



Life Saving Victoria Annual Report 2019-20



#InThisTogether



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MISSION

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

VISION

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

Front Cover:

This year's cover images represent the unique challenges of 2019-20, including bushfires and a global pandemic; the impacts of these on the Victorian lifesaving and aquatic communities, including service modifications and facility shutdowns; and the theme of technology being a key response to connect with our communities while staying apart.

Photo credit for lifeguard image: Geelong Advertiser.

PRESIDENT'S REPORT

The 2019-20 season was an unusual one with beach closures due to bushfires and poor air quality, followed by COVID-19, which also meant an early end to the patrol season.

Despite these hindrances, our lifesavers and lifeguards still performed a solid 475 rescues and 2,339 first aid applications during the season. Showcasing the strength of our movement, volunteer membership reached record numbers, increasing to more than

7%
increase in
membership,
up from 35,383
to 38,123

38,000. This was up from slightly more than 35,000 the previous year, representing a seven per cent increase. The long-term member acquisition strategies of many clubs really came into fruition this year.

Our aquatic industry has been extremely hard hit by the COVID-19 restrictions with

long-term closures of public swimming pools and many children missing out on swimming lessons.

Despite the hardships, I was proud to see LSV develop so many great initiatives to inspire and connect with the aquatic industry throughout the year. This included the annual Pool Safety Summit, and Water Safety Week and Beyond events, Blue Connections and the innovative Aquatic Fitness and Recreation Industry (AFAR) Professional Development series.

These successful initiatives saw impressive attendance figures, including 230 participants for our Pool Safety Summit, 290 for our face-to-face pool safety technical workshops, and 5,501 for the AFAR series. Our delivery of training qualifications also continued with innovative online versions. I thank the hard work of those delivering these programs for their willingness to adapt to an online environment.

For our athletes and the hundreds of volunteers who enjoy participating behind-the-scenes at aquatic sports events, COVID-19 also dealt a hard blow with many cancellations of events, including the Youth/Senior Victorian State Championships, and inflatable rescue boat and pool competitions.

Similarly, the Valuing Volunteers evening was also postponed and later cancelled. During this time, LSV reached out to clubs and members frequently to offer support, as well as online sessions relating to mental health, and virtual aquatic sports programs and training.

From nippers practicing dolphin dives under cushions thanks to Nippers @Home, to officials learning new skills online, our members embraced the preparation for the upcoming season in ways they didn't expect.



While it's been an unusual year, it has also been a year during which I was immensely proud of the way the lifesaving community came together in support of other emergency service agencies as the

While it's been an unusual year, it has also been a year during which I was immensely proud of the way the lifesaving community came together.

impact of devastating bushfires ravaged Eastern Victoria, as well as in support of Mallacoota Surf Life Saving Club, which was severely impacted by the fires, with supplies and offers to help.

As the club's president Simon Berry said at the time, "If there's a silver lining, it's the support the lifesaving community has shown us; we're massively grateful."

I recognise the numerous volunteer LSV members who continue to respond and assist other emergency services in the battle against COVID-19, undertaking tasks not normally completed by our lifesavers, as part of LSV's responsibilities under the State Health Emergency Response Plan (SHERP).

Our employees, executive staff, Board, committees and the many volunteers and members of this great organisation have worked tirelessly to achieve so many things. In doing so, we have continued to deliver on our important mission to prevent aquatic related death and injury in all Victorian communities, within a completely changed environment. This is a testament to the overall strength and fortitude of LSV.

It's my hope that the inconvenience of COVID-19 restrictions will be forgotten quicker than the silver lining of 2019-20 – a reminder of the support and resilience shown by members and the aquatic industry, as well as how grateful we can be to have had the lifesaving community to lean on during this year.

Yours in lifesaving,

Paul James ASM
President

CEO'S OVERVIEW

How would you summarise 2019-20?

The 2019-20 season was marred by bushfires, poor air quality and a global pandemic. It was challenging for everyone and it has caused us to rethink how we deliver all of our training, services, programs and public messaging.

It was also a time when our lifesavers drew on their resilience and skills to help each other, the communities they serve and other emergency service agencies – whether coming together to raise funds and donate supplies and equipment to Mallacoota Surf Life Saving Club, transporting supplies to bushfire-hit regions using the Westpac Lifesaver Rescue Helicopter, monitoring beach access issues with the Westpac Life Saver Rescue Drones, or adapting events, training and meetings into virtual alternatives to stay connected.

The LSV response to COVID-19 needed to be innovative, especially in the use of technology, and included developing the Water Safety @Home resources and the online sessions to keep members, the aquatic industry, children, parents and teachers involved and connected.

COVID-19 RESPONSE

Water Safety @Home resources and online sessions to keep members, the aquatic industry, children, parents and teachers involved and connected.

As examples of the @Home series we had iterations including swimming, nippers, first aid for kids and CPR for kids. Similarly, new public training @Home and webinar courses enabled CPR and First Aid training to continue during activity restrictions, and face-to-face water safety programs for multicultural communities were also adapted to be delivered online.

In the public messaging, aquatic industry and member support space, we delivered online

versions of the new Aquatic, Fitness and Recreation (AFAR) professional development series, regular member personal development and welfare sessions and even the first digital version of the LSV Awards of Excellence. I am certain that many of these current technological necessities will be continued in some form in a post COVID world.

Somewhat ironically, it was also a time to recognise and celebrate 20 years of face-to-face and hands on delivery of one of our oldest programs, the Open Water Learning Experience. Over the years this program has been delivered to 300,000 students and more importantly from regular evaluations, has a 100 per cent positive recommendation from teachers.

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

LSV led the Play it Safe by the Water committee for the 21st year. This group includes 20 aquatic agencies which come together to provide input for drowning prevention initiatives, including the comprehensive summer media campaigns "Think before you Zinc" and "Know the conditions. Know your limits".

We were also a facilitator of the Victorian Government's Water Safety Round Table. This initiative aimed to develop strategies to tackle the record-breaking drowning numbers of the previous season.

We also continued our partnership with Royal Life Saving Australia and the Federal Government to deliver the Respect the River campaign and increase awareness of water safety around inland waterways. To reach participants located further from the coast, we also introduced Bush Nippers pilot programs in three inland Victorian locations.

The Surf Coast Water Safety campaign was launched in November with local businesses urged to sign up as water safety ambassadors to

address this coastal drowning black spot. This successful campaign will provide an important model as we seek to repeat the initiative in other black spot drowning areas in the future.

An online swimming and water safety toolkit was relaunched this year, offering easier navigation to support schools, swim schools and the community to deliver high quality school swimming and water safety education, as required by the Victorian Curriculum.

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

While swimming pools in Victoria were shut down, LSV's Pool Safety team mobilised key industry partners to deliver the Aquatic, Fitness and Recreation Professional Development series. Another key addition to our training course offerings this year is the inclusion of LSV's swim teacher qualifications.

We launched the SwimSafe public safety campaign, representing an attempt to make public pools safer for higher-risk swimmers. The recommendations of the campaign have now been implemented at more than 75 public pools across Victoria. The project was also nominated for the Parks and Leisure Australia Research Project Award.

For a better understanding of the Victorian public pool landscape, LSV and Aquatics and Recreation Victoria collaborated for a second year on the State of the Sector Report. This report aims to enable improved analysis and evaluation to support of water safety decision making for aquatic facilities.

How is LSV contributing in the emergency services sector?

Lifesavers were called upon to help the Australian Defence Force (ADF) with the supply of digital radios and associated support during the devastating bushfire season. We also signed working agreements with Ambulance Victoria, and provided additional support to other agencies during the bushfires and into the recovery period.

It was also the year we introduced the Westpac Lifesaver Rescue Helicopter's new winch. This capability enables a significantly more flexible approach to rescue scenarios in which the helicopter is involved.

I'm also proud to announce that five of our multicultural, aquatic role model graduates entered training and employment with Ambulance Victoria as Ambulance Community Officers. In total now, we have thirteen outstanding contributors from this program working in the Victorian emergency services sector.

How is LSV delivering improvements for lifesaving volunteers?

The Club Conference, held in September brought together the previous Lifesaving Conference and Preseason Forum across a single weekend, to allow for networking and to help prepare lifesaving clubs and members for the upcoming patrol season.

A junior LSV Board - known as LSV-j - was launched, with the aim of representing the voice of youth at LSV, and to help recognise the needs of all youth members. The Board was conceived by participants at LSV's inaugural Youth Symposium in 2019 and has attracted 22 highly motivated club representatives.

We also worked to improve our member communications, through the introduction of the Team App, which provides timely news, events and updates across lifesaving services, volunteer training, member development and aquatic sports, direct to members' smartphones.

Operating under COVID-19 restrictions has challenged many of our traditional methods of meeting and communicating. Our Female Leadership Network, Blue Connections and the Aquatic Sports Forums were seamlessly transferred to digital formats. As a casual observation from someone who has been around for a long time, in many ways I feel we have never been more engaged and the numbers attending the regular online meetings are significantly greater than was the case in some traditional face-to-face formats. This is something for us to reflect on as we move on from the pandemic period.

We have also placed a strong focus on member wellbeing this year, delivering a range of presentations at conferences, forums, and meetings for both volunteers and staff. The Mental Wellbeing Monday online series, covering topics that will assist our people to stay well and to proactively manage their wellbeing through this year's challenging circumstances, has been particularly popular.

What is LSV doing to lead water safety initiatives internationally?

We continued to develop our close ties with Royal Life Saving Bahrain with trials of LSV's six-lane, 25-metre Inflatable Pool being conducted in the Kingdom of Bahrain. This versatile swimming pool was developed for open waterways, such as rivers, lakes and oceans, to help bridge the gap between experiencing swimming at a pool and the open water.

INTERNATIONAL NEWS

Trials of LSV's six-lane, 25-metre Inflatable Pool were held in Bahrain Kingdom.

This year, the 2019 Building Leaders Scholarship celebrated its ninth year. The six-month development program for current and emerging lifesaving and aquatic industry leaders saw scholars travel to Sri Lanka where they shared their expertise with local lifesavers and emergency services staff, as well as business and government stakeholders.

Taking our drowning prevention mission to the world stage, LSV representatives attended the World Conference on Drowning Prevention in Durban, South Africa, where they delivered nine presentations covering a range of our work. This included virtual reality technology, the Everyday Lifesaver app, the Play it Safe by the Water campaign, SwimSafe pool safety campaign, multicultural water safety pathways programs and the coastal drowning black spot research.

What were LSV's key financial activities for 2019-20?

The full financial year result for 2019-20 was a deficit of \$116,933 (2018-19 saw a surplus of \$409,854).

The main contributor to this year's result has been decreased income from our social enterprise activities in the fourth quarter of the year, due to the COVID-19 pandemic. Prior to March 2020, our social enterprise activities were surpassing forecasted results.

LSV benefited financially and in staffing terms by being able to access the Federal Government's JobKeeper stimulus package during the pandemic.

The redevelopment and upgrade of lifesaving facilities continued to be a key focus in our partnership with the State Government. All funds for facility redevelopments were expended for Jan Juc and South Melbourne during the year and more than \$8 million was paid to Cape Paterson, Jan Juc, Anglesea, Point Lonsdale, Edithvale and South Melbourne.

What is your outlook for 2020-21?

We went into the 2019-20 season having experienced the highest drowning toll in 20 years. While poor air quality, fires and COVID-19 restrictions dampened people's enthusiasm and constrained the ability to spend time at our waterways and subsequently contributed in part to a decline in this year's drowning toll, we're expecting huge demand for lifesaving services and educational programs, next season. We expect that summer will arrive just as Melbournians are beginning to enjoy greater freedoms following the gradual unwinding of the second lockdown.

We are also acutely aware that the aquatic and learn to swim industries have suffered massive hardships as a result of the need to respond to the pandemic. We need to be conscious of their plight and to be continually looking to assist where we can, to help them get back on their feet.



Considerable effort has been applied to developing COVID-Safe plans for clubs and we are modelling many different scenarios for lifesaving activities for the upcoming season. While we don't know for certain what this season will bring, it's clear the need for lifesaving services will be as great as ever, although I suspect it will be the strongest test yet of our short term responsiveness and general agility.

Who would you like to acknowledge for 2019-20?

Thanks must go to our major national partners Westpac, DHL and Holden, as well as all our other supporters, partners and donors who are passionate about the work we do. They are listed on our supporters page (p58).

The contributions of our two national lifesaving bodies, Surf Life Saving Australia and Royal Life Saving Australia have again been invaluable, as has the substantial support of the Victorian Government, Emergency Management Victoria, the aquatic industry and the other agencies in the emergency services sector.

As this will be my last annual report as CEO, **I would firstly like to acknowledge the many volunteers who have regularly gone above and beyond to fulfil our drowning prevention mission.**

It has always been an inspiration to me to see the extraordinary levels of commitment shown by members past and present. It is fitting that in this last year, the levels of combined resilience have never been more evident.

I would like to thank the various Presidents of the organisation that I have worked with - Charles Lyne AM, Dr Michael Kennedy OAM, Mike Martin AM, Tom Mollenkopf and Paul James ASM and their Boards. I have always felt their commitment and support in the good times and the moments when we needed to dig a little deeper. I have also had the pleasure and have benefitted from working with so many extraordinarily committed staff members who have mirrored the drive and enthusiasm of the volunteers.

Together we have come a long way – it has been a pleasure and an honour to share the journey with you all.

Dr Nigel Taylor ESM
CEO

OUR BOARD



Paul James ASM

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

LSV PRESIDENT AND BOARD CHAIR

Appointed: November 2018

Paul is an Area Manager in Gippsland for Ambulance Victoria where he is responsible for the provision of quality emergency ambulance operations. Paul is a registered Ambulance Paramedic and has received an Ambulance Service Medal for distinguished service. His experiences include as an Incident Health Commander and Regional Health Commander for numerous emergency events including the Hazelwood Mine fire, various flood events, and Longford gas emergency. He was also awarded a National Emergency Medal following his involvement in the 2009 Black Saturday Bushfires. Previous employment has included roles as State Manager for Laerdal Pty Ltd, Programs Manager for the Royal Life Saving Society of Australia – Victorian Branch and as a Military Policeman. Paul has contributed as a member of Rural Ambulance Victoria's Medical Standards Committee, has been a National Councillor on the Australian Resuscitation Committee, and has held numerous national directorships for Royal Life Saving Australia (RLSA).

Paul has been actively involved in lifesaving with several clubs including Hampton Life Saving Club for more than 40 years, where he is still a patrolling member and Life Member and has been Club President on two occasions. In 2016, Paul was awarded a special edition of the HRH Prince Michael of Kent Certificate of Merit, in recognition of his outstanding service to lifesaving.



Adam Alsbury

B.Bus, MBA, FAMI (CPM), FAICD

DIRECTOR COUNCIL OF LIFESAVING CLUBS

Appointed: November 2019

Adam is the Chief Strategy & Marketing Officer of a customer-owned bank – a position he has held for the past 15 years. He has performed more than 20 years of active service at Woolamai Beach Surf Life Saving Club, during which he has held the positions of Vice President, Chief Instructor and Patrol Captain, while also working as a professional lifeguard. Adam is a member of Mornington Life Saving Club where his children participate as 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.



Georgie Wettenhall

BE (Hons) BSc

DIRECTOR COUNCIL OF LIFESAVING CLUBS

Appointed: August 2018

Georgie is an environmental consultant and was director of a small business for more than ten years. Her work includes sustainable urban water management planning, design, research and education. Georgie joined the Woolamai Beach Surf Life Saving Club as a nipper and has been an active patrolling member for more than 25 years. Georgie has competed in a range of life saving events. She has also held memberships with Gunnamatta, Torquay and Point Lonsdale Surf Life Saving Clubs, and has held many leadership positions including President, Club Captain, Chief Instructor and Patrol Captain.



Shane Dunne

MBA

INDEPENDENT DIRECTOR

Appointed: November 2019

Shane is CEO of Aligned Leisure and General Manager at Richmond Football Club where he leads education and community leisure business pursuits. He has worked in senior roles in the sport and leisure industry for 17 years. Shane also undertook planning and management roles at the London 2012 Olympic and Paralympic Games. As well as his role as Director, he holds a Board appointed position as Chair of the LSV Finance, Risk and Audit Committee.



