



Annual report

▶ 2022 – 23



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

PAUL JAMES ASM

“Our people, across the 360 degrees of lifesaving, worked tirelessly in Victoria’s diverse communities in another truly unique season.”



President’s report

I feel like it has been said for the past three years, but 2022 – 23 really was a year like no other for Life Saving Victoria (LSV). Our people, across the 360 degrees of lifesaving, worked tirelessly in Victoria’s diverse communities in another truly unique season.

As Victorian communities were devastated by flooding events, nearly 200 of our frontline volunteers and staff put their lives on hold and pivoted from our traditional roles to support agencies, including the Victoria State Emergency Service and Victoria Police, as well as communities and individuals facing potentially the most challenging periods of their lives.

Our people were there on the ground, in the water in inflatable rescue boats (IRBs), in the skies in our Westpac Lifesaver Rescue Helicopter and flying drones, behind the scenes providing support in state and regional control centres, and in our own incident management team where they provided crucial logistical support.

From delivering lifesaving medications to those unable to collect them when evacuating at short notice, rescuing people stranded on flooded roads, and reuniting livestock with owners to simply being a source of comfort, I could not be more proud of the dedication and compassion shown by our people.

LSV personnel were deployed 369 times during the flood response, which comprised:

- 226 ground crew shifts,
- 44 emergency management liaison/public information shifts,
- 30 ground crew joint agency responses,
- 7 ground crew LSV solo responses,
- 28 Westpac Lifesaver Rescue Helicopter taskings, and
- 14 drone patrols.

It would also be remiss of me to not mention our northernmost life saving club, Mildura, on the banks of the Murray River, feeling the direct impact of floods.

Even with its clubhouse underwater, they still delivered modified programs, travelling six and a half hours each way to Ocean Grove to participate in coast-based lifesaving activities, and even competing at the Australian IRB Championships for the first time, despite this enormous setback.

When returning to our more regular activities as the traditional patrol season began, the challenges associated with the floods continued as those people keen to cool off from the summer heat swapped swollen inland waterways for the coast.

This, combined with soaring temperatures during the Christmas to New Year period, saw the state sadly face the highest festive season drowning toll in 18 years. Everyone at LSV feels the devastation of every drowning death, and on behalf of the organisation, I extend my heartfelt condolences to anyone who has lost a loved one to drowning and recognise the psychological impact on everyone involved or close to these devastating events.

For the first time ever, this year LSV took our services well beyond the traditional red and yellow flags on the coast and riverbank to four inland waterways on the 26 January long weekend, in response to the unacceptably high drowning rate both in inland waterways and on public holidays. Thirteen people were rescued during this period, there were 781 preventative actions, and first aid was provided to eight people, proving the value of expanding our services.

At the club level, LSV delivered the iconic nippers junior lifesaving program at 56 of our 57 clubs; a feat not achieved in Victoria before. Thanks to our dedicated volunteers, almost 12,000 children across these 56 clubs learned valuable lifesaving, cardiopulmonary resuscitation (CPR), and first aid skills while enjoying our waterways and making lifelong friends. Clubs also delivered the starfish nippers program for children living with disability at 23 clubs across the state,

and a special milestone for Hampton LSC, marking 10 years of delivering this unique and popular program.

On the starting line, our lifesaving sport athletes continued to impress on the state, national and international stages. Hosted here in Victoria at the Melbourne Sports and Aquatic Centre, the Victorian state team won the Australian Pool Lifesaving Championships for the first time in 27 years. At the Australian Surf Life Saving Championships, Victorian athletes and teams won 54 medals, a further 13 medals at the Sharkskin Australian IRB Championships and broke an Australian record at the Australian Pool Rescue Championships.

At the board level, we farewelled former director Anthony Neal and welcomed aboard new director for aquatic education and industry engagement Kara Monaghan. We also farewelled Georgie Wettenhall and welcomed new director for council of life saving clubs Craig Watson. I sincerely thank Anthony and Georgie for their dedicated service to our board and warmly welcome Kara and Craig, who have already made a positive impact since being appointed.

To every volunteer, member, partner, supporter and staff member, thank you for your contribution to water safety and for being a pleasure to work alongside. Because of your efforts and sacrifice, countless lives have been saved, and I look forward to continuing this important work together.

PAUL JAMES ASM
President

CATHERINE GREAVES

“Our volunteers are the heart and soul of this great organisation, and I am delighted to say that in 2022 – 23 we have more members than ever, with LSV surpassing its membership record.”

CEO overview



Life Saving Victoria (LSV), our clubs, partners, colleagues and staff have embraced new opportunities, risen to new challenges, and delivered new initiatives during 2022 – 23 to further our goal of drowning prevention in Victoria.

Coming out of the COVID-19 pandemic, 2022 – 23 was about reinforcing LSV's focus on water safety, which led to the development of the organisation's purpose statement – Save lives and empower communities to safely enjoy water.

In mid-2019, the Victorian Marine and Coastal Council (VMaCC), with support from the Department of Environment, Land, Water and Planning (DELWP) and LSV, commissioned the University of Melbourne (UoM) and Climate Risk Pty Ltd to model the economic impacts of climate change to help planning for adaptation to sea level rise, storm surge and other associated climate change impacts on Victoria's coastal environment.

