lifeguard uniforms using a retail web system that encourages the reuse of used uniforms before buying new ones.
- Engaging third-party supplier Shred-X to shred club and staff materials and repurpose these items.
- Developing a policy for vehicles, ensuring they are fit-for-purpose and considering engine emissions.
- Reducing the frequency of long-haul journeys by utilising larger vehicles.
- Cross-utilising sites to reduce emissions and decrease the need to engage third-party freight companies.
- Utilising public transport (ferry pass) where possible to reduce time in vehicles for delivery.
- Recycling packaging used in retail distribution orders.
- Supporting the statewide rescue water craft (RWC) service with their on-call service, resulting in minimal downtime of RWCs and a maintained fleet.
- Collecting any unused candidate resource kits that clubs used to deliver training courses and reissuing them on another course.



### Things we plan to advance

**In alignment with our strategic plan to develop internal control and assurance frameworks, refine our capacity planning models, and improve communication, planning and coordination between functions, we are actively pursuing several initiatives to drive our progress, including:**

- ▶ Implementing the LSV Governance Review project.
- ▶ Reintroducing LSV's Governance Scholarship program.
- ▶ Developing a more detailed understanding of coronial recommendations that have been made in the past 10 years and the effects of these recommendations on water safety and drowning prevention efforts in Victoria.

# Honours and Awards

LSV Awards  
of Excellence  
2024



LSV's annual Awards of Excellence evening celebrated the best in Victorian lifesaving, by recognising the outstanding achievements and contributions of lifesaving volunteers, members and those working across the aquatic industry.

LSV volunteers, staff, aquatic industry colleagues and sponsors came together to celebrate this year's achievements at the Sofitel, Melbourne on Saturday 10 August 2024.

## Major Awards

**Beaurepaire Shield for Club of the Year, supported by Marsh**  
Mentone LSC

**John Wishart Memorial Medal for Lifesaver of the Year**  
Mark Scotland, Fairhaven SLSC

**Graeme Long Memorial Medal for Volunteer of the Year**  
Sam Dwyer, Hampton LSC

**Outstanding Achievement of the Year, supported by Brande**  
Community First Responder "Call, Push, Shock", Anglesea SLSC

**Dr Nigel Taylor ESM Innovation Award**  
Lifesaving Search and Rescue Camp, Inverloch SLSC

**Janet Jones OAM Inclusion Award**  
Holly Foster, Inverloch SLSC

**Rescue of the Year**  
Forrest Caves, Rescue 24 January 2024, Woolamai Beach SLSC and Bass RWC service



Mentone LSC



Mark Scotland



Sam Dwyer

## Membership and Leadership Development Awards



**Athlete of the Year (14 to 17 years)**  
**Official of the Year**

### **Mike Martin AM Championship Junior Lifesaver Awards**

Lucia Hetherington, Hampton LSC

### **Nipper Program of the Year**

Lorne Nippers Program, Lorne SLSC

### **Nipper Program Volunteer of the Year**

Katherine Simnett, Inverloch SLSC

### **Community Education Award**

Afghan CALD Day, Brighton LSC

## Aquatic Sports Awards

### **Fred Westfield Medal**

Kahsia Lockwood, Mentone LSC

### **Maurie Rayner Scholarship**

Mia Cook, Warrnambool SLSC

### **Official of the Year**

Kylie Clark, Point Leo SLSC

### **Emerging Official of the Year**

Liam Smith, Mordialloc LSC and Sarah Pinkerton, Mentone LSC

### **Coach of the Year**

Tim Watson, Jan Juc SLSC

### **Victorian Championships points score winner**

Mordialloc LSC

### **Team of the Year (U14 and 15)**

South Melbourne LSC Starfish U15 R&R  
Aurora McBride, Katherine Hargest, Lexi Lamrock, Millie Andrich, Silvana Mandile

### **Team of the Year (U17 to Open)**

U19 Female Obstacle Relay Team, Mordialloc LSC  
Bella Murchie, Jemma Holt, Paige Holt, Tullulah Rush