Susan Wolff

B.COMM CPA FGIA

INDEPENDENT DIRECTOR

Appointed: May 2018

Susan is the Chief Operating Officer of a trustee company, and an experienced CFO and Governance Manager with a career in the financial services industry spanning 25 years. She has been actively involved in the development and implementation of compliance, governance and risk frameworks across trustee, funds management and advice businesses. Susan is a Fellow of the Governance Institute of Australia, a nipper parent and former Treasurer of the Altona Life Saving Club. She has been a member of the LSV Governance Committee since April 2017.



Angela Malan

BBus.

DIRECTOR MEMBERSHIP & LEADERSHIP DEVELOPMENT

Appointed: August 2015

Angela has been actively involved at Inverloch Surf Life Saving Club since 2005, is a current patrolling member, and in 2018 was appointed a Life Member. She was Junior Coordinator from 2006 to 2011, Club President from 2011 to 2016 and is the club's current Secretary. Angela has held positions at a state level as part of the Membership and Leadership Development Executive for the past ten years. She represents LSV on the Surf Life Saving Australia Development Advisory Committee and Emergency Management Victoria Volunteer Consultative Forum. Outside of lifesaving, Angela works in education support.



Darren McLeod

ESM MAIES

DIRECTOR LIFESAVING SERVICES

Appointed: April 2013

Ceased: September 2019

Darren is the Managing Director of an SME in the electronics industry, which is a space he's worked in for more than 30 years. Darren is a member of the Australian Institute of Emergency Services and has been actively involved in lifesaving since the early 1980s when he joined Point Leo Surf Life Saving Club. He is the current President of Seaford Life Saving Club where he actively patrols. In addition to being a Life Member of LSV, Darren is a Life Member of Hampton Life Saving Club. Darren holds numerous committee positions with LSV, including on the Honours and Awards Committee.



David Rylance

DIRECTOR TRAINING AND ASSESSMENT

Appointed: November 2013

David is an Acting Station Officer with Fire Rescue Victoria (FRV) (previously the Metropolitan Fire Brigade) and has been a firefighter for the past 12 years. David has coordinated and facilitated specialist courses for FRV and is the Chief Remote Pilot and Chief Instructor for FRV's Remotely Piloted Aircraft Systems program. Prior to this, he worked for Brivis Climate Systems as a Research and Development Technician for more than 11 years. David is currently a member of the Surf Life Saving Australia Education Advisory Committee. He is a Life Member of Elwood Life Saving Club and a member of Williamstown Swimming & Life Saving Club.



Elizabeth Tesone

B.Ed

DIRECTOR AQUATIC EDUCATION & INDUSTRY ENGAGEMENT COUNCIL

Appointed: February 2018

Ceased: August 2019

In her role as YMCA Victoria's Aquatic Specialist until August 2019, Liz was responsible for all state and national aquatics programs and strategic relationship management with key peak bodies and sporting organisations. She also led the YMCA aquatic program development across Asia Pacific, which has a focus on water safety and drowning prevention. With more than 20 years of industry experience and a passion for drowning prevention, Liz sits on a number of committees across various water safety agencies and within the aquatics industry.



Rachael Rylance

DIRECTOR AQUATIC SPORTS

Appointed: August 2015

Rachael is Senior Manager – Business Transactions at AIA Australia Ltd, and has held various Finance roles over the past 20 years. Her expertise is in developing and improving processes with experience in enterprise projects. Rachael has been a member of Elwood Life Saving Club since 2006 and an active volunteer life saver since 2010. She is the current Secretary of Elwood Life Saving Club, where she is also involved in all aspects of lifesaving sport. Rachael has also held several state positions including Team Manager for the IRB and Pool State teams.



Peter Williams

M.Sc, BEng(Mech), Dip Mech Eng.

DIRECTOR COUNCIL OF LIFESAVING CLUBS

Appointed: April 2013

Ceased: November 2019

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



Vincent Sheehan

BEc FCA

INDEPENDENT DIRECTOR

Appointed: July 2014

Vincent is a Partner with Ernst & Young in assurance, where he specialises in providing financial accounting advice to a broad range of public and private sector clients. He is a Fellow of the Institute of Chartered Accountants in Australia. Vincent is an active patrolling member and nipper parent at both Lorne Surf Life Saving Club and Sandridge Life Saving Club. He is a former Treasurer of Lorne Surf Life Saving Club and has been a member of LSV's Finance, Risk and Audit Committee since July 2013.



Alexandra Moule

LLB (Hons), B.Comm (Hons), FGIA, FCIS

COMPANY SECRETARY

Appointed: September 2016

Alex is General Counsel and Company Secretary at a private investment company. Prior to commencing her current role, Alex was a senior lawyer at a global law firm, with more than 20 years of experience in governance and corporate regulatory advice. She advised listed clients across a range of industry groups on various governance and Board matters, and in particular those relating to disclosure, policies and procedures, shareholder meetings, and communications and engagement. Alex is a Fellow of the Governance Institute of Australia. She is a former nipper parent and Age Manager at Elwood Life Saving Club.



Kane Treloar

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

DIRECTOR LIFESAVING SERVICES

Appointed: September 2019

Kane is a member of Victoria Police and has been for eight years. He holds the rank of Detective Senior Constable and is currently posted to a metropolitan Crime Investigation Unit. His experience as a member of the police spans general policing duties including deployment to emergency management events such as the Victorian bushfires. He currently investigates crimes primarily in the indictable stream and is a graduate of the Victoria Police Detective Training School.

Kane also undertakes work in risk consultancy for a risk facilitator 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 on the more high-risk aspects of film and television production, in Australia and overseas. Kane is a member of the Williamstown Swimming & Life Saving Club, a former Secretary and long-time Board member of the club. A former Australian Inflatable Rescue Boat (IRB) champion, he still competes for Williamstown in IRB racing and is part of the reigning world champion team. He spent ten years with LSV as a professional lifeguard and remains an active volunteer crew member on the Westpac Lifesaver Rescue Helicopter.

GOVERNANCE

OVERVIEW

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

More information about our governance framework is available at www.lsv.com.au/about/governance

OUR MEMBERS

As a member-based organisation, the LSV Constitution sets out the various classes of membership (Figure 1). At 30 June 2020, LSV had 38,123 individual members, 57 affiliated life saving clubs, and 3,184 aquatics, recreation and program partners. All members have attendance rights at the general meeting, however only council representatives have voting rights. Each council representative is entitled to one vote. In the event of an equality of votes, the Chair has a casting vote.

EFFECT OF MEMBERSHIP

Members are entitled to the benefits, advantages, privileges and obligations 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 LSV (which includes the LSV Values and Code of Conduct). Membership must be renewed or re-applied for each year. LSV has the discretion to accept or reject an application, and is not required or compelled to provide any reason for such acceptance or rejection.

OUR BOARD

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

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

The Board, each Council and each Committee are constituted by volunteers. In addition to implementing key recommendations from a 2019 Board evaluation, in 2020 the LSV Board developed a Board Skills Matrix, which identified gaps in the collective Board skill set, which will be used to assist in future Director appointments.

COMMITTEES

LSV is required to maintain the following standing committees:

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

The Board has also established the LSV Facilities Committee.

The operating brief, composition and reporting obligations of each Committee is set out in the By-Laws.

COUNCILS

The LSV Constitution mandates the establishment of five councils:

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

Each Council's role, composition and structure is set out in the Constitution, while the procedures governing the operation of each Council are set out in the By-Laws. While the composition of each Council differs, they generally consist of delegates from lifesaving clubs, associate members, service members, and other swimming, educational or community group members.

CONFLICTS OF INTERESTS

Directors must declare their interest in any contractual, disciplinary or other financial matter in which a conflict of interest arises or may arise. Unless otherwise determined by the Board, if a conflict arises, the Director must absent themselves from discussion of the matter, and is not entitled to vote on the matter.

BY-LAWS AND POLICIES

The Board has adopted, as required, By-Laws, Policies and other resolutions to assist in governing the diverse activities and operations of LSV. LSV also abides by Surf Life Saving Australia and Royal Life Saving Australia policies, as applicable. In 2019-20, LSV commenced a major project to update its By-Laws, with the much-appreciated pro-bono support of Minter Ellison. It is envisaged this update will be completed shortly.

MANAGEMENT

LSV's overall management works under the supervision of the CEO, who is appointed by the Board. The CEO is supported by an Executive Management Team and staff. In 2020, the LSV Board constituted a sub-committee to assist in the recruitment of a new CEO for LSV.

REPORTING AND TRANSPARENCY

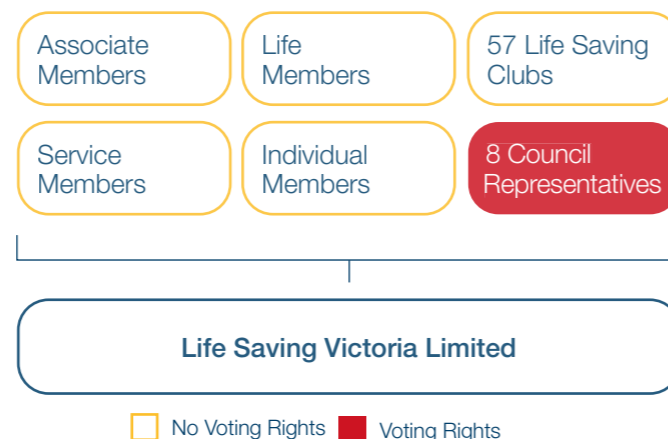
In February 2020, LSV released its inaugural Member Protection: Half Yearly Report for the period ending 31 December 2019. The report aims to provide transparency and accountability on member protection matters managed by LSV. As part of its e-News series, LSV also publishes monthly "Did you know...?" governance-themed articles to help our broader membership and stakeholders gain a better understanding of governance at LSV.

GOVERNANCE TRAINING







In 2019-20, LSV conducted more than 24 governance training sessions for volunteers and staff, upskilling more than 400 current and future leaders in governance across the organisation. This included two half-day governance courses, as well as multiple bespoke club governance workshops for individual lifesaving club boards.

LIFE SAVING VICTORIA LIMITED MEMBERS

FIGURE 1



STRATEGIC PLAN 2016-2020

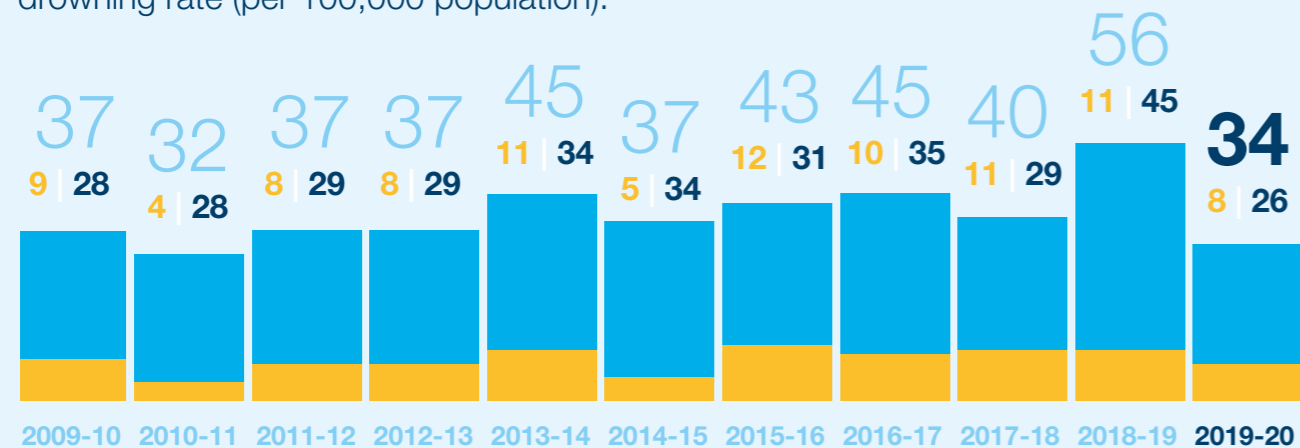
WHY WE EXIST 	Vision: All Victorians will learn water safety, swimming and resuscitation, and be provided with safe aquatic environments and venues.	Mission: To prevent aquatic-related death and injury in all Victorian communities.		
OUR VALUES & AFFILIATIONS 	<ul style="list-style-type: none"> 1) Positive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

ADDRESSING THE DROWNING TOLL



DROWNING DEATHS IN VICTORIA 2009-10 TO 2019-20

In 2019-20, **34 lives were lost to drowning**. This is six fewer than the average number of drowning incidents in Victoria over the past 10 years, and represents a 23 per cent decrease in the drowning rate (per 100,000 population).



Key statistics 2019-20

Increase in drowning rate of people aged: 15-24 years¹
+22%

Drownings decreased across all open waterways
-24% in coastal waterways
-13% in inland waterways¹

36% who drowned were from a **culturally and linguistically diverse (CALD) background**.
People from CALD communities are almost **2x** as likely to drown when comparing drowning rates per head of population and cultural background.

Males aged: 65+ years 25-44 years had the highest drowning rates²

Males continue to be over-represented in drowning statistics
76% of drowning toll in 2019-20

50% of drowning deaths involved **unintentional entry** into the water (slips, trips and falls), which highlights the importance of survival swimming and water safety skills.

1] Compared to the 10-year average (2009-10 to 2018-19).

2] Per head of population in 2019-20.

#INTHISTOGETHER LSV'S COVID-19 RESPONSE

Every area of Life Saving Victoria was affected by the COVID-19 pandemic. We have proven that we're #InThisTogether through a number of innovative solutions implemented with very short timeframes, designed to keep our communities connected and inspired, while continuing to progress.

New online resources were launched to remotely upskill and engage lifesaving members through weekly mental health sessions, online networking opportunities, personal development sessions and, for younger members, a **Nippers @Home** series.

Our aquatic sports athletes were also able to connect and receive support remotely through the **Aquatic Sports Forum** on social media.

For aquatic industry professionals who temporarily lost their workplaces to the pandemic, the online **Aquatic, Fitness and Recreation (AFAR)** Professional Development series, designed to help keep the aquatic industry engaged and training current, was enthusiastically taken up. The **Water Safety @Home** series also provided learning opportunities for children who were missing out on swimming lessons.

The general public was able to continue with education delivered by LSV's training team, thanks to a new selection of **@Home online and webinar remote learning options** made available after the first round of lockdown restrictions was enforced. And our education and multicultural programs were adapted for online delivery, enabling schools and community groups to continue learning about water safety.

LSV's COVID-19 response came from all corners of the organisation, our membership and the aquatic industry, to help each other, as well as the wider community at a time when the spirit of lifesaving was drawn on more than ever.



CORONAVIRUS (COVID-19) OUR RESPONSE

EDUCATION AND TRAINING

28 WATER SAFETY @HOME & NIPPERS @HOME SESSIONS 19,432 VIEWS	45 AFAR PD SESSIONS 5,600 PARTICIPANTS
668 CANDIDATES ENROLLED IN PROVIDE FIRST AID AND PROVIDE CPR COURSES	24 VOLUNTEERS COMPLETED TRAINING OFFICER CERTIFICATES VIA WEBINAR
2077 CANDIDATES COMPLETED TRAINING COURSES WITH THE STRICTEST SAFETY PROTOCOLS	

MEMBER DEVELOPMENT

115 PARTICIPANTS 5 SESSIONS	372 REGISTRATIONS 28 SESSIONS	191 PARTICIPANTS 4 SESSIONS
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AWARDS OF EXCELLENCE

45 POOL SAFETY ASSESSMENTS WERE CONDUCTED	6674 TOTAL VIEWS ON FACEBOOK & YOUTUBE	488 LIVE VIEWS
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All our COVID-19 related updates and resources for members and the aquatic industry are available at: lsv.com.au/healthalerts

#INTHISTOGETHER #STAYINGCONNECTED

FINANCIAL OVERVIEW

For Life Saving Victoria (LSV), the full 2019-20 financial year result was a deficit of \$116,933 (2018-19 saw a surplus of \$409,854).

The main contributor to this result was decreased income from social enterprise activities in the fourth quarter of the year due to the COVID-19 pandemic. Prior to March 2020, our social enterprise activities were surpassing forecasted results, with significant initiatives implemented including new technology, programs and training delivery.