The report results show that almost every community on Victoria's coastline, including our 56 coastal lifesaving clubs will be impacted by rising sea levels and storm surge by the year 2100. In fact, we know that many of our members have already observed the discernible influence and impact of rising sea levels on our beaches, which is why it is important we engage in thoughtful preparation to effectively address this issue, to reduce the long term economic, social, and environmental impacts of climate change.

LSV was well represented at the National Water Safety Summit this year, joining Royal Life Saving Society – Australia (RLSSA), Surf Life Saving Australia (SLSA), the Australian Water Safety Council, and others to reflect on our progress on the Australian Water Safety Strategy. The Summit seeks to guide water safety activities, work towards

drowning prevention, raise awareness of non-fatal drowning incidents, empower communities to create their own local water safety plans, and promote access to swimming and water safety skills for all Australians.

Our education team ran at full steam, providing accessible water safety programs for regional families, delivering its biggest summer ever of holiday education programs, formerly known as bush nippers, to six regions across the state. The program was tailored to local waterways, helping children to learn survival strokes, rescue techniques and DRsABCD, and to identify potential hazards, particularly for those communities and waterways impacted by flood events.

Thanks to the work of the diversity and inclusion team, more Victorians from culturally and linguistically diverse backgrounds, people living with disability, and seniors have continued to gain access to water safety education, as the department ticked over its 200,000th participant in its programs, ensuring no Victorian is left behind when it comes to learning vital water safety and lifesaving skills.

Upskilling Victorians expanded well beyond children and at-risk groups, with the public training department breaking its record for most pool lifeguards and swim teachers trained in a single year. This was instrumental in helping to address the post-COVID-19 swim teacher shortage and ensure our pool decks are attended by quality professionals to keep the public safe.

Despite our work in drowning prevention, there is still plenty more to do, as outlined in the sombre picture painted in the Victorian Drowning Report 2021 – 22. Tragically, 53 people drowned in Victorian waters during this period. I extend my heartfelt condolences to anyone who has been impacted by a drowning incident, which forever

changes the lives of not only the loved ones and community of the victim, but also of the frontline workers who experience this trauma with them, many of whom are voluntarily giving up their time to help others. The stories behind these 53 people lost to drowning are a stark reminder of why we do what we do.

Our volunteers are the heart and soul of this great organisation, and I am delighted to say that in 2022 – 23 we have more members than ever, with LSV surpassing its membership record, previously broken in 2021 – 22, with more than 43,000 dedicated members spanning our 57 lifesaving clubs. Whether you are brand new to the movement, or are one of our long-serving members, I thank you for your contribution to our organisation and I couldn't be more proud to represent you as your CEO.

The incredible achievements noted in this report, and more, would not be possible without the generous support of the Victorian State Government and Emergency Management Victoria; our national bodies RLSSA and SLSA; our major national sponsors Ampol, DHL, Isuzu Ute and Westpac and of course our people between the flags, in our facilities, on the pool deck, by the river, in the classroom, on the starting line, behind the scenes, and beyond.

Thank you for your immeasurable contribution to preventing drowning in Victoria. I look forward to continuing our important work together in 2023 – 24 and beyond.

CATHERINE GREAVES
Chief Executive Officer

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 (AV) 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 and National Emergency Medal.

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

Paul has been actively involved in lifesaving for more than 40 years and is still a patrolling member and life member at Hampton LSC. He has been a club president on two occasions and currently is a director of Surf Life Saving Australia (SLSA) and a member of the SLSA Foundation. Paul was awarded an RLSSA 125th Anniversary Certificate of Merit by HRH Prince Michael in recognition of his contributions to lifesaving.

Adam Alsbury

BBus, MBA, FAMI (CPM), FAICD

Director council of life saving clubs

Appointed: November 2019



Adam has more than 20 years banking experience, most notably as the chief strategy and marketing officer of a customer owned bank.

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.

He has more than 20 years of active service at Woolamai Beach SLSC, during which time he held the positions of vice president, chief instructor and patrol captain, while also working as a professional lifeguard.

Adam is a member of Mornington LSC, where his children participate in nippers, and for two and a half years, was a member of LSV's finance, risk and audit committee.

Katrina Antony

Diploma of VET

Director training and assessment

Appointed: November 2020



Katrina is a principal auditor with WorkSafe Victoria leading a team of auditors who oversight the per missioning and conditions of authorisation program for registered training organisations and individual assessors who deliver training and assessing to persons seeking to obtain high risk work licences in Victoria.

Katrina is a member of Mildura LSC, Portland and Ocean Grove SLSCs and is an active patrolling member. She has held numerous positions at club and state level including lifeguard supervisor and has been a member of the lifesaving operations council for 10 years.

Katrina continues to be involved with surf sports as a senior official and announcer at state and national championships.

Katrina holds a board-appointed position as chair of LSV's honours and awards committee.

Shane Dunne

MBA

Independent director

Appointed: February 2018



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

Shane completed his Master of Business Administration at Victoria University and has studied negotiation and leadership at Harvard University, USA and leadership at the Institute of Strategic Leadership, NZ. Shane holds a board-appointed position as chair of LSV's finance, risk and audit committee and is a member of LSV's performance and remuneration subcommittee.