**Nipper Program Volunteer of the Year**

### **Team of the Year (Masters)**

South Melbourne LSC IRB Team  
Gordon Porter and Steven Johnson

### **Athlete of the Year (14 to 17 years)**

Milla Clark, Point Leo SLSC

### **Athlete of the Year (U17 to U19)**

Jemma Holt, Mordialloc LSC

### **Athlete of the Year (Open)**

Cameron Bladen, Mordialloc LSC

### **Athlete of the Year (Masters)**

Samantha Barrow, Mordialloc LSC

## Education, Training and Industry Engagement Awards

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

Kerrie Coey

### **LSV Public Training & Pool Safety Service Member of the Year**

Kay Nichols

### **LSV Public Training & Pool Safety Licensee of the Year**

Brimbank City Council

### **LSV Swim and Survive Partner of the Year**

Stawell Sports and Aquatic Centre

### **Education Instructor of the Year**

Bonnie Dickie

### **Aquatics and Recreation Victoria – Pool Lifeguard of the Year (supported by LSV)**

Kirra McCague, Aquarena Aquatic and Leisure Centre

### **Aquatics and Recreation Victoria – Watch Around Water Facility of the Year (supported by LSV)**

AquaPulse, Western Leisure Services

### **Aquatics and Recreation Victoria – Sir Frank Beaurepaire Award (most outstanding contribution to the Aquatic Industry)**

Brett Diprose, Associate Principal, Warren and Mahoney

## Volunteer Training and Assessment Awards

### **Volunteer Assessor of the Year**

Jessica Woodward, Lakes Entrance SLS

### **Volunteer Trainer of the Year**

Liam Smith, Mordialloc LSC

## Council of Life Saving Club Awards

### **Administrator of the Year, supported by Marsh**

Alison Wyatt, Black Rock LSC



**LSV Swim and Survive Partner of the Year**



**Beach Lifeguard of the Year, supported by Armstrong Flooring**

## Lifesaving Operations Awards

### Beach Lifeguard of the Year, supported by Armstrong Flooring

Finn Dripps, Jan Juc SLSC

### Youth Lifesaver of the Year (18 to 21)

Eden McMillan, Lakes Entrance SLS

### Junior Youth Lifesaver of the Year (14 to 17)

Joseph Hetherington, Hampton LSC

## Commendation

Mildura LSC

Howard Fuller, Lorne SLSC

Amenah McDonald, Ocean Grove SLSC

## President's Certificate

Jeremy Dalli, Anglesea SLSC

Kidsafe

Matt Montemurro, Marine Mammal Foundation

Ready to Lead Program – LSV Women in Lifesaving

Men's Health Initiative, Warrnambool SLSC

## LSV Life Membership

Phillip Hughes, Point Lonsdale SLSC

Stuart MacKinnon, Half Moon Bay SLSC

## Commonwealth Awards

### Royal Life Saving Society – Australia

2024 King Edward VII Cup

Dr W Clive Patrickson

### Australia Day Honours

Emergency Service Medal

Mr Graeme Hurrell ESM, Woodside

SLSC

### King's Birthday Honours

Emergency Service Medal

Mr Joseph Watt ESM, Gunnamatta

SLSC

Mr David McKenzie ESM, Port Campbell

SLSC

Ms Georgie Wettenhall ESM, Woolamai

SLSC

### Surf Life Saving Australia Service Awards

National Medals

#### 1st clasp 25 years

Michael Bell, Frankston LSC

Jason O'Shannessy, Gunnamatta SLSC

#### 15 years

Simon Knight, Portsea SLSC

Mark Legg, Cape Paterson SLSC

Dianne Montalto ESM, Edithvale LSC

Michael Peel, Bancoora SLSC

Benjamin Rooks, Carrum LSC

Michael Bell, Frankston LSC

Alex Buckley, Fairhaven SLSC

Warren Clarke, Point Leo SLSC

Craig Farmer, Frankston LSC

Tim Hart, Portsea SLSC

Darcy Manks, Cape Paterson SLSC

Craig Stoodley, Frankston LSC

Daniel Burgess, Williamstown S&LSC

## External Awards

### 2023 Westfield, Local Heroes Award

Matt Montemurro, Marine Mammal Foundation

### 2024 Public Health Association Australian, Health Promotion Special Interest Group Early Career Award (Research)

Dr Hannah Calverley PhD, LSV

### 2024 Emergency Service Foundation, International Women's Day Diversity and Inclusion Award

Sam Dwyer, Hampton LSC and Membership & Leadership Development Council

### 2024 International Women's Day Breakfast, Recognising Female Trailblazers

Catherine McCraith, Angela Malan and Nancy Joseph.