Operating results 2019-20	2019-20	2018-19
INCOME	\$	\$
Grants	9,295,951	9,629,462
Social enterprise	6,540,327	6,460,665
Sponsorship	1,753,675	1,721,179
Other income	1,688,260	1,535,952
Total income	19,278,213	19,347,258
EXPENSES		
Employee benefits expenses	(10,679,377)	(9,430,861)
Operational expenses	(4,538,305)	(6,581,809)
Administrative expenses	(1,786,680)	(1,645,648)
Depreciation and amortisation expenses	(1,631,266)	(624,018)
Other expenses	(759,518)	(655,068)
Total expenses	(19,395,146)	(18,937,404)
(Deficit)/Surplus for the year	(116,933)	409,854
Total comprehensive (loss)/income for the year	(116,933)	409,854

Prior to pandemic restrictions, LSV had delivered a record number of programs through our community education initiatives, exceeding revenue targets prior to the shutdown.

KEY FINANCIAL ITEMS TO NOTE

- LSV received the second year of funding from the two-year additional \$3.78M committed to by the Department of Education and Training (\$2.10M) and Department of Justice and Community Safety (\$1.70M) through Emergency Management Victoria. This funding was in support of school swimming and water safety, additional lifeguard services, rescue water services, volunteer support, and implementing the Coroner's recommendations on public swimming pool safety.
- Prior to the restrictions imposed as a result of the pandemic, LSV had delivered a record number of programs through our community education initiatives. These programs exceeded revenue targets prior to the shutdown.
- Surf Life Saving Foundation distributions received totalled \$208,784 (compared to \$466,323 in 2018-19). Funds were acknowledged as income during the financial year, in line with the treatment in prior years. This figure therefore contributed to the net result.

FIGURE 2 LSV revenue 2011-2020

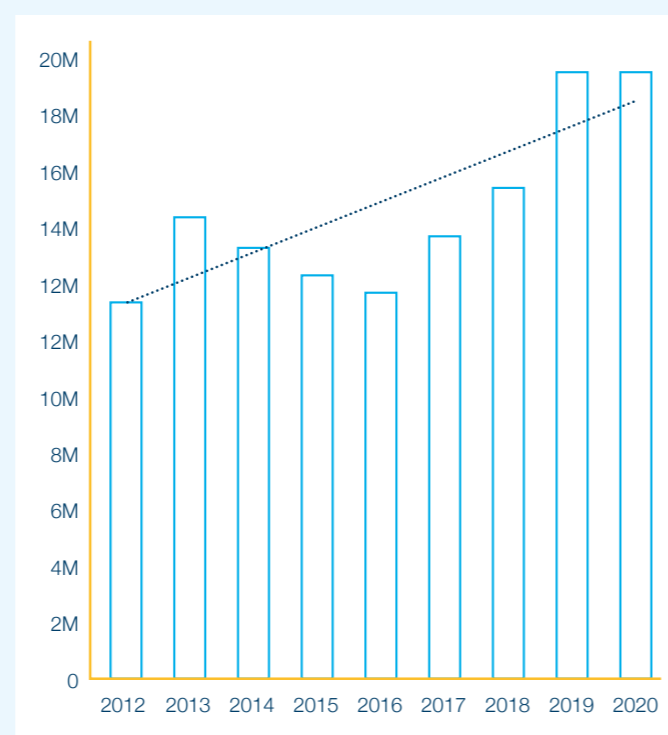
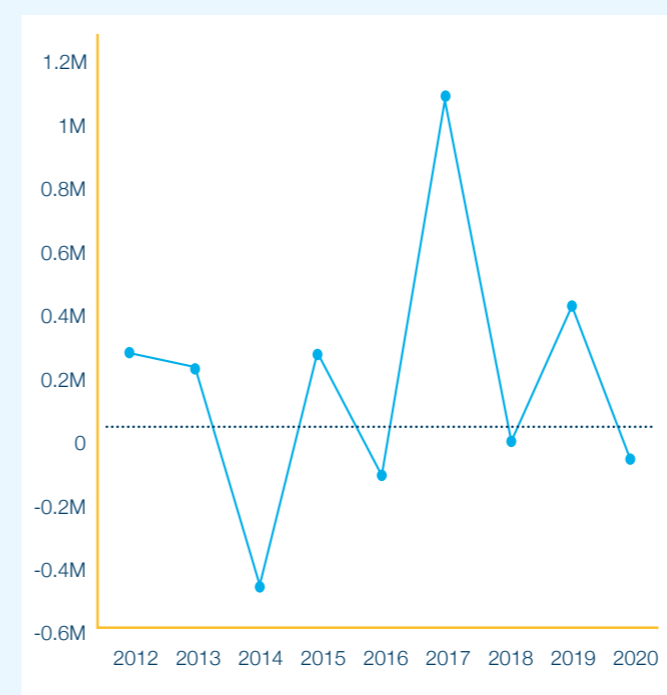


FIGURE 3 Operating results 2012-2020



The high fluctuations in operating results over previous years are mainly due to the recognition of revenue under the previous standards. Such fluctuations are not expected in future years given the introduction of AASB 1058 Income of Not-for-Profit Entities and AASB 15 Revenue from Contracts with Customers.

FINANCIAL IMPACT OF COVID-19 PANDEMIC

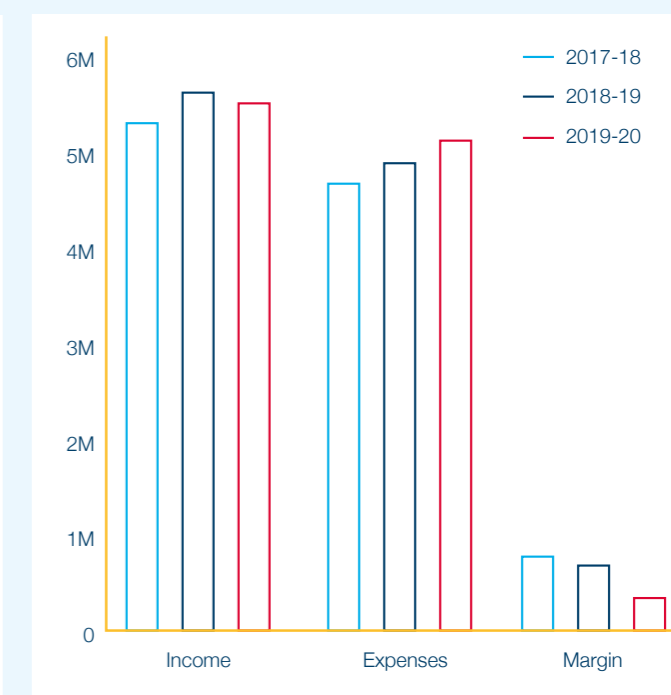
LSV's social enterprise activities were severely impacted by the restrictions imposed due to the pandemic in the June quarter of 2020. These activities include public training in lifesaving and first aid, swimming pool safety services, aquatic risk and research services, lifesaving equipment, retail, water safety education programs, and functions and events.

Compared to 2018-19, revenue from social enterprise activities decreased by 55 per cent (\$511K) in 2019-20. This led to a decrease in the contribution from these activities which LSV relies upon to self-fund water safety programs, including the delivery of lifesaving services and support for life saving clubs.

In addition, performance obligations under grant agreements were unable to be met, with up to \$100K of grant revenue unable to be recognised in 2019-20.



FIGURE 4 Social Enterprise Contribution to Water Safety Programs



LSV immediately implemented steps to combat this loss of income with:

- formulation of a detailed pandemic plan for all parts of the organisation in line with the Business Continuity Plan.
- development of a 15-month plan which considered worst-case and incrementally better scenarios, to make sure LSV could remain a going concern and deliver on its mission and vision.
- all permanent staff hours scaled down for the last quarter of 2019-20.
- all staff taking leave where possible.
- all discretionary spending reduced where possible.
- program costs reduced where there was no corresponding income.
- applying for all government support grants where available, many of which have since been received during the 2020-21 year, and
- working with the State Government to develop applications for additional support through the 2020-21 state budget, enabling LSV to maintain service levels during the 2020-21 summer period, and recognising the limited ability to generate income to support these activities. The outcomes of these applications will be communicated following the 2020-21 state budget announcement.

LSV was able to benefit from Federal Government stimulus packages during the pandemic with more than \$1.1M received from both the JobKeeper and Cash Flow Boost programs.

LSV's financial position in 2020-21 will continue to be affected by the ongoing restrictions imposed by the government's response to the pandemic. LSV will support life saving clubs and the broader aquatic industry wherever possible during this period.

All funds for life saving clubs will be distributed as soon as they are received, with no fees charged for activities. Discounts will be offered to the aquatic industry for training and assessments to ensure the ongoing viability of the industry as a whole.

LIFE SAVING FACILITY UPGRADES

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

- Cape Paterson (\$0.47M)
- Anglesea (\$0.15M)
- Edithvale (\$0.75M)
- Point Lonsdale (\$0.94M)
- Brighton (\$1.0M)

All funds for facility redevelopments were expended for Jan Juc and South Melbourne during the year. More than \$8M was paid to Cape Paterson, Jan Juc, Anglesea, Point Lonsdale, Edithvale and South Melbourne.

A further \$1.1M was received for upgrades at Jan Juc and Cape Paterson.

During the 2019-20 year, LSV addressed urgent upgrades and repairs at Wonthaggi, Woolamai, Gunnamatta, Mildura and Torquay, as identified during a comprehensive review of all life saving facilities.



SUMMARY BALANCE SHEET 2019-20

Funds held for life saving club redevelopments decreased significantly during the 2019-20 year as disbursements were made to projects. With the restrictions imposed by the pandemic, many grants were unable to be acquitted and will instead be completed in the 2020-21 year.

Due to a change in accounting standards, the provision of the Westpac Lifesaver Rescue Helicopter service has been designated as a lease, with a corresponding right-of-use asset on the balance sheet.

	2015-16 '000	2016-17 '000	2017-18 '000	2018-19 '000	2019-20 '000
ASSETS					
Property Plant and Equipment	4,061	4,260	4,061	4,492	4,394
Cash and Cash Equivalents	5,534	3,682	6,065	3,924	5,552
Other Assets*	7,884	14,606	17,794	16,128	9,295
Total Assets	17,479	22,548	27,920	24,544	19,241
* 2019-20 includes \$4.3M Term Deposits arranged on behalf of LSV by the Surf Life Saving Foundation (\$11.2M 2018-19)					
LIABILITIES					
Creditors and Grants in advance	2,262	2,145	1,963	2,836	5,461
Grants held in trust for Clubs	7,315	11,355	16,839	12,049	4,407
Provisions	846	886	964	1,094	1,224
Total Liabilities	10,423	14,386	19,766	15,979	11,092
Member Funds	7,056	8,162	8,154	8,565	8,149

SOURCE AND DISTRIBUTION OF FUNDS

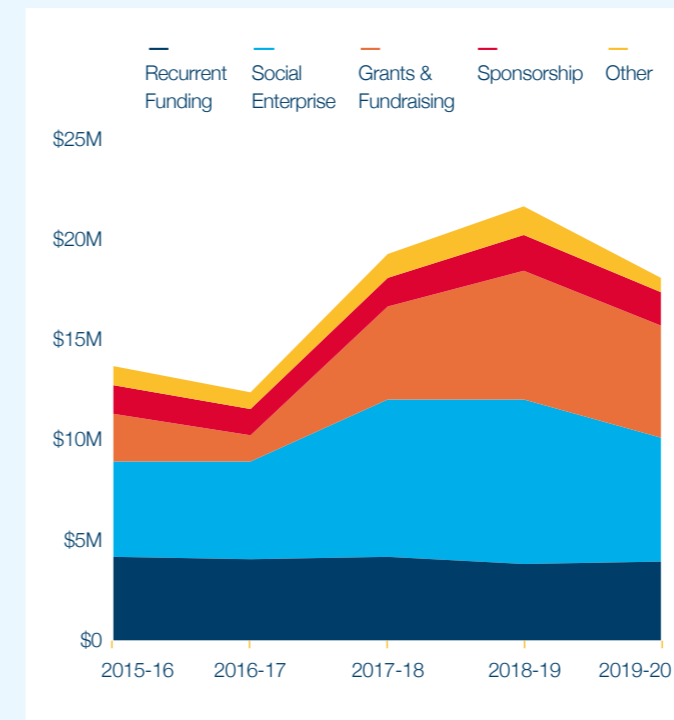
During the past six years, social enterprise activities have consistently contributed 37 to 40 per cent of LSV's total revenue, despite the total revenue from other sources having grown during the same period.

However, due to the impact of the pandemic, this contribution reduced to 34 per cent in 2019-20, with grant and fundraising income therefore making up a greater portion of revenue at 53 per cent (compared to 47 per cent in 2018-19).

Distribution of funding shows 49 per cent (50 per cent in 2018-19) of all funds was directed towards the provision of life saving services.

A further break-down of funding sources and distribution is provided in Figures 5, 6, 7 and 8.

FIGURE 5 Sources of funding during the past six years



During the past six years, social enterprise activities have consistently contributed 37-40% of LSV's total revenue.

FIGURE 6 Source of funds (ex facilities)

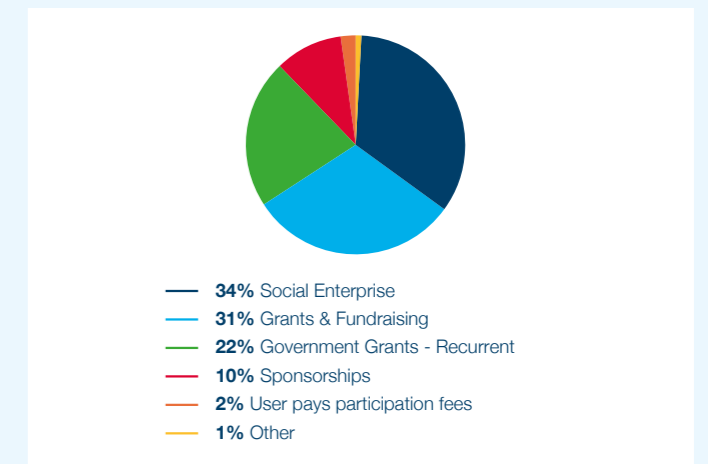


FIGURE 7 Distribution of funds

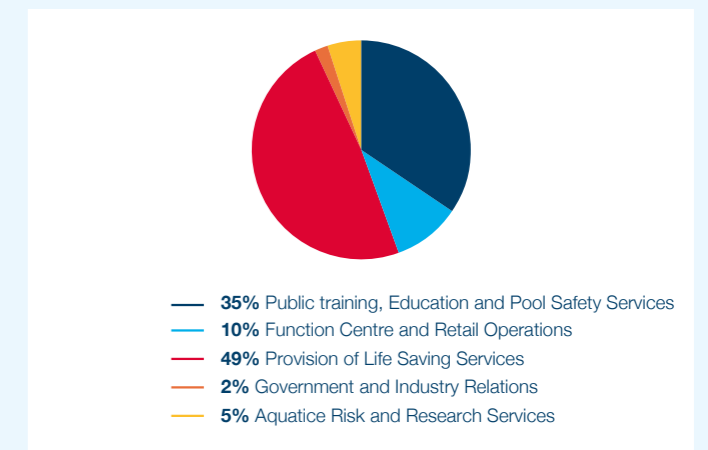
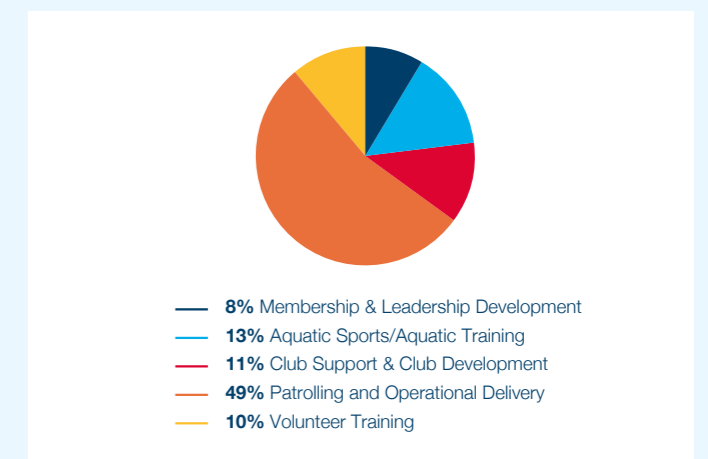