Liza Gelt

LLB (Hons), BA, GAICD

Independent director

Appointed: January 2021



Liza is principal of Collaborative Consulting Co and has more than 20 years of experience working with the public sector to provide public value at all tiers of government and with communities. With an evidence-based and practice informed approach, she has led projects of national and state significance in the emergency management sector following natural disasters and severe weather events. Liza has previously held senior leadership roles with global and local firms.

Liza is a nipper parent and former age group manager at Anglesea SLSC, chair of the governance committee and a member of LSV's finance, risk and audit committee.

Aaron Green

Diploma in Operations and Facilities Management

Director
aquatic sports

Appointed: November 2021



Aaron has worked in senior property roles for the past 20 years and is currently the head of property for the Medibank Group. Aaron leads all property activities, including property strategy, leasing, design, construction, facilities management and accommodation planning.

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

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

Kara Monaghan

BAppSci, MBA, MAICD

Director
aquatic education
and industry
engagement

Appointed:
August 2022



Kara has more than 20 years of experience in leadership roles within the leisure industry across both local government and the private sector. Currently serving as the state manager of Victoria and Tasmania at Belgravia Leisure, Kara oversees a diverse portfolio of facilities.

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

Kara's passion for the water extends beyond her professional pursuits and is a former member and competitor at Williamston SLSC and now proudly supports the Wye River SLSC as a dedicated nipper mum and is a member of the governance committee.

Anthony Neal

Grad Dip Ed, GAICD

Director
aquatic education
and industry
engagement

Appointed: August 2020
Ceased: November 2022



Anthony is director of Recreation and Waterways and part of the leadership team at the City of Melbourne.

He leads a team that provides strategic advice to council regarding policy, planning and project development relating to recreation and waterways infrastructure projects and services.

He has extensive experience in leading and driving social enterprises across multiple industries including aquatics, recreation, camping and disability services.

Rebecca Schot-Guppy

BBM, JD

Director
membership and
leadership
development

Appointed:
November 2021



Rebecca is a qualified lawyer, the current partner of investment leverage and portfolio management at Firemark Ventures and the former chief executive officer of FinTech Australia. She has demonstrated an understanding of governance and strategic development, having been appointed to three government boards previously and is now a director on a number of IAGFV Portfolio Companies.

Rebecca is a current member of Jan Juc SLSC, where she previously held a variety of leadership positions, including South Barwon training and assessment officer, chief instructor, lifeguard, patrol captain and age manager.

Kane Treloar

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

Director
lifesaving services

Appointed: November 2019



Kane has been a member of the Victoria Police for the past eight years and holds the rank of detective senior constable. He is currently posted to a metropolitan crime investigation unit and is a graduate of the Victoria Police Detective Training School.

Kane also undertakes work in risk consultancy, where he provides advice around risk, safety and crisis management to clients in both the public and private sectors.

Kane is a long-time member of Williamstown S&LSC, a former secretary and board member, and a former Australian champion. Kane has worked as a professional lifeguard and is an active crew member on the Westpac Lifesaver Rescue Helicopter. In addition to his role at LSV, Kane is on the board of directors at Urban Camp and a member of AV's community advisory committee and their quality and safety committee.

Craig Watson

MPET, BEd, FRSCA, MAICD

Director
council of life
saving clubs

Appointed:
November 2022



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

Craig has been a member of Venus Bay SLSC for more than 30 years, where he is life member and has held the positions of president, secretary, competition manager and patrol captain as well as a stint as senior lifeguard. Craig has received two separate Meritorious Commendations for rescues.

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

Georgie Wettenhall
BE (Civil), BSc (Environmental Studies) MTeach

Director
council of life
saving clubs

Appointed: November 2018
Ceased: November 2022



Georgie is a secondary school teacher. She has worked as an environmental consultant and a director of a small business for more than 10 years. Her work has included sustainable urban water management planning, design, research and education.

Georgie joined Woolamai Beach SLSC as a nipper and has been an active patrolling member for more than 25 years. She has also held memberships with Gunnamatta, Torquay and Point Lonsdale SLSCs.

She has competed in a range of lifesaving events and held many club leadership positions, including president, club captain, chief instructor and patrol captain.

Susan Wolff
BCOMM, FCPA, FGIA, GAICD

Independent director
Appointed: May 2018



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

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

Susan previously held a board appointed position as chair of LSV's governance committee and member of LSV's performance and remuneration subcommittee.