LSV Life Membership



President's Certificate

# Council Executives

## Aquatic Education and Industry Engagement Council

**Kara Monaghan**  
Director

**John Summers**  
Chair

**Fiona Preston**  
Council Representative

**Barry Harrison**  
Council Representative

**Katherine Thom**  
Council Member

## Aquatic Sports Council

**Aaron Green**  
Director

**Tamara Brawn**  
Chair (ceased 24/10/2023)

**Karl Russell**  
Chair (effective 24/10/2023)

**Philip Mawkes**  
Council Representative  
(ceased 12/08/2023)

**Tamara Brawn**  
Council Representative  
(effective 28/01/2024)

**David Laws**  
Chief Referee

**Kylie Clark**  
Junior Referee

**James Carew**  
IRB Competition Coordinator

**Jonathan Holt**  
Aquatic Sports Development Coordinator

**Joanne Teagle**  
Pool Competition Coordinator

**Brent Enticott**  
Board and Ski Representative

**Kate Walker**  
Beach Representative  
(effective 28/01/2024)

**Vacant**  
Swim Representative

**Dinah Boswell ESM**  
Lifesaving Events and Resuscitation  
Coordinator (effective 12/08/2023)

**Barry Hill**  
Surf Boat Representative – VSRL

## Council of Life Saving Clubs

**Adam Alsbury**  
Director

**Craig Watson**  
Director

**Ian Fullagar**  
Chair

**Michelle Morris**  
Council Representative  
(ceased 12/08/2023)

**Sam Dimopoulos**  
Council Representative (effective  
27/09/2023 – ceased 15/05/2024)

**David Pavia**  
Council Representative  
(effective 19/06/2024)

**David Marsh**  
Council Representative

## Lifesaving Operations Council

**Kane Treloar**  
Director

**Katrina Antony**  
Director

**Vincent Sheehan**  
Chair

**Simon Wilson**  
Council Representative

**Nicholas Giblin**  
Council Representative  
(effective 12/08/2023)

**Peter McDonell**  
Lifesaving Services Representative  
(effective 12/08/2023)

**Alexander Walton**  
Lifesaving Services Representative  
(effective 12/08/2023)

**Grace Lightfoot**  
State Emergency Management Officer

**Davina Jackson**  
State Training and Resource Officer

**James Quine**  
Training Strategy and Communication  
Officer

**Jenna Rose Sheehan**  
State Resource Research and  
Development Officer

**Catherine Paulsen**  
State Training and Assessment  
Supervisor

**James Quine**  
State Lifesaving Communications Officer  
(effective 12/08/2023)

**Flynn Thompson**  
State Powercraft Officer (effective  
12/08/2023)

**Peter McDonnell**  
State Service Efficiency and Standards  
Officer (effective 12/08/2023)

**Ashley Baxter**  
State Gear and Equipment Officer  
(effective 12/08/2023)

Area Training and  
Assessment Officers

**Jameson Trainor**  
Training and Assessment Officer  
– Bass

**Mark Pratt**  
Training and Assessment Officer  
– Bayside

**Phillip Hughes**  
Training and Assessment Officer  
– Geelong

**Joshua Smith**  
Training and Assessment Officer  
– Gippsland

**Craig Stoodley**  
Training and Assessment Officer  
– Kingston

**Alexandra Fletcher**  
Training and Assessment Officer  
– Otway

**Andrew Kiss**  
Training and Assessment Officer  
– Peninsula (effective 9/10/2023)

**Sebastian Phoenix**  
Training and Assessment Officer  
– Port Phillip

**Julia Clarke**  
Training and Assessment Officer  
– Surf Coast

**Darryl Peterson**  
Training and Assessment Officer  
– Western

Area Lifesaving  
Operations Officers

**Sarah Seddon**

Lifesaving Operations Officer – Bass

**Alex Walton**

Lifesaving Operations Officer – Bayside

**Nicholas Giblin**

Lifesaving Operations Officer – Geelong

**Murray Colvin**

Lifesaving Operations Officer –  
Gippsland

**Darren McLeod**

Lifesaving Operations Officer – Kingston

**Calden Lyons**

Lifesaving Operations Officer – Otway

**Jack White**

Lifesaving Operations Officer  
– Peninsula

**Nicholas Vouk**

Lifesaving Operations Officer  
– Port Phillip

**Alex Buckley**

Lifesaving Operations Officer  
– Surf Coast

**Josephine McDowall**

Lifesaving Operations Officer  
– Western

**Membership and Leadership  
Development Council**

**Rebecca Schot-Guppy**

Director

**Robyn Kaye**

Chair

**Samuel Marcus**

Council Representative

**Jessica Sincock**

Senior Development Programs  
Coordinator

**Tarryn Thom**

Junior Development Programs  
Coordinator

**Veronica Treloar**

Diversity and Inclusion Coordinator  
(ceased 22/02/2024)

**Sam Dwyer**

Masters Development Programs  
Coordinator (effective 12/08/2023)

**Charles Tuchtan**

Member Activities Coordinator

**Steven Jewson**

Junior Activities Coordinator  
(effective 12/08/2023)