FIGURE 8 Breakup of provision of Lifesaving Services

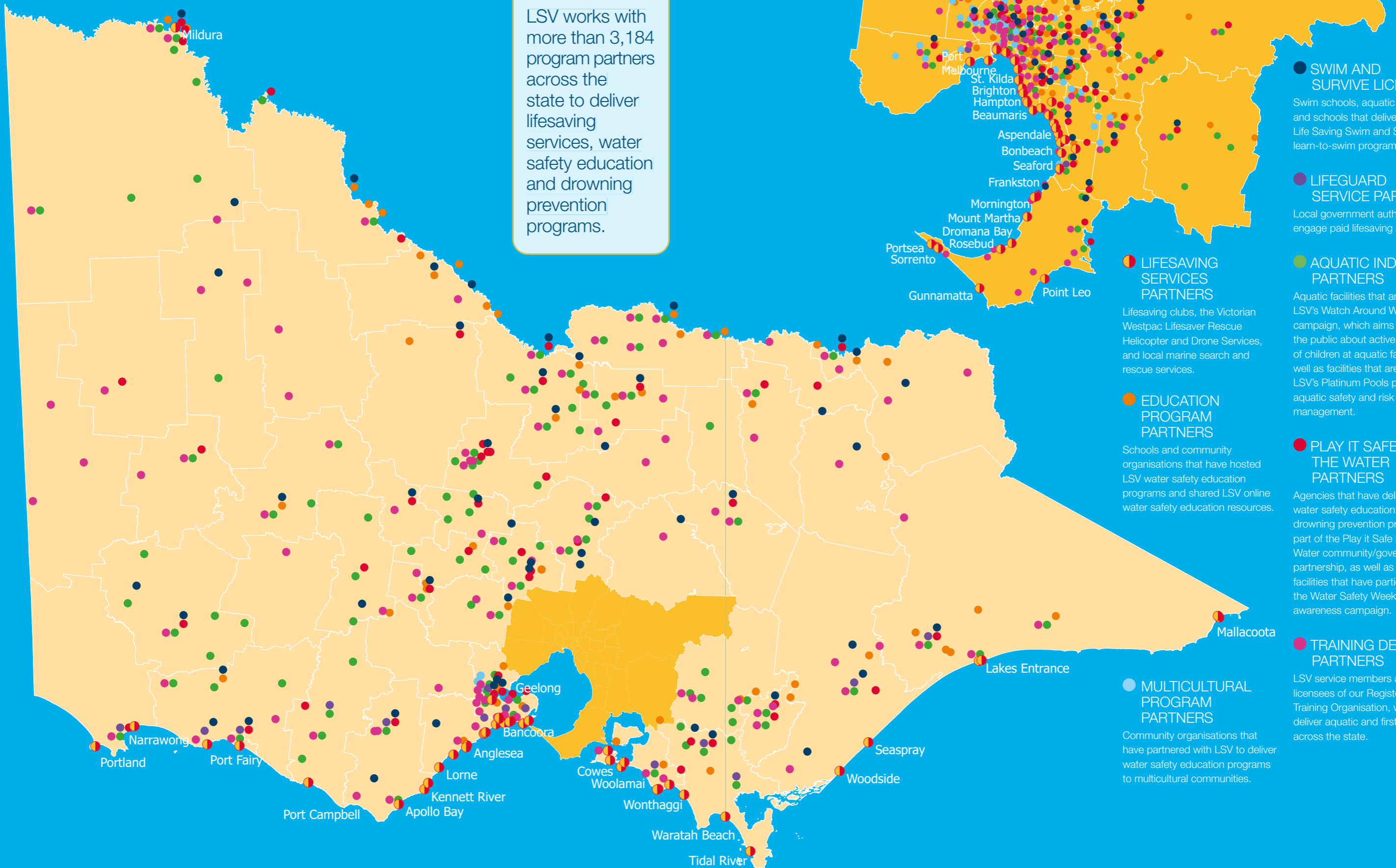


*Note these graphs do not include funds that are held in trust for clubs, including funds that were both received from government and paid to clubs for lifesaving club redevelopments and upgrades and the Volunteer Emergency Services Emergency Program (VESEP). Funds recognised from the Balance Sheet total \$9.9M (\$8.1M in 2018-19.)

OUR DIVERSE PARTNERS

3,184

LSV works with more than 3,184 program partners across the state to deliver lifesaving services, water safety education and drowning prevention programs.



SWIM AND SURVIVE LICENSEES

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

LIFEGUARD SERVICE PARTNERS

Local government authorities that engage paid lifesaving services.

AQUATIC INDUSTRY PARTNERS

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

LIFESAVING SERVICES PARTNERS

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

EDUCATION PROGRAM PARTNERS

Schools and community organisations that have hosted LSV water safety education programs and shared LSV online water safety education resources.

PLAY IT SAFE BY THE WATER PARTNERS

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

TRAINING DELIVERY PARTNERS

LSV service members and licensees of our Registered Training Organisation, which deliver aquatic and first aid training across the state.

MULTICULTURAL PROGRAM PARTNERS

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

SEARCH AND RESCUE CAPABILITY PROFILE

	Volunteer Lifesavers	Paid Lifeguards	Combined Vehicles (ATV + Vehicles)	Inflatable Rescue Boat (IRB)
INTRODUCTION	Volunteer Lifesavers and Paid Lifeguards are highly-trained personnel who patrol aquatic environments and provide first responder capability in emergencies.		LSV has several diverse and operationally specific vehicles which are used by personnel to perform their roles.	Most Victorian coastline locations and waterways have an IRB which is used as an operational asset and a standby resource for out of hours response.
CAPACITY	How many we have	57 life saving clubs	239	64
	Location			
	Personnel trained	7499	239	4316
	Age breakdown			
CAPABILITY	Core function	Marine rescue, education and community engagement, first aid, patrolling, preventative actions, other agency support.	Operational support and emergency response, education and community engagement.	Seasonal inshore maritime search and rescue, education and community engagement.
	Extended capability	Event water safety, training, emergency first responder, communications relay, inter agency support.	Event safety, SAR extended response, temporary patrol platform. Co-response vehicle, communications relay.	Event water safety, extended SAR support. Communications relay. Observational relay.
	Operating speed	N/A	20-100km/hr.	25 knots.
	Range	Zoned area and immediate surrounds.	Patrolled locations and remote locations with vehicles.	Zoned and extended operational zones.
	Operating hours	Seasonal service - Nov to April.	Seasonal service - Nov to April.	Seasonal service - Nov to April. Year round response.
	Annual operational hours	166,141	29,871	11,400
	Primary communications platform	Portable VHF radios.	Portable VHF radios.	Portable VHF radios.
TRAINING	Training requirement	Surf Rescue Certificate and Bronze Medallion (Cert II) as base awards.	Bronze Medallion (Cert II), First Aid, Advanced Resuscitation Techniques, Silver Medallion Beach Management.	Driver's licence/ATV.
	Initial training commitment (hours)	35	4	38

Victorian Life Saving Clubs



Rescue Water Craft /Jet Ski (RWC)	Marine Search and Rescue (MSAR) Vessels	Westpac Lifesaver Rescue Helicopter Service (WLRHS)	Remotely Piloted Aircraft Systems (RPAS)	State Lifesaving Operations Centre
Mobile and responsive assets placed at interspersed locations provide an adaptable and fast response service.	LSV is a support agency to Victoria Police (VICPOL) - control authority, for Marine Search and Rescue (MSAR) incidents anywhere in the state.	The Westpac Lifesaver Rescue Helicopter Service provides seasonal patrols and scheduled aerial patrols during summer to Victoria's coastline.	The Remotely Piloted Aircraft Systems (RPAS/ Drones) is a newly formed service which provides surveillance, search and rescue, and assistance to other agencies.	The State Lifesaving Operations Centre is responsible for coordinating all LSV statewide emergency and non-emergency communications.
25	7 Locations	1	3	1
<p>5 x Carrum Downs, 6 x Barwon Heads, 2 x Williamstown, 2 x Fairhaven, 2 x Woolamai, 2 x Mt Martha, 2 x Point Lonsdale, 2 x Seaspray, 2 x Barwon Heads 13th Beach SLSC, 2 x Frankston.</p>	<p>Woodside (1), Waratah Beach (1) Portland (1), Port Campbell (1) VMR - Mornington (1), VMR - Hastings (1), Southern Peninsula Rescue (1).</p>	<p>State-wide coverage. Bases in Barwon Heads and Moorabbin.</p>	<p>State-wide coverage.</p>	<p>State control centre at Port Melbourne). Mobile duty officers.</p>
80	70	17	7	35
Extended seasonal inshore maritime search and rescue, education and community engagement.	Rescue of personnel and craft in marine environment, education and community engagement.	Aerial search and rescue response plus coastal patrols.	Maritime and search and rescue surveillance, hazard identification, public awareness campaigns and community engagement, search and rescue.	Provides communication and dispatch for all operational activity and support services.
Event water safety, extended SAR support. Communications relay. Observational relay.	Public events, displays and support other agencies.	Land search and various other agency support. Education and demonstration displays.	Agency support.	Event coordination and emergency response.
50 knots.	25 knots.	220 km/h.	80km/h.	N/A
Shoreline -15 nautical miles.	30 nautical miles.	610 kms.	Line of sight from pilot's location.	State-wide.
Seasonal service - Nov to April. Year round response.	Year round response.	Seasonal service - Nov to April. Year round response.	Year round response.	Seasonal service - Nov to April. Year round response.
3125	On-demand.	On-demand.	On-demand.	61,320
Portable VHF radios.	LSVComms, fixed/portable. VHF marine radio, 27mg/hz.	LSV digital radio network, VHF marine radio, airband radio, StateNet mobile radio (SMR), satellite phone, beacon homer (fixed aircraft and handheld units).	Live streaming capability from aircraft. Portable radios and mobile communication for pilots.	Fixed-station terminals along with fixed-line and mobile telephones.
Bronze Medallion and RWC Operators Certificate.	Marine Orders 504. Exemption 24.	Bronze Medallion (Cert II Public Safety), Advanced Resuscitation, First Aid + previous lifesaving or equivalent experience.	Remote Pilot Licence (RePL - CASA) and Bronze Medallion.	Radio operators' Certificate. LSVComms induction/ training.
36	650	80-120 (unconfirmed)	10	10



AREA OF FOCUS A

LIFESAVING SERVICES

STRATEGIES

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

38,000+
Volunteer
members

106,935
Preventative
actions

Statistics

475
Rescues

2,339
First aid
cases

7%
Increase in
membership
on previous
year

166,630
Volunteer
patrol hours

527
Training
courses
delivered

120+
New Training
Officer
Certificates
awarded to
members in
past two
years

7
Key awards
now have
flexible online
options

2.34
million
Visitors to
patrolled
beaches

267
Beach
lifeguards
employed in
2019-20

5,500
Qualifications
completed or
renewed

600+
Endorsed
Trainers,
Assessors
and
Facilitators

LIFESAVING SERVICES OVERVIEW

The 2019-20 operational season was marred by a series of unusual events, including bushfires, poor air quality and the COVID-19 pandemic.

As a result, season patrols and protocols needed to be updated and adapted at times to an observational model. Despite the challenges, operations continued within the community as a preventative service.



BUSHFIRE IMPACT ON SUMMER LIFESAVING OPERATIONS

The 2019-20 Victorian patrol season saw a number of Victorian lifesaving members, clubs and services impacted by the ongoing fire situation in East Gippsland.

The beach at Mallacoota was closed when fires impacted the region on New Year's Eve, during which Mallacoota Surf Life Saving Club lost its first aid trailer and some of its equipment.

Almost a month after volunteer lifesavers last placed the red and yellow flags into the sand at Mallacoota beach, patrols at the surf life saving club resumed their operations over the Australia Day long weekend.

The first patrol of 2020 for the club was made possible thanks to the support of Life Saving Victoria, the Westpac Lifesaver Rescue Helicopter Service and clubs from around the state that donated equipment and supplies.

Lakes Entrance beaches were also closed when fires threatened the township early in the New Year. While regular patrols were able to resume soon after, temporary beach closures continued for a number of weeks due to hazards including poor air quality, inclement weather and dangerous surf.

Smoke from the fires also impacted a number of lifesaving services across the coastline and Port Phillip Bay, and as far west as Port Campbell, with poor air quality, visibility and/or water quality conditions leading to numerous temporary closures of beaches.



AREA OF FOCUS A LIFESAVING SERVICES

LIFEGUARD TRAINING, RECRUITMENT AND REVIEW

Another successful Advanced Lifesaving Camp was held at Angahook Holiday Camp at Aireys Inlet, with 60 advanced lifesavers coming together to learn how to be better beach managers, achieve higher awards and progress their chances at gaining employment as a seasonal beach lifeguard.

As part of a collaboration between the Risk and Research and Lifesaving Operations teams, a lifeguard review was also delivered. This highlighted that for every \$1 spent on lifeguard services, a \$53 return on investment benefitted the community. This is part of our risk and data-driven approach to determining appropriate lifesaving services along the Victorian coastline, which is also informed by beach risk profiles (to identify hazards and dangers present), which were developed as part of this project.

NEW ROLES CREATED IN LIFESAVING OPERATIONS

As part of the push to advance our lifesaving services capability, LSV appointed a dedicated Lifesaving Operations Officer - Marine Search and Rescue (MSAR) to oversee the opening of the Waratah MSAR unit and undertake planning for the delivery of new MSAR vessels.

A new role was also created for a Manager – Lifesaving Policy, to develop lifesaving services processes and policies.



LIFESAVING OPERATIONS CAME TOGETHER FOR TRAINING WEEKEND



Lifesaving Operations volunteer State Officers and staff spent a weekend together at the Victoria Emergency Management Institute (VEMI) training centre at Mount Macedon in October, to prepare for the season ahead.

With a focus on incident management the sessions included strategic planning as well as professional development opportunities, such as media training.



WESTPAC LIFESAVER RESCUE SERVICES

This season the Westpac Lifesaver Rescue Helicopter performed its first rescue using its new winch capability.

The Westpac Life Saver Rescue Drone Service also performed its first season, following the first national roll-out of lifesaving drones in March 2019.

LSV COMMUNICATIONS ROOM REFRESH

The communications incident management room at LSV headquarters was updated and modernised with new terminals and interactive monitors. This investment in the development of the communications centre aligned with the need to keep up-to-date with modernised emergency management services. Our Incident Management System, LIMSOC, was also updated both in Victoria and Queensland.

VOLUNTEER TRAINING IMPROVEMENTS

This season the Volunteer Training team has worked to improve efficiencies in the processing of awards, including:

- increasing the processing speed for awards
- reducing the number of outstanding awards to process
- improving support tools, including the release of the new trainer handbook, and updated forms and scenario guides.



ADAPTING VOLUNTEER TRAINING TO COVID-19 RESTRICTIONS



Unfortunately, due to COVID-19 activity restrictions across Victoria, 12 training courses which were scheduled to be delivered between March and June had to be postponed.

The volunteer training team worked quickly to develop a COVID-19 training risk assessment and safety plan, and were also able to adapt the Training Officer Certificate course to be run in an online delivery environment, enabling this training to continue throughout the restriction period.

WORKING WITH CLUBS TO IMPROVE PATROL DELIVERY

Following a significant decrease in patrol defaults (where a club is unable to deliver their agreed lifesaving services provision on a particular day) last season, LSV's Volunteer Support Officers (VSOs) continued to work with individual clubs to help them plan achievable targets for delivery of lifesaving patrols, to meet the needs of local communities. Over the past two years, these actions have achieved a 37 per cent reduction in patrol defaults.



IMPROVING TRAINING COMMUNICATIONS WITH CLUBS

This season the volunteer training team has worked to improve its communications pathways with area Training and Assessment Officers and club Chief Instructors. These processes ensured that members had access to the latest information and greater exposure to the expectations of training and assessment.

The addition of a VSO to the volunteer training team has ensured clubs have a dedicated contact person for training enquiries.

Events including the pre-season training and assessment officer briefing, professional development day and the 'Meet the Managers' roadshow helped to make connections between key staff and volunteer members, while the establishment of subject matter expert groups assisted in ensuring the continuous improvement of training products and processes.

VOLUNTEER SUPPORT OFFICER CLUB VISITS



Our VSOs visited each of LSV's 57 clubs during the course of the 2019-20 lifesaving season to meet with and support volunteers.

During the visits, VSOs delivered overview sessions and training and took time to answer questions from club members.