Yetunde Daramola
LLB (Hons), BL, LL.M, FGIA MAICD

Company secretary
Appointed: June 2022

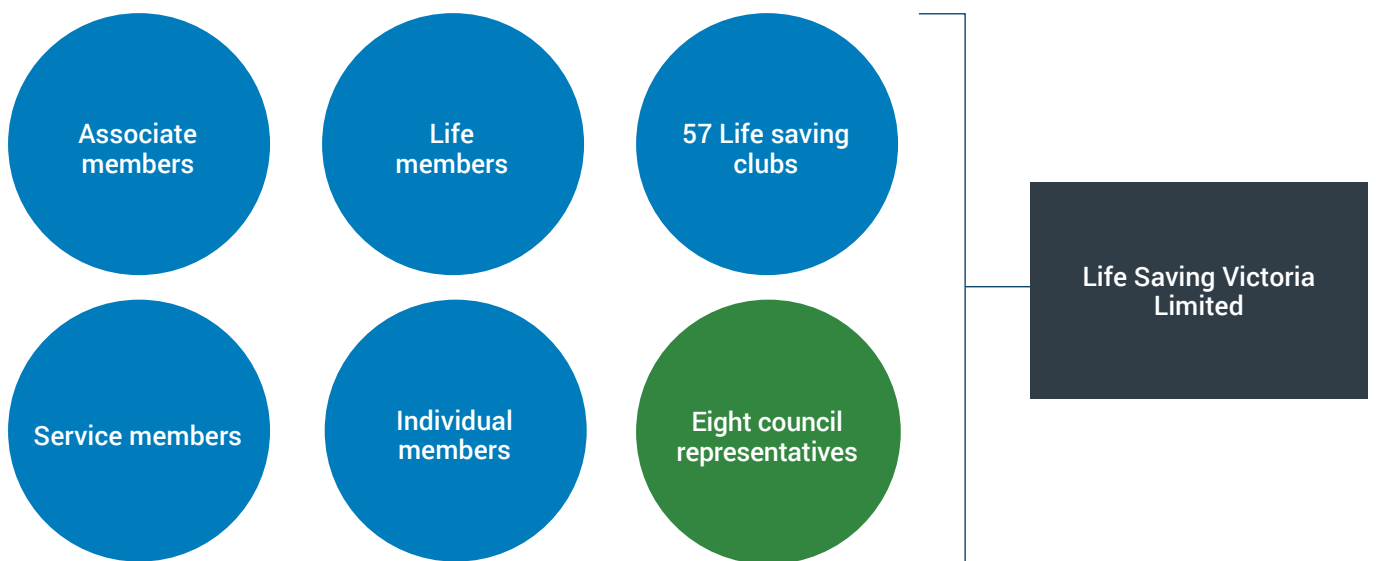


Yetunde is an overseas-qualified lawyer with more than 15 years of experience as a company secretary. She has a master's degree in international commercial and maritime law from Swansea University, United Kingdom. Yetty has extensive experience in board support, governance, compliance, policy and risk management in multi-disciplinary and multi-jurisdictional organisations in both the public and private sectors overseas and in Australia.

Before moving to Melbourne, Yetunde worked as company secretary with BDO and Crowe Horwath in Lagos, Nigeria. Locally, she has worked in senior governance, management and board secretary roles at Bendigo Kangan Institute, Cenitex, LaTrobe University and the Victorian Institute of Forensic Medicine.

FIGURE 1
Members overview

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



Governance

Overview

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

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

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

LSV's mission is to prevent aquatic-related death and injury in all Victorian communities. More information about our governance framework is available at lsv.com.au/about/governance

Our members

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

At 30 June 2023, LSV had 43,289 individual members and 57 affiliated life saving clubs. Members are entitled to the benefits, advantages, privileges and services relevant to their membership.

In addition, by becoming a member of LSV, each member has acknowledged and agreed to comply with the LSV constitution, by-laws and any determination, resolution or policy of the company (which includes LSV's values and code of conduct) and contributes to LSV achieving its mission. 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 voluntary board of directors, supported by:

- five councils: the role, composition and structure of which are set out in the constitution, and
- four committees: the charter, composition and reporting obligations (also referred to as the operating brief) of which are set out in the by-laws.

The board also constituted one temporary subcommittee in 2022 – 23. These are summarised in the committee section below.

The board, each council and each committee consist of volunteers, supported by management.

Board movements

The following board movements occurred in 2022 – 23:

- 1 Anthony Neal finished his tenure as ordinary director (aquatic education and industry engagement), effective 12 November 2022.
- 2 Georgie Wettenhall finished her tenure as ordinary director (council of life saving clubs), effective 12 November 2022.
- 3 Kara Monaghan was appointed ordinary director (aquatic education and industry engagement) for a two-year term, effective 12 November 2022.
- 4 Craig Watson was appointed ordinary director (council of life saving clubs) for a two-year term, effective 12 November 2022.
- 5 Mark Hunter finished his tenure as board observer through the Westpac board observer program, effective 27 January 2023.

Our 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 performance and remuneration subcommittee.

The operating brief, composition and reporting obligations of each committee are set out in the by-laws.

In 2022 – 23, the board also constituted the following temporary subcommittees to help it carry out its duties:

- nominations subcommittee (AEIEC) (from 24 May 2022 to 24 August 2022)
- nominations subcommittee (ordinary directors and membership and leadership development council chair) (from 24 May 2022 to 24 August 2022)

Our councils

The LSV constitution mandates the establishment of five councils:

- aquatic education and industry engagement council
- aquatic sports council
- council of life saving clubs
- lifesaving operations council
- membership and leadership development council

The role, composition and structure of each council are set out in LSV's constitution, and the procedures governing the operation of each council are set out in the by-laws.

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

Conflicts of interest

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

We revised the LSV conflicts of interest policy in late 2022 and following this, have implemented improved processes and systems to manage the declaration of interests and the management of conflicts across the organisation through a digital form accessible by all.