**Vacant**

Women in Lifesaving Coordinator

# Committees

## Finance, Risk and Audit Committee

**Shane Dunne** (Chair) (ceased  
01/02/2024)

**Tony Walker** ASM (Chair) (effective  
17/04/2024)

**Simone Bohan** (ceased 26/03/2024)

**Sam Dimopoulos** (effective 15/04/2024)

**Liza Gelt**

**Jude Lau** (effective 15/04/2024)

**Emma Olivier** (ceased 27/02/2024)

**Donna Watt** (ceased 26/03/2024)

**Alex Buckley** (effective 15/04/2024)

**Ashley Wolff**

## Governance Committee

**Liza Gelt** (Chair)

**Kara Monaghan**

**Angela Malan**

**Anthony Neal**

**Rachael Rylance**

**Vincent Sheehan**

## Grievance and Judiciary Committee

**Tom Mollenkopf** AO (Chair) (LSV  
Complaints Manager)

**Tamara Brawn**

**Graeme Eddiehausen**

**Allan Holmes** OAM

**Catherine McCraith**

**Neil Morarty** OAM

**Bridget Pardy**

**Richard Symon**

## Honours and Awards Committee

**Katrina Antony** (Chair)

**Warren Clarke**

**Frances Evans** OAM

**Anne-Maree Gardiner** AM

**David Stogdale**

**Angela Malan**

**Catherine Tisdale**

**Nicholas Foon** (ceased 01/05/2024)

**Jessica Robinson**

## Future Governance Working Group (effective 22/04/2024)

**Rebecca Schot-Guppy** (Co-Chair)

**Craig Watson** (Co-Chair)

**Barry Harrison**

**Nicholas Giblin**

**Sam Dwyer**

**Samuel Marcus**

**Lyndie Freestone**

**Alison Porter**

**Josephine McDowall**

**Simon Wilson**

**Tom Mollenkopf** AO

**Kevin Larkins**

**Michael Kennedy** OAM

**Clive Patrickson**

**Tamara Brawn**

**Michael Martin** AM

## Facility Development Advisors

**David Schultz**

**Ray Webb**

Please refer to page 8 for  
subcommittees.

## Executive Management Team

Chief Executive Officer

**Catherine Greaves**

Executive Advisor

**Paul Shannon**

General Manager – Corporate Services

**James Cardona**

General Manager – Governance, Club  
Support and Education

**Kate Simpson**

General Manager – Health Promotion  
and Communications

**Assoc Prof Bernadette Matthews**

General Manager – Lifesaving Services

**Liam Krige**

General Manager – People

**Emma Atkins**

General Manager – Sports  
Participation

**Ryan O'Connor**

General Manager – Training and  
Aquatic Industry

**Andy Dennis**

# 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 ESM  
W D Boulton  
B H Bowman  
R K Boyce  
H Brereton  
H F Brockhoff  
M M Brodie  
W Brodie  
K Brooks  
A S Buchanan  
Q L Burke  
J Burrowes OAM

## C

W Cartwright  
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 OAM  
J Evans  
W Everard

## F

J Farmer  
N H Farmer AM 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 AM  
J B Heily  
A Hodder  
K R Hodgson  
J A Hogan  
A M Holmes OAM  
N A Hood ESM  
D R Hopkins  
M J Horne  
S L Horton  
P Hughes  
W M Hull  
F A Hunting  
G C Hurrell  
R J Hussey  
R Hutchings

## I

F Inness  
S Ivey

## 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  
P Lunny ESM  
C R Lyne AM

## M

S Mackinnon  
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 ESM  
J G Meehan  
O G Merritt  
J H Millett  
R Millett MBE  
R A Mitchell OAM  
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 Naphine  
R Neate  
H A Norris  
G Nutbean

## O

H O'Connor  
J Olson  
R J O'Brien  
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 AFSM  
N Rose  
A Rosen

## S

M R Scott ESM  
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 ESM  
S R Tannahill  
B Tayler  
P F Taylor OAM  
L R Thomas  
M H Thompson OAM  
L H S Thompson AO CMG  
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

## Y

B J Young



# Supporters

## Government



## National Organisations



## Major National Sponsors



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## LSV VALUES

### PEOPLE

We put PEOPLE at the centre of everything we do

### COURAGE

We have the COURAGE to act

### COMMUNITY

We are a united COMMUNITY

### TRUST

We are TRUSTED in our water safety programs and practices

### RESPECT

We RESPECT our organisation, environments and communities

**LIFE SAVING VICTORIA** ABN 21 102 927 364  
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