FUTURE DEVELOPMENTS:

- Implementation of COVIDSafe plans for clubs.
- Increased marine search and rescue (MSAR) capacity in upcoming season.
- Change in Advanced Lifesaving Camp delivery style and methods under pandemic restrictions.
- Update of member training portal and support videos.
- Version 2 of the Trainer App and support videos.
- Delivery of a club roadshow as a partnership between Lifesaving Operations and Volunteer Training.
- Release of the Marine License course for lifesaving volunteers.
- Release of a combined Advance Resuscitation Techniques and First Aid course for volunteers.

AREA OF FOCUS B

POOL & WATERWAY SAFETY

STRATEGY

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



Statistics

230
Pool Safety Summit attendees

30
Platinum Pools accredited

568
Public pools in Victoria

110
Safety assessments delivered
An additional 30 cancelled due to COVID-19.

196
Watch Around Water accredited aquatic facilities

76
SwimSafe accredited facilities

72
Pool Lifeguard Challenge competitors
From 18 teams.

15
Facility design assessments conducted

5,501
Aquatic Fitness and Recreation (AFAR) industry professional development series webinar attendees
Across 45 sessions.

290
Face-to-face pool safety technical workshop participants

90
Mystery guest visits delivered
An additional 40 cancelled due to COVID-19.



INFLATABLE POOL TRIALLED INTERNATIONALLY

As well as local trials of the LSV inflatable pool at Mentone Beach, trials were also led and supported in the Kingdom of Bahrain in the Middle East. This six-lane, 25-metre inflatable swimming pool is created for open waterways including rivers, lakes and oceans. It is designed to bridge the gap between experiencing swimming in a pool and in open water.

POOL LIFEGUARD CHALLENGE

Kingston Active was crowned the 2019 LSV Pool Lifeguard Challenge champion, in recognition of an impressive display of lifeguarding skills and teamwork. Held at Melbourne Sports and Aquatic Centre, 18 teams representing 36 aquatic facilities competed in a variety of simulated scenarios, including the management of spinal injury situations, major first aids, lost children and distressed patrons, as well as race events.



STATE OF THE SECTOR REPORT

For the second year running, LSV and Aquatics and Recreation Victoria (ARV) collaborated on the development of the State of the Sector Report, to enable a better understanding of the Victorian public pool landscape. The publication is intended to provide a broad snapshot of the industry, enabling improved tracking and comparison of key metrics, such as industry size, breadth, and social and economic value. The report acts as the one true source of information, enabling improved analysis and evaluation in support of informed decision making.

AREA OF FOCUS B POOL & WATERWAY SAFETY

REAL LIFE RESCUE ON TRAINING COURSE

A Pool Lifeguard Update course at Ascot Vale Leisure Centre took an unexpected turn, leaving course Trainer Stewart Nicoll and candidates Brad Norton and Robin Sadler with a real life rescue on their hands.

When fellow participant Trevor Mildenhall collapsed poolside and stopped breathing just after the 200m timed swim, Stewart, Brad and Robin initiated resuscitation efforts, and a defibrillator and oxygen equipment were supplied by centre staff.

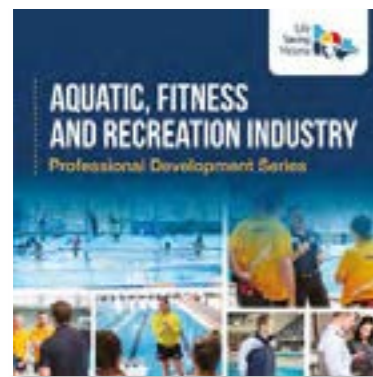
They worked on Trevor until the emergency services arrived, and following further resuscitation and advanced life support medication, Trevor thankfully began to breathe again unaided.

The paramedics commended both the centre staff and course candidates on their resuscitation efforts, and suggested Trevor had a 'long life prognosis'. This incident highlights the importance of early CPR and defibrillation, as well as fast access to advanced life support medication, for saving lives.



AQUATIC, FITNESS AND RECREATION PROFESSIONAL DEVELOPMENT SERIES

Within two weeks of the first wave of COVID-19 activity restrictions, LSV's Pool Safety, Swimming and Water Safety and People teams had mobilised key industry partners. The most notable was Fitness Australia, who collaborated with us on a project to deliver free



engagement and professional development seminars to the Aquatic, Fitness and Recreation (AFAR) industry during the state of emergency.

More than 40 seminars were conducted as part of this initiative, with 5,501 participants. Experts from a diverse range of backgrounds and seniority levels addressed

attendees, including 15 current and former CEOs, as well as subject matter experts. The project was initiated in response to the standing down of industry personnel employed at Victoria's more than 600 council, school and learn-to-swim facilities. The initiative centred around the need for individuals to engage and connect, as well as providing the opportunity to upskill and build knowledge ahead of the industry rebuild.

The steps outlined in the Water Quality Risk Management plan have now been put in place at more than 100 public pools across Victoria.



WATER QUALITY RISK MANAGEMENT PLAN

Following formal requests from LSV's issue-based industry working groups, the Pool Safety team partnered with Commercial Aquatics Australia and AquaticOne engineers to develop and roll out a template plan for public pools across the state. The Water Quality Risk Management Plan aims to assist facility owners and operators in complying with water quality guidelines for public aquatic

facilities, recently released by the Department of Health and Human Services. The steps outlined in the plan have now been put in place at more than 100 public pools across Victoria.

SWIMS SAFE CAMPAIGN LAUNCHED FOR DELIVERY AT PUBLIC POOLS

In December, the Pool Safety team launched the new SwimSafe public safety campaign, based on findings from research conducted by LSV's Risk and Research team during the previous four years.

The SwimSafe campaign was born out of coronial recommendations that aim to educate vulnerable adult swimmers about the risks associated with aquatic environments.

The initiative is a key step towards making public pools safer for vulnerable swimmers. The campaign has now been implemented in more than 75 public pools across Victoria.



RESPECT THE RIVER CAMPAIGN CONTINUES

LSV again partnered with Royal Life Saving and the Federal Government to deliver the Respect the River campaign, with the aim of generating increased awareness about water safety around inland waterways.

Water safety activations were delivered during public events, including the Southern 80 Ski Race on the Murray River, the Hit FM and Aqua Moves Hawaiian

Pool Party in Shepparton, and the Paynesville Music Festival in East Gippsland. Campaign messages were also delivered through LSV's Open Water Learning Experience programs, multicultural programs and Swim and Survive professional development workshops.

Alongside this work, research was conducted to determine relative risk and develop drowning profiles for key Local Government Areas.



SURF COAST WATER SAFETY CAMPAIGN DELIVERED TO ADDRESS COASTAL DROWNING BLACK SPOT

The Surf Coast Water Safety Campaign was launched in the Surf Coast Times in November, with an advertisement and editorial calling for local businesses to sign up as Water Safety Ambassadors. Campaign collateral was created and distributed, comprising posters, brochures, coasters, videos and pull-up banners.

The collateral was translated into multiple languages including Arabic, Chinese and Hindi. These translated resources were used to target visitors to the Surf Coast region.

The initiative was further supported by a campaign targeting businesses in high profile locations along the Surf Coast.

The campaign secured 65 businesses as Water Safety Ambassadors, as well as nine real estate agents and accommodation booking services, providing access to hundreds of visitors during the summer season.

Campaign partners including Surf Coast Shire and Great Ocean Road Regional Tourism helped promote the program through social and digital media platforms. Advertising also appeared in visitor information centres and convenience facilities across the region.

Water safety collateral was translated into multiple languages including Arabic, Chinese and Hindi to target visitors to the Surf Coast region.

ROYAL LIFE SAVING AUSTRALIA NATIONAL AQUATIC INDUSTRY WORKFORCE PROFILE RELEASED

Royal Life Saving Australia has released the National Aquatic Industry Workforce Profile, based on data collected through the National Aquatic Industry Workforce Survey.

The profile captures a snapshot of the aquatic industry across Australia, and presents demographic information on the key roles and make-up of the workforce that currently supports the industry. Findings suggest the industry has a predominately female and casual workforce, with many employees having a second job. Almost half of workers live within 15 minutes of their place of work, and most work throughout the year in a part-time capacity. Workers tend to place a high value on knowing their work has a positive impact on people's lives.



WATCH AROUND WATER E-LEARNING FOR PARENTS



The Pool Safety team developed and released a free online learning resource for industry and parents regarding the importance of actively supervising children around aquatic environments.

FUTURE DEVELOPMENTS:

- Launch of LSV Supervision Planning Services for aquatic facilities.
- Launch of LSV Emergency Planning Services for aquatic facilities.
- SwimSafe online learning for accredited facilities.

AREA OF FOCUS C

MEMBER DEVELOPMENT

STRATEGIES

- > Use traditional and digital media to effectively connect with the LSV membership.
- > Develop systems and technologies to support skills development and continuous learning for LSV members.
- > Ensure a sustainable future through youth and leadership development in lifesaving clubs.



UNDER 18 LEADERSHIP DEVELOPMENT CAMP

This year's Under 18 Leadership Development Camp attracted 39 participants to Angahook Holiday Camp at Airey's Inlet. Participants were involved in team building exercises and personality profiling, as well as completing their CPR certificates. In addition, the group undertook a day of scenario-based training at Fairhaven Beach, where they put their leadership and lifesaving skills into practice.



AGE MANAGER'S DAY

A new initiative this year was a state-wide Age Manager's Day, held pre-season to further support and train new and existing Age Managers.

This initiative was designed to support Age Managers with their important work in developing the lifesaving skills of nippers aged six to 13. Attendees underwent specialised training sessions to enhance their coaching and content delivery techniques.



9 Clubs delivering All Abilities Nippers – Starfish Nippers

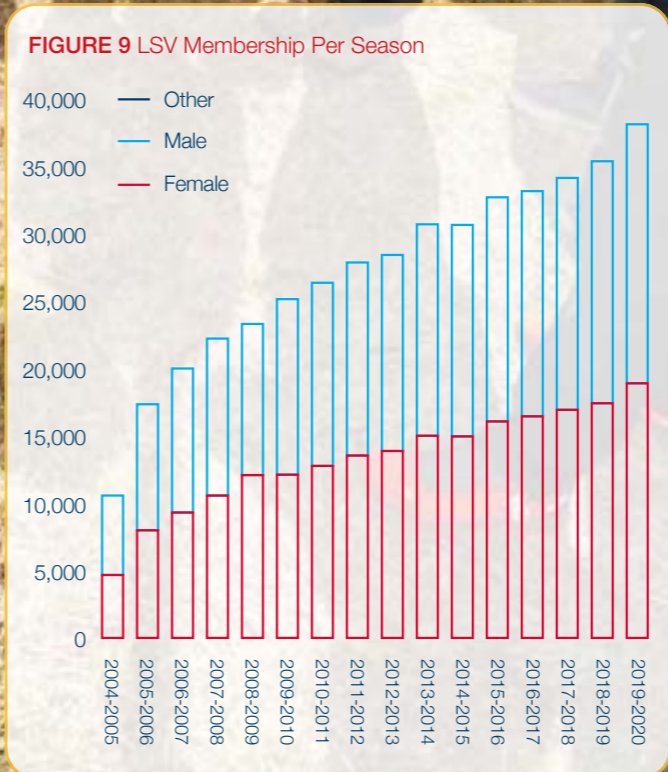
816 Participants in member development programs

Statistics

12,222 Nippers

53 Clubs delivering Nippers programs

30 Member development programs offered



AREA OF FOCUS C MEMBER DEVELOPMENT



LIFE SAVING VICTORIA JUNIOR BOARD ADVISORY COMMITTEE

The aim of the Life Saving Victoria Junior Board Advisory Committee (LSVj) is to represent the voices of youth at LSV, and to help ensure the needs of youth members are recognised by LSV and the industry. Currently the committee has 22 club representatives.

Objectives of LSVj include:

- Offering member and leadership (M&LD) programs that address current skills gaps and provide pathways for development.
- Providing an additional leadership pathway for youth members.
- Increasing member participation in M&LD programs.
- Improving retention of youth members through targeted programs.
- Contributing to the organisation's strategic outcomes by offering development opportunities.
- Helping clubs to embrace LSVj and elect their own LSVj club representatives.

Committee members attended the inaugural LSV Youth Symposium earlier in 2019, a key feature of which was the inclusion of an innovation challenge. As part of the challenge, participants worked in groups to develop a new program, initiative or concept relating to one of their chosen lifesaving disciplines, with the LSVj group creating the overall winning concept.

IMPACT OF COVID-19



The Under 13 Development Camp, Under 15 Leadership Development Camp, and 2020 Building Leaders Scholarship were cancelled this year due to COVID-19 restrictions.

The Valuing Volunteers Evening was also cancelled, with the patrol service and long service of volunteers acknowledged in other ways.

BUILDING LEADERS SCHOLARSHIP

The Building Leaders Scholarship, now in its ninth year, is an innovative six-month development program for current and emerging lifesaving and aquatic industry leaders. As part of the 2019 program, scholars were given the opportunity to continue their learnings during a trip to Sri Lanka, where they shared their expertise with local lifesavers, emergency service workers, and business and government stakeholders.



CHAMPION JUNIOR LIFESAVER DEVELOPMENT DAY

Facilitated by experienced volunteer leaders, the Champion Junior Lifesaver Development Day saw 33 attendees aged 13 to 14 participate in a series of leadership development workshops. They gained exposure to lifesaving pathways and developed Surf Rescue Certificate skills. The day also showcased youth member achievements and commitment to the wider membership and local communities.

MENTOR PROGRAM

The 18-25 Mentor Program, now in its third year, works to develop young leaders aged 18 to 25 in preparation to face the challenges of current and future leadership roles.

By giving each participant the support of a mentor, the goal is to enhance the lifesaving network. The program also provides a platform for attendees to enhance their leadership credentials, build on current skillsets, and reach their leadership goals.



MENTAL WELLBEING SERIES



Taking a holistic approach to mental wellbeing was more important than ever this year, due to COVID-19.

We therefore established a new online series of sessions covering topics to support our people to proactively manage their wellbeing.

The mental wellbeing series ran for an initial period of 13 weeks, which was then extended. Delivered online each Monday at 12pm, the idea was to encourage participants to set good wellbeing intentions for the week ahead. Topics included mental wellbeing during isolation, mindfulness, leadership, building resilience, critical incident support, men's health, and a presentation from the regional perspective titled The Unbreakable Farmer. All sessions were recorded and are available to view at lsv.com.au

ONLINE MEMBER PERSONAL AND PROFESSIONAL DEVELOPMENT SERIES

A new offering for members established during the COVID-19 pandemic was a 13-week online personal and professional development series. The aim was to provide a broad scope of relevant topics, pathway insights, and support with practical preparation for the upcoming season.

Across three different streams - including mental wellbeing, leadership and skills development - these bite-sized sessions were led by subject matter experts from within and outside of the lifesaving movement. Topics included:

- Membership and Leadership Development
- Nippers
- Volunteer training
- Club support
- Aquatic sport
- Club governance
- Lifesaving operations



NIPPERS @HOME

As a part of the Water Safety @Home series, seven Nippers @Home episodes were delivered via the LSV Facebook and YouTube channels. These videos aimed to maintain engagement and connection with nippers throughout the COVID-19 pandemic.

These online, practical sessions helped nippers to stay active, practise their skills, and develop their water safety, first aid and lifesaving knowledge from the comfort of their lounge rooms.



CLUB CONFERENCE SUCCESS

Bringing together the previous 'Lifesaving Conference' and 'Preseason Forum' events across a single weekend, the annual Club Conference was held in September, to help prepare lifesaving clubs and members for the upcoming patrol season, and to provide networking opportunities.

Key topics discussed included mental health, incident management, and how to develop a strong culture among the diverse lifesaving community. The conference tradeshow also provided an opportunity for clubs to connect with key suppliers, and see demonstrations of new lifesaving equipment, including the Westpac Life Saver Rescue Drone Service. For the first time, members also had the opportunity to view a live stream of all sessions, enabling wider access to content.



TEAM APP ROLLOUT TO LIFESAVING CLUBS

This year LSV introduced Team App as a new communications channel to clubs. The goal of the app is to provide timely news, events and updates across lifesaving services, volunteer training, member development and aquatic sports, direct to members' smartphones.

The roll-out of the app aims to meet the changing communications needs of our members in an evolving digital environment.