All board directors, council officers and committee members, the executive team and staff in nominated positions must declare their interest in any contractual, disciplinary or other financial matter in which a conflict of interest arises or may potentially arise.

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



LSV Governance Scholarship

This year, seven members were awarded the LSV Governance Scholarship to complete the Australian Institute of Company Directors Course and the Role of the Chair course.

Twelve members were also awarded the Governance Institute of Australia scholarship.

By-laws and policies

To assist in governing the diverse activities and operations of LSV, the board has adopted by-laws, policies and other resolutions.

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

Management

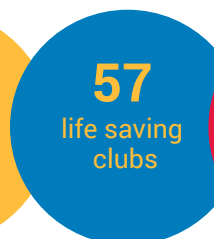
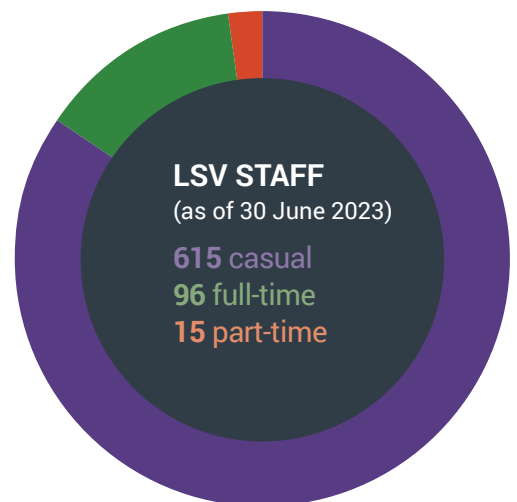
LSV’s day-to-day management is under the supervision of the chief executive officer (CEO). The CEO is supported by an executive management team and staff.

FIGURE 2

LSV’s organisational overview

With the mission of preventing aquatic-related death and injury in Victorian waters, a dedicated cohort of volunteers, employees and partner organisations is central to supporting this goal.

Each and every one of our people, volunteers, clubs and partners play a vital role in helping to create safe swimming environments and developing water-smart Victorians.



Financial overview

LSV's full financial year result was a deficit of \$101,159

FIGURE 1
Operating results

	2022 – 23	2021 – 22
Income	\$	\$
Grants	13,836,100	15,164,656
Social enterprise	9,065,460	7,330,870
Sponsorship	1,975,024	2,090,834
Other income	1,357,827	1,363,435
Total income	26,234,411	25,949,795
Expenses		
Employee benefits	15,950,350	13,698,231
Operational expenses	4,406,093	6,659,825
Administration expenses	2,143,773	1,970,070
Depreciation expense	2,830,958	2,353,893
Other expenses	1,004,396	788,627
Total expenses	26,335,570	25,470,646
Result	(-101,159)	479,149

We were able to achieve a financial performance that was very close to our break-even projection for the 2022 – 23 year. Although we faced some challenges, such as inflation and limited growth in income and funding, we were able to maintain a stable cash position.

This was somewhat positive as we continue to work hard towards our goals.

FIGURE 3
Sources of revenue

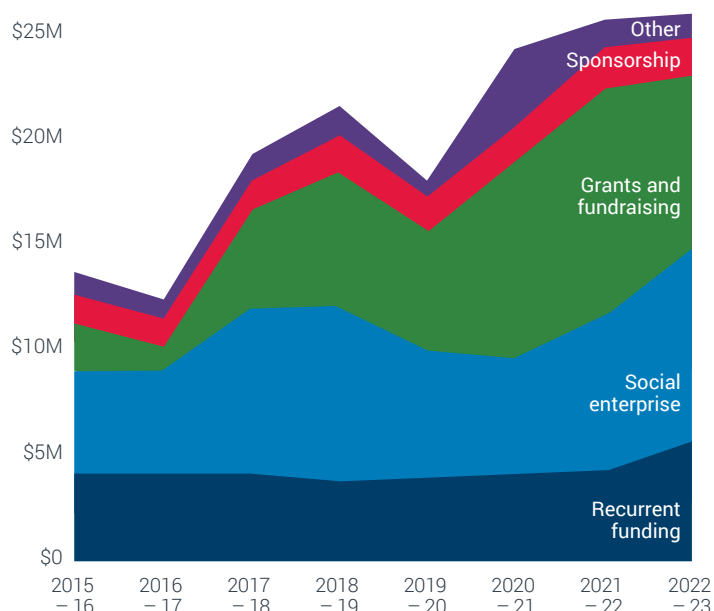
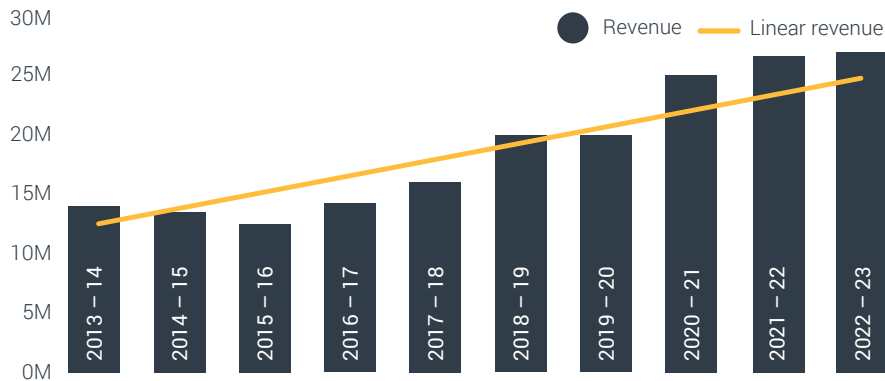


FIGURE 2
Summary balance sheet

	2022 – 23	2021 – 22	2020 – 21	2019 – 20	2018 – 19
Assets (\$'000s)					
Cash and cash equivalents	7,909	7,830	1,586	5,552	3,924
Property plant and equipment	5,173	4,904	4,418	4,394	4,492
Other assets	2,247	1,534	11,639	9,295	16,128
Total assets	15,329	14,268	17,643	19,241	24,544
Liabilities (\$'000s)					
Creditors and grants in advance	3,263	1,635	3,348	5,461	2,836
Grants held in trust for clubs	1,287	1,424	3,643	4,407	12,049
Provisions	1,112	1,441	1,363	1,224	1,094
Total liabilities	5,662	4,500	8,354	11,092	15,979
Members funds	9,667	9,768	9,289	8,149	8,565

FIGURE 4
Revenue 2014 – 23



Key influence on the result:

- Social enterprise revenue continued to increase by **24 per cent on 2021 – 22 revenue (\$7.33M)** returning to pre-pandemic levels for the first time in three years.
- Funding from the Department of Justice and Community Safety with the support of Emergency Management Victoria meant lifeguard services, beach rescue water craft services, helicopter and drone services could continue to service the Victorian public. This funding also covered support for safety at public pools and support for volunteer-based programs and services.
- Continued funding from the **Department of Education (\$648K)** through the Public Water Safety Initiative allowed us to once again deliver school swimming and water safety programs.
- Surf Life Saving Foundation distributions totalled **\$656K** in 2022 – 23

FIGURE 5
Operating result 2014 – 23

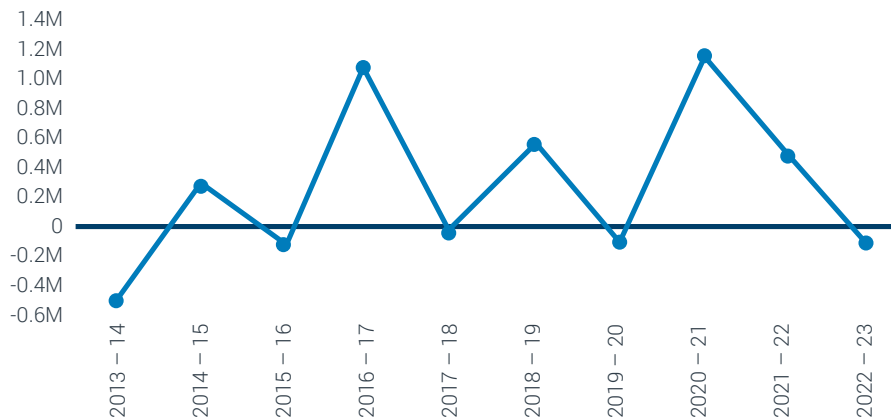
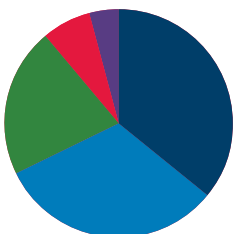
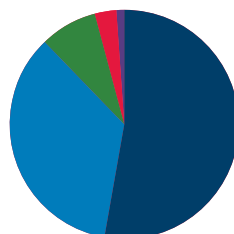


FIGURE 6
Sources of funds



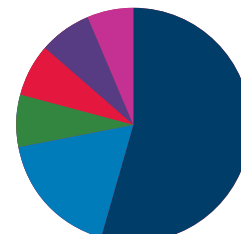
- 36% social enterprise
- 32% grants and fundraising
- 21% recurrent funding
- 7% sponsorship
- 4% other income