IMPROVING CLUB COMMUNICATIONS IN A PANDEMIC OPERATING ENVIRONMENT

With pandemic restrictions disrupting many of our usual events and meeting formats, LSV has used its digital tools to adapt communications and ensure continued contact with our clubs and members. In March, a regular teleconference was introduced for club presidents using Microsoft Teams, which has enabled us to continue and strengthen our communications with clubs, by encouraging robust conversations and providing opportunities to ask questions. Additionally, LSV was able to offer Microsoft Teams access to all clubs, enabling them to conduct online meetings for their own committees during this time.

FUTURE DEVELOPMENTS:

- Review of the Youth Involvement Program (YIPs) and implementation of a working group.
- Introduction of an intermediate female youth innovation challenge.
- Further support and establishment of LSVj, including incorporating area representatives.
- New Membership and Leadership Development (M&LD) panels to support the work of the M&LD Executive, including panels for junior development programs, senior development programs, masters development panels, and member wellbeing.
- Development of a mental health framework.
- Development of single sign-on LSV member portal.

AREA OF FOCUS D

COMMUNITY EDUCATION & TRAINING

STRATEGIES

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

Statistics

8,460
Completed first aid and CPR training

From essential and emergency services, education, aquatics and the general public.

19,784
Candidates completed courses

Delivered by LSV's 20 third party training provider organisations, and 45 LSV trainers.

28
Water Safety @Home sessions delivered

With more than **18,500** participants.

33,454
Participated in face-to-face and online Sink or Swim and Open Water Learning Experience programs

From **240** schools.

514
Participants from 3 Victorian inland locations in the pilot Bush Nippers program

26,717
Victorian students attained the Victorian Water Safety Certificate

Surpassing the year's target of **18,000**.

10,985
Trained in aquatic safety and accredited in-service courses

Including swim teachers, lifeguards, aquatic facility staff, pool operators and open-water activity supervisors.

169
Swim and Survive licensees taught swimming and water safety

To **71,827** Victorian children.

182
LSV service members delivered vital community awards and professional development

To **2,714** people.

VIRTUAL REALITY ENHANCES WATER SAFETY WEEK AND SCHOOL RESOURCES

During Water Safety Week in December, LSV's Education team visited swim schools at Knox Leisureworks, Melton Waves and the Peninsula Aquatic and Recreation Centre, to deliver a virtual reality (VR) experience.

Students were able to immerse themselves in a VR session with an LSV instructor, meet Royal Life Saving's Lachie the Lifeguard mascot, and have their picture taken with our water safety banner.

These activities encouraged participants to share their experiences with family and friends. Parents were also engaged to learn more about the Victorian Water Safety Certificate.

Three new VR Google Expeditions and accompanying teacher resources were also developed this year, expanding our suite of scenarios to include:

- Visiting the Beach for CALD Communities
- Visiting a Farm
- School Swimming Lessons

Teachers and students can visit lsv.com.au/vr for free access to these innovative resources.



WATER SAFETY PODCAST LAUNCHED

Featuring interview-style episodes across a range of water safety topics, LSV's podcast was launched in December.

The podcast provides teachers and aquatic industry professionals with relevant updates about drowning trends, swimming and water safety in the Victorian Curriculum, and creative ideas for teaching water safety in the classroom.

To date the podcast has been downloaded 722 times and is available via lsv.buzzsprout.com, as well as through Spotify and Apple Podcasts.



AREA OF FOCUS D

COMMUNITY EDUCATION & TRAINING



BUSH NIPPERS PROGRAM PILOTED

Bush Nippers is an important junior lifesaving educational program that exposes participants to appropriate lifesaving and water safety education in open waterways, where the highest proportion of drowning incidents occur. With the aim of determining the effectiveness of the Bush Nippers initiative in regional inland areas, Year 2 of the pilot saw a holiday-style program take place in January at Echuca and Shepparton. The project ran in partnership with local aquatic centres in the Campaspe Shire and City of Greater Shepparton, with each program attracting 85 to 90 participants. The program was also piloted in schools, in partnership with Ballarat Aquatic & Lifestyle Centre. A fourth pilot program planned for Wodonga, in partnership with the City of Wodonga, was unfortunately cancelled due to fire safety precautions at the time.

Funded by the State Government's Public Water Safety Initiative, an evaluation found the Bush Nippers pilot programs demonstrated significant potential for providing every Victorian child with the opportunity to be safe in and around open waterways.



20 YEARS OF THE OPEN WATER LEARNING EXPERIENCE PROGRAM

A review was undertaken during the twentieth year

of this practical education program, which is designed to empower students to make safe aquatic decisions while enjoying their local waterways. The review found almost 300,000 students had participated in the program over the past two decades, with 100 per cent of teachers questioned saying they would recommend the program.

RISK APP UPGRADED TO SUPPORT SAFE AQUATIC PROGRAM DELIVERY



The LSV Risk App was converted from a webpage to an application, before being successfully trialed for use in the assessment and management of aquatic risks during LSV education programs. The Education team also partnered with Triathlon Victoria to adapt the app for triathlon coaches, and help manage aquatic risk during their training sessions and events.

THE PLATYPUS SWIM TRAINER

This innovative project aimed to find new ways of helping children to increase their swimming skills out of the water.

Following a number of stages and design concepts, the work resulted in the development of a prototype 'platypus' swim trainer.

This prototype uses VR while supporting movement, to teach children the skills and movements needed to practice their swimming stroke techniques out-of-water.

LSV is looking forward to launching the concept during the 2020-21 period.



ONLINE SWIMMING AND WATER SAFETY TOOLKIT RE-LAUNCHED

As part of the Public Water Safety Initiative funded by the Victorian Government, LSV re-launched the Online Swimming and Water Safety Toolkit in February 2020.

Following a review of the original toolkit developed in 2019, it was redesigned to look more attractive and allow for easier navigation. The new look toolkit continues to play an important role in supporting schools, swimming schools and the community to deliver high quality swimming and water safety programs, as required by the Victorian curriculum.

The toolkit is available at lsv.com.au/toolkit and provides access to free templates, checklists, lesson plans, posters, best practice case studies, and tips and tricks.



WATER SAFETY @HOME SERIES DELIVERS ONLINE LEARNING DURING ACTIVITY RESTRICTIONS

In response to swimming pools and lessons being unavailable during COVID-19 restrictions, a special Water Safety @Home series was

created to fill the gap and keep children learning about swimming, water safety, first aid and lifesaving. Over a seven-week period, a total of 28 sessions were delivered via Facebook Premiere, Microsoft Teams and YouTube. The sessions have attracted more than 18,500 participants and views since launching.

These resources have also been used by schools and swim schools as part of their remote learning activities, and as opportunities for students to keep active while swim schools are closed.



WATER SAFETY EDUCATION DELIVERED THROUGH TECH TIME PILOT COURSES

LSV led two days of innovative Tech Time pilot courses, to test new and engaging ways of delivering water safety education using emerging technologies.

The courses were held at LSV and the Discovery Science and Technology Centre in Bendigo. A total of 107 Grade 4 to 6 students from three schools participated in the trials, which involved a two-and-a-half hour excursion, including five session rotations that covered drones, Sphero robotic balls, green screen, VR and a Sink or Swim water safety session.

CONFERENCE SUPPORTS SCHOOLS TO PREPARE FOR WATER SAFETY WEEK AND BEYOND

A free, full day workshop was held in September, attracting 158 attendees from schools and the aquatic industry. During the event, advice was provided on how to deliver engaging school swimming and water safety programs, with participation in December's Water Safety Week actively encouraged.

Nine sessions were delivered, covering topics including the Victorian Water Safety Certificate and Victorian curriculum, inquiry-based approaches to swimming and water safety, and addressing special needs in school swimming.

The Water Safety Week and Beyond conference was delivered as part of the Public Water Safety Initiative, funded by the Victorian Government.



MAKE 'N' TAKE WORKSHOP FOR SWIM SCHOOLS

This innovative workshop not only delivered new ideas and program activities to support swim schools when teaching students about water safety, but also gave participants the opportunity to make their own beach flags and resuscitation props.

These items were taken back to their facilities for use in water safety education and displays.



WATER SAFETY WEEK HIGHLIGHTS HIGHEST DROWNING TOLL IN 20 YEARS

On Sunday 1 December, the Minister for Police and Emergency Services, the Hon. Lisa Neville MP joined Play it Safe by the Water committee members, local member for Albert Park the Hon. Martin Foley MP, and emergency service representatives, to launch Water Safety Week. The launch also provided an opportunity to release the Victorian Drowning Report for 2018-19.

The launch highlighted that 2018-19 had recorded the highest drowning toll in 20 years, and introduced a new TV and social media advertisement calling on Victorians to 'know the conditions and their limits' around water. As part of Water Safety Week, Victorian Government and Catholic primary schools and swim schools had the opportunity to win a visit by LSV's Education team, during which students participated in VR sessions focusing on swimming and water safety.

The Victorian Westpac Lifesaver Rescue Helicopter also landed at five lucky schools on 3 and 4 December, to promote being safe around water and to demonstrate its new winch capability.

WATCH AND LEARN INTERACTIVE VIDEO RESOURCES FOR PRE-SCHOOLS AND PRIMARY SCHOOLS

Eight new interactive videos were released this year, to teach pre- and primary school students about water safety at the beach, around the home, and at different waterways around coastal and inland Victoria.

Supporting activity plans connected to various areas of the Victorian Curriculum were also developed and made available to teachers. To date these resources have received more than 4,263 views on LSV's YouTube channel.



AREA OF FOCUS D

COMMUNITY EDUCATION & TRAINING

ZINC TO MAKE VICTORIANS THINK ABOUT WATER SAFETY

In December, a social media campaign was launched as part of Play it Safe by the Water, calling on Victorians to 'Zinc and Think' about potential dangers before entering the water.

Play it Safe by the Water branded zinc was also distributed at events and during education programs.



ACCREDITED TRAINING AND PROFESSIONAL DEVELOPMENT INTRODUCED FOR THE LEARN-TO-SWIM INDUSTRY

Among the 15 new training courses introduced by LSV this year is a suite of accredited training and professional development courses for the learn-to-swim industry, including:

- LSV Swim Teacher (SISS00112 Swimming and Water Safety Teacher).
- LSV Swim Teacher Update (SISS00112 Swimming and Water Safety Teacher) - a bridging course for license-holding swim teachers to update their skills and knowledge.
- LSV Teacher of Infant and Toddler (SISCAQU011).
- Swim Teacher In-service Training, for teachers to maintain their skills and knowledge.

Our Public Training team worked with subject matter experts including Olympic champion Mack Horton on the development of course content, and conducted trials in partnership with YMCA Victoria, Belgravia Leisure and Aligned Leisure.

These trials were designed to ensure courses reflect best practice, and create a clear and supportive pathway into the learn-to-swim industry.

Additional benefits offered to LSV training candidates include a flexible approach to learning, an online portal to monitor professional development activities, and free CPR courses for LSV licensed swim teachers.



EMPOWERING AQUATIC FACILITIES AND SWIM SCHOOL CHAMPIONS TO DELIVER IN-HOUSE TRAINING

Introduced in March, the LSV Facility Champions program leverages the structure and logic of the highly successful Service Member program.

The aim is to enable and support facility representatives to provide non-accredited training, Watch Around Water and SwimSafe professional development sessions to both staff and community patrons.

The program also offers a unique commercial opportunity for facilities to deliver awards such as the Royal Life Saving Bronze Medallion and Emergency Care courses for school groups or holiday program attendees.

ADAPTING AND INNOVATING FOR CONTINUED TRAINING DELIVERY DURING COVID-19



When COVID-19 government-imposed activity restrictions prevented the delivery of training courses, the training team acted quickly to adapt LSV's courses for remote and

online delivery. This approach provided a lifeline for essential services, while helping those from industries that were stood down to feel prepared for their return to work. First Aid @Home and CPR @Home courses enabled Victorians to complete both the training and assessment elements of these fully accredited courses from the comfort and convenience of their own homes.

As a result, 3,430 video assessment submissions were graded by LSV trainers for @Home accredited training in Provide First Aid and CPR. We also adapted these qualifications into a webinar format,

enabling the remote delivery of group courses, allowing essential workers to maintain their competencies.

3,430
Video assessment submissions were graded by LSV trainers.

BRINGING TRAINERS TOGETHER WHILE FURTHER APART



This year COVID-19 meant the cancellation of planned face-to-face events, including the Trainer Assessor Network, and annual licensee luncheon.

In light of LSV's rapidly increasing focus on the online learning space, webinars and podcasts, the Public Training team embraced the opportunity to identify new ways of engaging trainers. Regular webinars provided remote access to course updates and new safety protocols, as well as opportunities for training providers to upskill.

An adapted pool lifeguard master class was delivered to aquatic safety training officers once face-to-face training was able to

temporarily resume in June, with additional safety precautions and reduced group sizes, individualised training, and group consultation on COVID-19 adapted techniques.

This year COVID-19 meant the cancellation of many of our planned face-to-face events.

INTERNATIONAL TRAINING DELIVERED IN MANILA AND ABU DHABI



In August the LSV Public Training team travelled to the International School of Manila for the fourth consecutive year, to deliver six Provide First Aid and Pool Lifeguard courses over five days.

In the same month, LSV trainers also travelled to Abu Dhabi to deliver open water and pool-based courses, recognised by the International Life Saving Federation, to 65 candidates.

These courses were delivered as part of our annual program to ensure our third party provider Ocean Diving Centre can maintain its training delivery standards, and can pass on important skills and knowledge to local training candidates each year, on behalf of LSV.

We also added three new courses to our international training suite, including:

- LSV Swim Teacher (International)
- Royal Life Saving Australia First Aid Education and Care (International)
- LSV Jetski (International)

LAUNCH OF LIFE WITHOUT BARRIERS TRAINING PORTAL



Life Without Barriers is one of LSV's key partners for the provision of CPR and first aid training to the disability services industry.

This partnership was established when the National Disability Insurance Scheme was introduced in Victoria. In December, LSV finalised and launched the Life Without Barriers training portal, to provide simplified and transparent access to essential training in CPR and first aid.

LSV has more online training portals in development for training provider partners, which are due to be launched in the new financial year.

GROWING LSV TRAINING PARTNERSHIPS

LSV teamed up with a host of new third party training providers, including Richmond Football Club, Kemp Aquatics, Heather's Swim School, Banyule City Council, GoTAFE Wangaratta, and Alpine First Aid and Training.

Third party providers allow us to extend our reach through quality organisations that deliver training on our behalf, often in regional areas.

With such rapid growth, we launched an extension to our partnership agreements, allowing providers to list their public courses for enrolment on the LSV portal. This brings us one step closer to a single location where quality aquatic safety training across Victoria can be accessed. This development makes it simpler for candidates to discover and book their training.



FUTURE DEVELOPMENTS:

- Enhancing LSV's face-to-face education programs, including Sink or Swim, with a full suite of online options.
- Establishing partnerships with aquatic-related industries and organisations for the local delivery of LSV's education programs, including the Open Water Learning Experience, Sink or Swim and Bush Nippers, to help meet increased program demand from schools.
- Scoping further applications for the Risk App by LSV teams and other Play it Safe by the Water aquatic agencies, as well as outdoor education groups and schools.
- Exploring the use of augmented reality to teach swimming and water safety to children and young people in new and engaging ways.
- Taking remote learning long term, with the second iteration of @Home accredited training.
- Updating existing technology, with new versions of the LSV Trainer App, Processing Portal and training partner provider portals.
- Developing new and adapted approaches to training for the aquatic industry, including the Swim Teacher (Blended) course; Teacher of People with a Disability; Version 2 of in-service online learning for swim teachers and pool lifeguards; blended delivery versions of the aquatic technical operator course and pool water testing course, and aquatic technical operator training for environmental health officers.
- Launching new online learning options, as well as Royal Life Saving Conflict Management and Cultural Competency training.

AREA OF FOCUS E AQUATIC SPORT

STRATEGY

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



Statistics

6440
Junior
carnival
competitors

644
Current
accredited
coaches &
officials

615
Pool
competitors
Includes Senior carnivals #1, 2 & 3 and State championships from June – September 2019 and Junior carnivals #1 & 2 and State championships from May – June 2019.

383
Masters
championship
competitors

3834
Youth/
Senior
carnival
competitors
Includes **885** athletes who entered the Youth/Senior State championship before its cancellation.

166
High
performance
athletes,
team
managers &
coaches

Participating in Victorian State, Development or U23 teams at the Youth Pathway Cup, SLSA Interstate championships, Super Surf League, ASRL Interstates, RLSA Australian Pool championships & SLSA IRB championships.