FIGURE 7
Distribution of funding



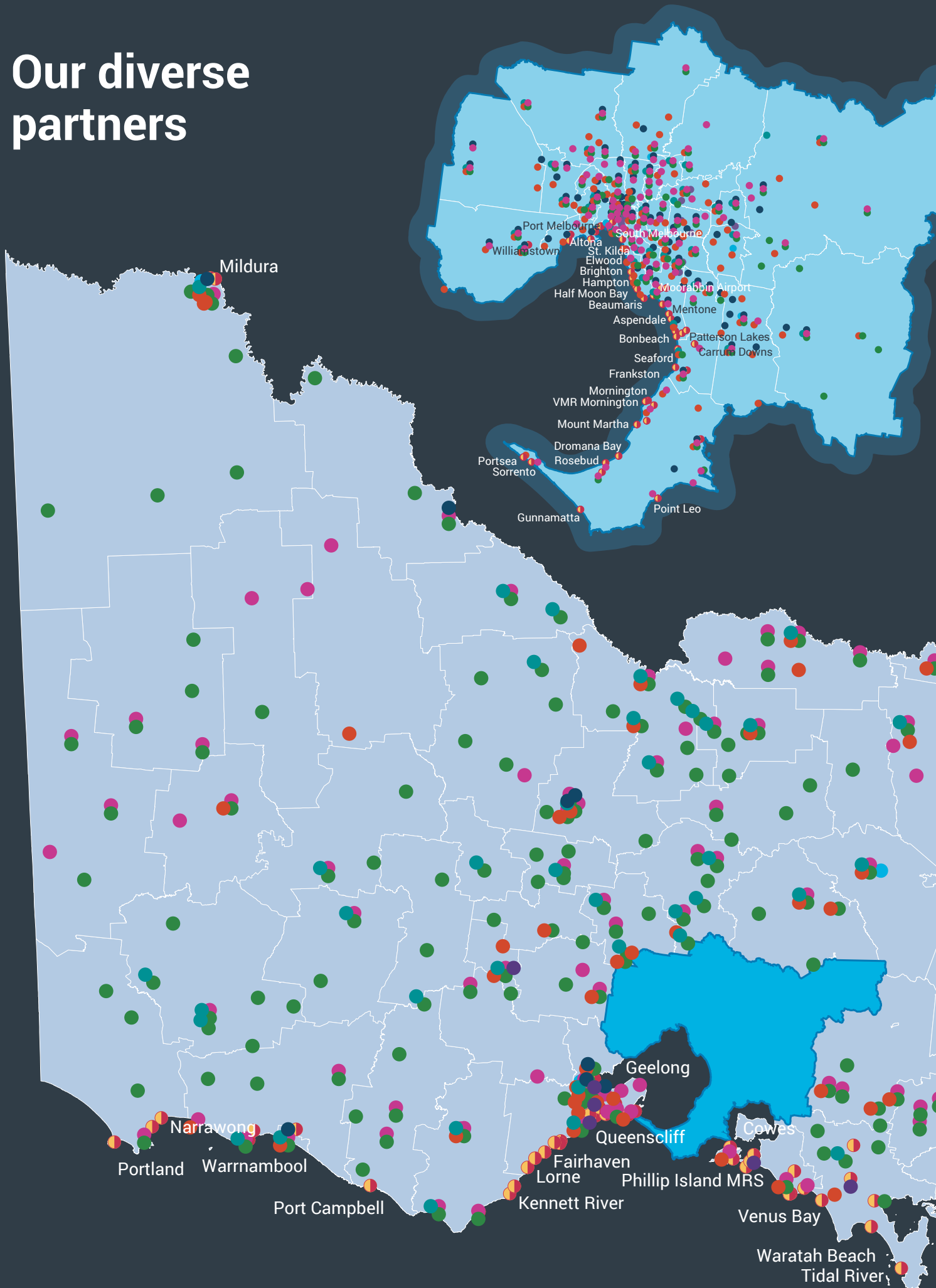
- 53% provision of lifesaving services
- 35% public training, education and pool safety services
- 8% function centre and retail operations
- 3% aquatic risk and research services
- 1% government and industry relations

FIGURE 8
Breakdown of the provision of lifesaving services



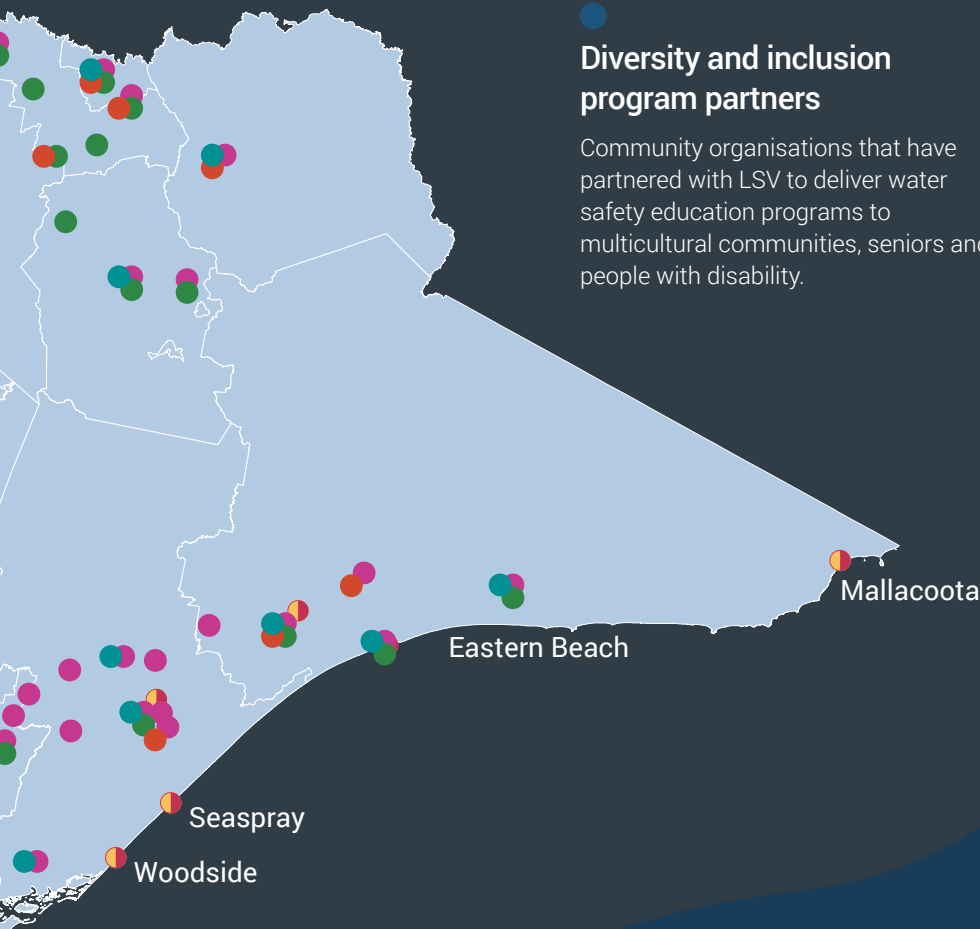
- 56% lifesaving services
- 17% grants for clubs
- 7% volunteer training
- 7% club support and club development
- 7% aquatic sports/active training
- 6% membership and leadership development