YEAR 2 OF AQUATIC SPORT ADMINISTRATION REVIEW IMPLEMENTATION

The rollout of year 2 of the Aquatic Sport Administration Review work plan saw significant developments across all areas, including developing people, prioritising safety, upgrading technology, increasing promotion, and improving evaluation.

DEVELOPMENT OPPORTUNITIES FOR SPORTS OFFICIALS AND COACHES

A three-part workshop series was delivered across four regional and metropolitan areas, to provide professional development opportunities for aquatic sports volunteer officials. These events were held between September and November, with 152 participants.

Toolkits were provided to participants, as well as the opportunity to join a mentoring program in support of new and emerging officials.

Member training and upskill programs were also delivered to support the development of sports officials and coaches at lifesaving clubs, including a rescue watercraft course for identified members, and the provision of toolkits for 16 water safety teams as part of our ongoing contribution to powercraft duties at carnivals.



AREA OF FOCUS E AQUATIC SPORT

RISK MANAGEMENT IMPROVEMENTS

The Active Training Safety Project involved the review of official documents, processes and tools covering recommended approaches to the management of aquatic sports risk.

This work resulted in the development of an effective aquatic sports risk management program.



NEW SPORTAPP FOR CARNIVAL ENTRIES



SportApp – Entries, is a web-based system that enables team managers and parents to manage carnival entries.

Launched this year, the LSV app is accessible from both mobile devices and personal computers, and enables users to enter athletes into carnivals, assign them to teams, check eligibility, manage teams, and report on competitors and events.

Testing was also conducted for new marshalling, rescue and resuscitation (R&R), and rostering apps.

NEW AWARDS TO RECOGNISE ATHLETES AND OFFICIALS



New awards were also incorporated into LSV's 2020 Awards of Excellence this year, with the addition of the Emerging Official of the Year award, and the expansion of the Athlete and Team of the Year categories, to include awards for Under 14 and Under 15, Youth, Open and Masters.

VICTORIANS SELECTED FOR COMMONWEALTH FESTIVAL OF LIFESAVING AUSTRALIAN TEAM



LSV's State Coach James Evans of Mordialloc Life Saving Club was named National Coach for the Commonwealth Festival of Life Saving's Australian team, which competed at Leeds, UK in November.

In addition, the team included Victorian representative James Petropoulos of Mordialloc Life Saving Club, while Rose Bentley of Mornington Life Saving Club and Tom Frisby of Williamstown Swimming & Life Saving Club were selected as non-travelling reserves for the development team.

VIC BLUES COMPETE IN SUPER SURF TEAMS LEAGUE

This season saw the introduction of Surf Life Saving Australia's Super Surf Teams League, as a festival of team-based surf sport action featuring ski, swim, board and beach events, as well as mixed-gender relays.

LSV's 'Vic Blues' team competed against 12 other teams representing regions nationally over three rounds.



GROWTH IN AQUATIC SPORT VOLUNTEERS AND EVENTS

A focus on continued development saw the number of accredited officials and coaches rise to 508, which represents an increase of 129 since the previous year.

This figure comprises 176 new officials including those who have undertaken new official accreditation training, have been accredited through recognition of prior learning, or have been reaccredited.

The overall number of current coaches rose to 156, which represents an increase of 18 when compared to the previous year.

This total comprises 40 new coaches including those who have undertaken new coaching accreditation training, have been accredited through recognition of prior learning, or have been reaccredited.

In 2019-20, 46 Victorian officials were appointed at national and international competitions across surf, pool and IRB disciplines. The traditional belt and reel event was reintroduced this year at the youth/senior carnivals, as was the march past event.

The season also saw the addition of a Masters category to the Victorian Endurance Championships, as well as a new beach-specific carnival.



A focus on continued development saw the number of accredited officials and coaches rise to 508.

IMPACT OF COVID-19 ON AQUATIC SPORTS



COVID-19 restrictions meant the cancellation of the 2020 Youth/Senior Victorian Life Saving Championships, pool lifesaving competition season (due to begin in May 2020) and Inflatable Rescue Boat (IRB) competition season (due to begin in April 2020).

However, the Nippers @Home online video series continued to deliver skills development activities for junior athletes to participate in at home, while the LSV Sport Forum Facebook page was re-launched to engage aquatic sport athletes and volunteers, and support them to stay connected and active at home.

FUTURE DEVELOPMENTS:

- A focus on supporting clubs to deliver local and inter-club carnivals in a COVIDSafe format.
- Rollout of a focused training program designed to support carnival safety and emergency management coordinators, and area risk and response officers.
- SportApp implementation and training to assist in carnival management, including the ability for parents to submit carnival entries (currently restricted to team managers) and the incorporation of Radio Frequency Identification (RFID) technology for competitor timing.
- Launch of fitness programs to support members with skills maintenance and obtaining new awards.

AREA OF FOCUS F

AQUATIC RISK & RESEARCH

STRATEGIES

- > Ensure evidence-based research is provided to support the strategic decision making of LSV and its stakeholders.
- > Lead and facilitate research into risk identification, prevention and mitigation in all aquatic environments.

Statistics

457
Children participated in 3 Bush Nippers pilot programs

7
Aquatic risk assessments conducted

- 1 inland waterway
- 3 coastal waterways
- 3 urban wetlands (desktop assessments)

2,382
Members provided input into the Lifesaving Capability & Resourcing Review

1,061
Responses received for aquatic sport 2019-20 season surveys



LSV RESEARCH HIGHLIGHTED AT DROWNING PREVENTION WORLD CONFERENCE

Nine presentations were given by LSV staff at the 2019 World Conference on Drowning Prevention in South Africa, which attracted 500 delegates from 64 countries.

LSV's presentations covered a range of work, including virtual reality technology, the Everyday Lifesaver app, Play it Safe By The Water campaign evaluation, SwimSafe pool safety campaign development, multicultural water safety pathways programs, and coastal drowning black spot research. LSV staff also co-authored an additional three presentations and one research poster.



EVALUATION OF BUSH NIPPERS PILOT PROGRAMS

As part of the Bush Nippers pilot programs conducted in Echuca, Shepparton and Ballarat, the LSV Research team evaluated program effectiveness and feasibility for state-wide implementation. To measure the program's impact, children participating in the Under 9 and Under 12 categories were assessed on their water safety knowledge and skills, before and after participating. Feedback was collected from staff involved in the program, and parent engagement and satisfaction was also measured. Key findings included a significant increase in the participating children's water safety knowledge and lifesaving skills, with the children themselves rating the program 4.5 out of five, and 100 per cent of parents recommending the program to other families.



AREA OF FOCUS F

AQUATIC RISK & RESEARCH

LIFEGUARD SUPERVISION EYE-TRACKING STUDY

The LSV Risk and Research team, in conjunction with Swinburne University, conducted a study focused on the use of eye-tracking technology to determine the most appropriate ratio of pool lifeguards to patrons. The goal was to help maximise safety, and ultimately reduce the incidence of drowning death and injury at public swimming pools.

The study found the more patrons in a pool, the more difficult it was for a lifeguard to spot a person in trouble. Observations found that where the number of patrons exceeded 75, drowning victims were not identified 50 per cent of the time. A higher number of patrons in the pool was also found to influence the length of time taken by a lifeguard to identify a potential drowning victim.

The findings of this research will be used to inform recommended lifeguard-to-patron ratio guidelines, and further studies will help ensure optimal ratios are implemented in the future.



RISK ASSESSMENT CONDUCTED ON URBAN RAINGARDEN

LSV has conducted the first known aquatic risk assessment of a raingarden. Raingardens fall under the 'urban wetland' umbrella of aquatic environments, and act as stormwater biofiltration systems. They are different to most urban wetlands because water isn't always present. Water flows into the garden when it rains, before draining out through the soil or plants. This keeps the water within the catchment, rather than allowing runoff to enter the stormwater system. Water levels in raingardens can be up to one metre deep, with most raingardens installed in parks located near playgrounds, recreational areas and houses. Because of the variable nature of these aquatic environments, they contain potential hazards, particularly for young children, making this new assessment a vital tool for reducing aquatic risk.

LIFEGUARD SERVICE REVIEW

The Lifeguard Service Review was undertaken in conjunction with LSV's Lifesaving Services Delivery and Lifesaving Operations teams, to assist in determining the level of lifeguard services required at coastal sites with paid lifeguards.

The study focused on a number of specific beaches and reviewed the level of public exposure to hazards, to provide recommendations for adjustments to service levels. The goal for these recommendations is to help ensure a safe aquatic recreational environment for beachgoers.



AQUATIC SPORT MONITORING AND EVALUATION PLAN

Year 2 of the LSV Sport Monitoring and Evaluation (M&E) Plan saw a review of the 2019-20 season's lifesaving sports events to help inform the LSV Sport Strategic Plan.

The strategic plan was developed in 2018-19 to make improvements across aquatic sports at LSV, including developing people, prioritising safety, upgrading technology, increasing promotion, and improving evaluation.

More than 1,000 members provided valuable insights regarding their satisfaction with carnivals, and identified key themes for continued improvement including carnival timing, communication, personnel and location.

In addition, annual monitoring of carnival participation (including athletes, officials and coaches), has provided insights around carnivals, and has enabled us to create participant profiles that offer a snapshot of the members involved.

The M&E Plan will enable a process of member driven consultation and continuous improvement for LSV sport carnivals.

More than
1,000 members
provided
valuable insights
regarding their
satisfaction with
carnivals.

REVIEW OF LIFESAVING CAPABILITY AND RESOURCING



The Lifesaving Capability and Resourcing Review took a wide-ranging look at the organisation's lifesaving capability and resourcing, to support the identification of areas for improvement.

Key areas of investigation included:

- Community and government expectations, and opportunities for lifesaving services.
- Volunteer membership engagement and sustainability in lifesaving services.
- Gaps, operational challenges and opportunities in lifesaving service delivery.

The review incorporated surveys, focus groups and interviews involving more than 2,300 current and past members, 20 key government and water safety agencies, and 2,100 Victorian residents, as well as a review of volunteering in Australia.

The recommendations of the review will help shape how LSV evolves to meet the changing needs of volunteers, the community and government, and will be completed in late 2020.

FUTURE DEVELOPMENTS:

- Release of results and recommendations of the Lifesaving Capability and Resourcing Review.
- Research into a dry swimming aid (Platypus Swim Trainer) for the development of swimming skills.
- Research into the use of virtual reality technology to improve water safety knowledge for people from CALD communities.

AREA OF FOCUS G
DIVERSITY

STRATEGIES

- > Expand the reach of water safety education to include engagement and settlement of multicultural communities.
- > Respond to diversity in the community, focusing on gender, age, disability and cultural diversity.

Statistics

15 Clubs participated in Pink Patrols

22,000 Participants in multicultural programs
Matching our previous yearly record, despite this year being affected by COVID-19.

400 Partner community organisations across our multicultural programs
Including schools, agencies and community groups.

35 Participants represented LSV in Pride March 2020

46 Female lifesaving club members recognised at LSV's 2020 International Women's Day Breakfast

5 Clubs participated in the Open Water Grey Medallion Train the Trainer workshop



ALL-AFGHAN LIFESAVING SPORTS TEAM

Australia's first all-Afghan lifesaving team was formed at Bonbeach Life Saving Club, to train for and compete in the traditional Rescue and Resuscitation event.

Members of the team have come a long way in developing their swimming, lifesaving and water safety skills thanks to LSV's multicultural programs.

Their achievements are particularly significant when you consider none of the participants were able to swim before arriving in Australia.

The team members hope their experiences and stories will inspire other refugee groups to learn more about water safety.



VIRTUAL CLASSROOM PRESENTATIONS DEVELOPED TO CONTINUE SERVICES DURING COVID-19

With approximately 20 per cent of scheduled beach education and classroom sessions cancelled due to COVID-19 activity restrictions, the Multicultural team worked quickly to adapt the Meet a Lifeguard and beach water safety programs into classroom sessions for online delivery.

The reimagined programs have proven highly popular with schools and multicultural community groups, enabling them to continue to learn about water safety from their homes or classrooms.

AREA OF FOCUS G DIVERSITY

CONTINUED SUCCESS FOR WATER SAFETY EDUCATION AND YOUTH EMPLOYMENT INITIATIVE

The successful Water Safety Education and Youth Employment Initiative in Melbourne's culturally diverse inner northern suburbs has been running for five years thanks to ongoing funding from the Inner North Community Foundation.

To date, nearly 4,000 Culturally and Linguistically Diverse (CALD) community members have participated in activities, and 41 youth participants have gained employment at local aquatic facilities.



LSV PRIDE NETWORK

LSV's commitment to the inclusion of the LGBTIQ community took some great steps forward with several new initiatives in 2019-20. These included the newly developed Emergency Management Pride Network Victoria, which aims to create a more inclusive and collaborative emergency services sector.

Under the LSV Pride Network, we participated in Pride March 2020 with more than 35 participants, as well as joining other agencies at the 2020 Midsumma Carnival, where LSV services, clubs and volunteerism were showcased to the community.

LSV is proud to have established the LSV Emergency Management Pride Network, with members taking part in the Surf Life Saving Australia inaugural Pride Forum.



FEMALE LEADERSHIP NETWORK

Our 2020 International Women's Day breakfast was a celebration of all the fantastic, inspiring and dedicated females working across all facets of our organisation.

In total 46 females were recognised during this special event, which was attended by 165 people from across lifesaving, emergency services, the aquatic industry and the sport and recreation sector.

The Female Leadership Network (FLN) also hosted 65 people for its first online session in May, as well as introducing a Round Table series to provide interactive learning opportunities.



PINK PATROLS INCREASE ACROSS THE STATE

The mission of the Pink Patrol is to celebrate the vital role of females in shaping the lifesaving movement, as well as building female operational capacity and providing positive female role models for future generations.

The number of all-female Pink Patrols significantly increased this season, with 15 clubs participating state-wide, including ten for the first time.



READY 2 LEAD – INTERMEDIATE FEMALE LEADERSHIP PROGRAM

Ready 2 Lead is the first LSV female leadership program to offer a blended format of both day and night sessions.

It was delivered to 21 established and aspiring leaders from across Victoria in Melbourne, Warrnambool and online via Skype, which allowed more regional participants to join in.



OPEN WATER GREY MEDALLION

The Open Water Grey Medallion (OWGM) program for those aged 55 and over expanded during 2019-20.

A Train the Trainer workshop was delivered to five clubs, to enable members to deliver the program independently in future. The program offering was also expanded to include introductory, intermediate and advanced programs.

The first OWGM intermediate program was held at Ocean Grove, where eight enthusiastic locals took part in an intensive weekend program.

All participants expressed an interest in continuing to the advanced program. The program teaches participants a range of lifesaving skills, from basic first aid to self-survival techniques, all of which are transferable from the beach to everyday life.



STARFISH NIPPERS CARNIVAL

Following the inaugural event last year, Hampton Life Saving Club hosted another successful Starfish Nippers Carnival, designed to bring nippers of all abilities together from across the state.



FUTURE DEVELOPMENTS:

- Carrum Life Saving Club to become the host club for many of the 2020-21 multicultural beach programs and training courses for south-east Melbourne participants, while Bonbeach Life Saving Club facilities are redeveloped.
- Continuation of the water safety education and youth employment initiative in Melbourne's culturally diverse inner northern suburbs for a sixth consecutive year.
- The online Ready 2 Lead program will expand to incorporate an intermediate female leadership program.
- New FLN and diversity and inclusion panels will be established to support the work of the Membership & Leadership Development Executive.

AREA OF FOCUS H

SECTOR DEVELOPMENT & SUPPORT

STRATEGIES

- > Implement the full community / government partnership model in the Emergency Management Victoria structure.
- > Advocate for the development and maintenance of fit-for-purpose, location sympathetic and advanced design LSV facilities.
- > Build cooperative relationships within the aquatic industry and emergency services, ensuring best practice of water safety.
- > Ensure LSV is sustained as a resilient, dynamic and well managed organisation.



Statistics

2
New bayside lifesaving facilities opened

20
Aquatic agencies participated
As part of the Play it Safe by the Water community / government partnership.

500
Registrations for 11 Blue Connections events

5
Graduates of the Victorian Emergency Services Workplace Diversity Initiative became Ambulance Community Officers



NEW BAYSIDE LIFESAVING FACILITIES OPEN

In November, South Melbourne Life Saving Club (pictured above) officially opened its new Aileen 'Mac' Kennedy Pavilion.

The new lifesaving facility allows the club to better serve the community with more equipment storage, climate-controlled rooms, and a six-star green energy rating.

In March, Edithvale Life Saving Club (pictured left) officially opened its new lifesaving facility, which set a new standard with its enhanced abilities to service members and the community. The club's previous facility was the oldest in the Port Phillip Bay area.

MORE GRADUATES OF LSV MULTICULTURAL PROGRAMS GAIN EMERGENCY SERVICE EMPLOYMENT

Our delivery of the Victorian Emergency Management Diversity and Inclusion initiative continued during the 2019-20 financial year.

Following last year's intake of seven Culturally and Linguistically Diverse (CALD) aquatic role models into emergency services employment, a further five graduates of the program have entered training and employment with Ambulance Victoria this year as Ambulance Community Officers.

Our commitment to this initiative has successfully supported an increase in CALD youth employment and representation within Victorian emergency services.

Our approach to the training and development of CALD aquatic roles models in the emergency services sector is intended to be transferable to other emergency service organisations.



AREA OF FOCUS H

SECTOR DEVELOPMENT & SUPPORT



INTER-AGENCY SUPPORT FOR BUSHFIRE RELIEF AND RECOVERY OPERATIONS

Lifesavers were called upon to help the Australian Defence Force with the supply of digital radios during the devastating bushfire season.

LSV's Westpac Life Saver Rescue Drones were also deployed to assist Victoria Police in supporting aerial surveillance of fire impacted areas in East Gippsland. We also signed working agreements with Ambulance Victoria, and provided additional support to other agencies during the bushfires and recovery period.

BLUE CONNECTIONS

Blue Connections is LSV's series of professional development and networking events. It exists to connect the broader aquatic industry, LSV staff and volunteer members, emergency services, the education, sport and recreation sectors, and interested community members, through interactive monthly workshops and online webinars.

Topics have included:

- Critical Thinking - the Tham Luang cave rescue story
- Succession planning - Talent ID and championing others
- Building a wellbeing culture
- Be a change leader
- Growth mindset
- Lead and inspire

This year, LSV delivered 11 events with more than 500 registrations from club members and representatives of the aquatic industry. All recordings and resources are available at lsv.com.au/blueconnections/



DEVELOPMENT OF STRATEGIC ACTION PLAN FOR COUNCIL OF LIFE SAVING CLUBS



A strategic action plan has been prepared for the Council of Life Saving Clubs for the 2020-21 season, to help ensure the growth, ongoing success and sustainability of lifesaving clubs in Victoria. With the COVID-19 pandemic providing additional challenges for the delivery of lifesaving services and club operations, this plan has been vital for helping to prepare for the season ahead.

Key areas of the focus in 2020-21 include:

- Enhancing access to information across clubs.
- Enhancing the customer engagement model.
- Improving club governance and management capability.
- Improving financial knowledge and sustainability in clubs.
- Sustaining existing development of club facilities.
- Retaining and attracting members.

The action plan will help ensure the growth, ongoing success and sustainability of lifesaving clubs in Victoria.

DECENTRALISING MEETINGS FOR THE COUNCIL OF LIFE SAVING CLUBS (CLC)



To facilitate better engagement with representatives from across the state, adjustments were made this year to the schedule of CLC meetings, in order to reduce the number of state-wide meetings and enable regular meetings for east, west and central regions.

The new format commenced in May and aims to boost local engagement and the support network between clubs in each region.

CROWN LAND POLICY STATEMENT SIGNED



The Policy Statement for Occupation and Use of Crown Land by Life Saving Clubs was finalised by Department of Environment, Land, Water and Planning and Life Saving Victoria.

The policy document provides recognition of the services that Life Saving Clubs provide and consistent methodology on leasing and licensing on crown land.



LSV BECOMES APPROVED ACCREDITED TRAINING PROVIDER FOR MARITIME SAFETY VICTORIA

This year LSV became a Maritime Safety Victoria accredited training provider for the delivery of marine licences.

This course equips candidates with the skills and knowledge required to ensure the safe operation of boats in Victorian waterways, and includes licensing and registration, trip preparation, safe operation and boating emergencies.

Delivery of this course means LSV is one step closer to providing access to all necessary training that keeps people safe on the water.

As a prerequisite to the Inflatable Rescue Boat Driver Certificate and Rescue Watercraft Certificate, it also provides pathways for members to enter paid employment with LSV and Maritime Safety Victoria.

WATER SAFETY ROUND TABLE



A Victorian Government-led water safety round table was held in response to the high 2018-19 drowning toll. The initiative was led by the Victorian Minister for Police and Emergency Services the Hon. Lisa Neville MP, to look at short, intermediate and long-term solutions for tackling drowning in Victoria.

It also reinforced the Victorian Government-led Victorian Water Safety Strategy, which has been reprioritised due to COVID-19 for the 2021-22 season.

The Victorian Minister for Police and Emergency Services, the Hon. Lisa Neville MP led a Victorian Government water safety round table in response to the high 2018-19 drowning toll, to look at short, intermediate and long-term solutions for tackling drowning in Victoria.



- #### FUTURE DEVELOPMENTS:
- Implementation of the 2020-21 CLC action plan by Volunteer Support Officers.
 - Opening of new club facilities, including Jan Juc, Anglesea and Cape Paterson.

HONOURS & AWARDS

Awards of Excellence delivered virtually

While the 2020 Awards of Excellence evening wasn't LSV's usual in-person gala dinner due to COVID-19 restrictions, our first online awards event was all about coming together and celebrating the best in lifesaving and the aquatic industry amid some challenging times.

Delivered via Facebook and YouTube Premieres, as well as being hosted on the LSV website, the event was a great success, attracting 488 concurrent viewers on the night and more than 6,800 views since, with an estimated social media reach of 26,000.

2020 MAJOR AWARDS



Marsh Club of the Year (Beaurepaire Shield)
Portsea SLSC



Microflite Lifesaver of the Year (John Wishart Memorial Medal)
Rhys Cole, Point Leo SLSC



Westpac Youth Lifesaver of the Year
Lucas Karlson, Lorne SLSC



Volunteer of the Year (Graeme Long Memorial Medal)
James Green,
Port Campbell SLSC



Outstanding Achievement of the Year
Starfish Carnival & All Abilities Inclusion Day, Hampton LSC

MEMBERSHIP & LEADERSHIP DEVELOPMENT AWARDS

Mike Martin AM Champion Junior Lifesavers
Matthew Callaghan,
Point Leo SLSC
Jemima Fitzgerald,
Anglesea SLSC

Nipper Program Volunteer of the Year
Natalie Ashdown, Waratah Beach SLSC

Membership & Leadership Development Service Award
Heath Armstrong, Lorne SLSC
Natalie Ashdown, Waratah Beach SLSC

AQUATIC SPORTS AWARDS

U14 & U15 Athlete of the Year
Stephanie Reade, Ocean Grove SLSC

Youth Athlete of the Year
Mia Spencer, Hampton LSC

Open Athlete of the Year
James Petropoulos, Mordialloc LSC

Masters Athlete of the Year
Naantali Marshall, Anglesea SLSC

Youth Team of the Year
Portsea SLSC Youth Turtle Backs – U14 Women's Surf Team, Portsea SLSC. Team members: Hannah Saadie, Francesca Dever, Genevieve Woolrich, Mackenzie Hunter

Masters Team of the Year
Portsea SLSC Masters Beach Relay Team, Portsea SLSC. Team Members: Henry Kiss, Dwight Harrison, Darren Kerr and Brett Croft

Coach of the Year
James Evans, Mordialloc LSC

Emerging Official of the Year
Rob O'Brien, Ocean Grove SLSC

Official of the Year
Tamara Brawn, Point Leo SLSC

VOLUNTEER TRAINING AWARDS

Volunteer Trainer of the Year
Joel Farrow, Williamstown S&LSC

Volunteer Assessor of the Year
Julia Clarke, Fairhaven SLSC

PUBLIC TRAINING AND POOL SAFETY AWARDS

LSV Service Member of the Year
Marcus Maher

LSV Licensee of the Year
Western Victoria First Aid Services

LSV Public Training & Pool Safety Trainer of the Year
David Nankervis

EDUCATION AWARDS

Education Instructor of the Year
Tui Griffin

LSV Swim and Survive Licensee of the Year
Eltham Leisure Centre – Aligned Leisure

Innovation Award
Skills Development Program, Lorne SLSC

Community Education Award
Mount Martha LSC schools program

MEDIA AWARD

Media Service to Lifesaving
Tamara McDonald, Geelong Advertiser

LIFESAVING OPERATIONS AWARDS

Beach Lifeguard of the Year
Hannah Tzimokas

Administration Club of the Year
Hampton LSC

Patrol Service Efficiency and Standards Program Award
Hampton LSC

LSV LIFE MEMBERSHIP

Robert O'Brien, Waratah Beach SLSC

2020 AUSTRALIAN HONOURS

Officer of the Order of Australia Medal
The Honourable Edward Baillieu AO, Portsea SLSC

Member of the Order of Australia Medal
Norman Farmer AM, ESM, Mordialloc and Frankston LSCs

Order of Australia Medal
Paul Freestone OAM, Fairhaven SLSC
Murray Thompson OAM - Past President,
Royal Life Saving Society Australia – Victoria Branch

Emergency Services Medal
Darren McLeod ESM, Seaford LSC

SURF LIFE SAVING AUSTRALIA

2019 DHL Lifeguard of the Year
Grace Lightfoot, Jan Juc SLSC

2019 Trainer of the Year
Jessica Sincock, Lorne SLSC

Meritorious Awards 2019
Surf Coast RWC Service: Alex Buckley, Alex Schwarcz and Michael Henderson.

Venus Bay SLSC: Taite Cumming, Alexander Duncan, Sass Fagan, Lynda Randall and Craig Watson.

Lorne SLSC and Surf Coast Lifeguards: Sam Ord, Ellen Porter and Jessica Sincock.

SURF LIFE SAVING AUSTRALIA LIFE MEMBERSHIP

Norman Farmer AM, ESM, Mordialloc and Frankston LSCs
Dr Natalie Hood, Portsea SLSC
Nancy Joseph, Fairhaven SLSC

2019 VICTORIAN SPORT AWARDS PETER NORMAN INCLUSION AWARD

Janet Jones and
Naomi Symington,
Anglesea SLSC



2019 VICTORIAN PREMIER'S VOLUNTEER CHAMPIONS AWARD (SERVICE CATEGORY)

Richard Mitchell,
Venus Bay SLSC



COUNCIL EXECUTIVES & COMMITTEES

AQUATIC EDUCATION & INDUSTRY ENGAGEMENT COUNCIL

Liz Tesone
Director (Part)

Norman Farmer AM ESM
Council Chair

Kelly Ellingworth
Council Representative

Nic Hall
Council Representative

AQUATIC SPORTS COUNCIL

Rachael Rylance
Director

Peter Van Deuren
Council Chair

Tamara Brawn
Council Representative

Harry Hannas
Chief Referee

Leonie Newey
Junior Referee

Allan Banks
IRB Coordinator

Sonia Kinsey
Sports Development Coordinator

Joanne Teagle
Pool Competition Coordinator

Dinah Boswell
Lifesaving Events Coordinator

Bruce Sampson
Board & Ski Representative

Maurice McCutcheon
Beach Representative

Dr Natalie Hood
Swim Representative

Barry Hill
Surf Boat Representative - VSRL

COUNCIL OF LIFESAVING CLUBS

Georgie Wettenhall
Director

Adam Alsbury
Director

Peter Williams
Director (Part)

Ian Fullagar
Chair

Brian Kirk
Council Representative

FINANCE, RISK AND AUDIT COMMITTEE

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Chair

Vincent Sheehan

Simone Bohan
Emma Olivier

Donna Watt
Ashley Wolff (Part)
Adam Alsbury (Part)
Dean Sibun (Part)

GOVERNANCE COMMITTEE

Susan Wolff
Chair

Peter Williams

David Schultz

Vincent Sheehan (Part)

Tom Mollenkopf (Part)

Alexandra Moule

GRIEVANCES & JUDICIARY PROCEDURES REVIEW COMMITTEE

Tom Mollenkopf
Chair

Graeme Eddiehausen

Richard Symon

Mark Hebblewhite

Catherine McCraith

Neil Morarty OAM

Bridget Pardy

Tamara Brawn

Allan Holmes
Committee Secretary

Investigative Officers

Ian Knight

J Bruce Dunlop

Robert Brain

Peter Wilson

HONOURS AND AWARDS COMMITTEE

Georgie Wettenhall
Chair

Darren McLeod ESM

Michael Martin AM

Dianne Montalto ESM

Andrew Barnes

David Stogdale

Anne-Maree Gardiner

Warren Clarke

LIFESAVING OPERATIONS COUNCIL

David Rylance
Director

Kane Treloar
Director

Darren McLeod ESM
Director (Part)

Simon Wilson
Council Representative/Chair

Mark Scott
Council Representative

Katrina Antony
State Training & Assessment Supervisor

Alison Porter
State Resource Research & Development Officer

Hugh Day
State Emergency Management Officer

Darcy Cummings
State Training Strategy & Communications Officer

Grace Lightfoot
State Lifesaving Communications Officer

Jack Slykhuis
State Service Standards & Efficiency Officer

Gordon Porter
State Powercraft Officer

Jenna-Rose Sheehan
State Training Membership Development Officer

Hamish McKendricks
State Gear & Equipment Officer

Grace Lightfoot
Lifesaving Services Representative

Jack Slykhuis
Lifesaving Services Representative

Lifesaving Operations Officers

Terry Aslanidis
Bass Lifesaving Operations Officer

Alex Walton
Bayside Lifesaving Operations Officer

Nick Giblin
Geelong Lifesaving Operations Officer

Barrie Smith OAM
Gippsland Lifesaving Operations Officer

Darren McLeod ESM
Kingston Lifesaving Operations Officer

Jenna-Rose Sheehan
Otway Lifesaving Operations Officer

Cohen Doyle
Peninsula Lifesaving Operations Officer

James Quine
Port Phillip Lifesaving Operations Officer

Paul Lunney
Surf Coast Lifesaving Operations Officer

Christopher Sharam
Western Lifesaving Operations Officer

Training and Assessment Officers

Rhiannon McCorrison
Bass Training & Assessment Officer

Helen Quinn
Bayside Training & Assessment Officer

Phillip Hughes
Geelong Training & Assessment Officer

Murray Colvin
Gippsland Training & Assessment Officer

Catherine Paulsen
Kingston Training & Assessment Officer

Sebastian Phoenix
Otway Training & Assessment Officer

Simon Wilson
Peninsula Training & Assessment Officer

Darrell Gill
Port Phillip Training & Assessment Officer

Tim Mason
Surf Coast Training & Assessment Officer

James Green
Western Training & Assessment Officer

MEMBERSHIP & LEADERSHIP DEVELOPMENT COUNCIL

Angela Malan
Director

Robyn Kaye
Council Representative

Yvette Costello
Council Chair

Liam O'Callaghan
Senior Development Programs Coordinator

Teagan Thom
Junior Development Programs Coordinator

Nick Abroms
Inclusion and Diversity Coordinator

Rob O'Brien
Master Development Programs Coordinator

Rebecca Schot Guppy
Member Wellbeing Coordinator

Sandra Madeley
Junior Activities Coordinator

Laura Buckley
Female Leadership Network Coordinator

LIFE MEMBERS

A

R Anthony
H G Ashworth

B

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

C

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

D

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

E

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

F

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

I

F Inness

J

J Jackson
N R Joseph
L Johnson

K

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

L

A M Laughton
A Laven
T G Leary
J Lee
G M Lehmann
M F Leiper
A R Lester
W Lievesley
J M Lippmann OAM
J J Liston
R Lloyd
M A Lumley
C R Lyne AM

M

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

N

M M Napthine
R Neate
H A Norris
G Nutbean
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
M R Scott

S

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 Spunner
T W Stanford

H Stephenson
S G Stevens
P M Stevens BEM
D Stewart
M P Straford
T G Strahan
C L Swyer
Sir G A Syme

T

J Takac
S R Tannahill
B Tayler
P F Taylor OAM
L R Thomas
M H Thompson
L H S Thompson 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



MAJOR NATIONAL PARTNERS



NATIONAL BODIES



PARTNERS



SPONSORS



LSV'S VALUES

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





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