Our diverse partners





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



Lifesaving services partners

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



Swim and Survive partners

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



Education program partners

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



Diversity and inclusion program partners

Community organisations that have partnered with LSV to deliver water safety education programs to multicultural communities, seniors and people with disability.



Aquatic industry partners

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



Training delivery partners

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



Communications and research partners

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



Event partners

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

Challenges and opportunities



In alignment with our Strategic Plan 2021 – 25, we have continued to initiate and deliver services, programs and improvements across the dynamic landscape of our communities, aquatic environments and organisation.

This section of the annual report offers a broad overview of our efforts throughout the year 2022 – 23, highlighting our commitment to addressing these critical areas of focus.

In our communities

Responding to Victorian floods

LSV encountered a significant challenge during the Victorian floods, which saw the swift and coordinated deployment of nearly 200 dedicated LSV personnel and specialised equipment to areas of need across the state. Concurrently, the LSV emergency management team was established, operating for an intensive three-week duration and with a whole-of-business approach, marshalling all available resources to support our response activities.

These pivotal challenges presented an opportunity for growth, learning and development as we surged in support of our emergency services partners to support the community; in so doing, LSV laid the foundation to enhance our capacity to respond to future disasters and emergencies in support of our partner agencies.

Programming surf sport carnivals for success

During 2022 – 23 LSV offered its first full season of sport carnivals since COVID lockdowns, representing a welcomed revival of life saving surf sports, ensuring our lifesavers remained rescue-ready and exemplifying our dedication to the Victorian community.

LSV proactively encouraged participation among athletes, officials, coaches and volunteers by offering competition programming that allowed for peak performance. An example of our commitment was the introduction of independently operated age group areas at larger carnivals, ensuring efficient event execution and adherence to timelines, which we know is a key priority for our members.

Addressing the changing volunteer landscape

During the reporting period, LSV demonstrated continued commitment to adapting to the evolving volunteer landscape in support our dedicated volunteers and life saving clubs. Our multifaceted approach included the launch of exclusive forums for knowledge sharing, skill development and networking, exemplified by the President's Program and council of life saving clubs workshops, promoting collaboration and knowledge sharing amongst clubs.

LSV also advanced in the digital realm, enhancing club efficiency and autonomy through the upgraded Club Gateway site, which provides a one-stop-shop, knowledge and information hub for our members. These and other various strategic initiatives, detailed in this report, reinforce LSV's dedication to listening to members and responding and adapting to their needs to nurture our thriving volunteer community. It also ensures the growth and sustainability of our life saving clubs.

In our aquatic environments

Leading pool lifeguard course redesign

LSV spearheaded the comprehensive redesign of the new pool lifeguard course on behalf of Royal Life Saving Society - Australia (RLSSA) states and territories. The new course skill set was introduced to maintain consistency with best practices and alignment with evolving industry requisites.

While training providers were given a period of 12 months (from December 2022) to update the necessary learning and assessment materials and transition across to the new course, LSV had the new course ready to launch on 1 July 2023. LSV's commitment to excellence in lifeguard training is underscored by our dedication promoting safety and professional competence in aquatic environments.

Delivering training in innovative ways

To enhance industry capabilities, LSV has unveiled a cutting-edge online training portal. This platform offers comprehensive resources, empowering industry professionals with opportunities for training, professional development, aquatic safety mastery, and facility operation expertise. Within this purpose-built portal, industry personnel can access a spectrum of courses, obtain and download certificates, and harness the power of eLearning to cultivate job skills and fuel personal growth, all in one centralised, accessible hub.

Supporting funded training and job creation program

LSV continued to support various funded training and job creation programs such as Sport and Recreation Victoria's Youth Aquatic Accreditation program, which financially assists 16 to 25-year-olds become qualified swimming and water safety teachers; and similarly, for Aquatics and Recreation Victoria's Next Wave program, which provides funding to employers to train, support, employ and retain job seekers in the Victorian aquatics and recreation industry.

In our organisation

Responding to challenges facing our volunteer workforce

In our commitment to address evolving trends and challenges within our nipper volunteer workforce, LSV has taken a proactive approach through the introduction of our pioneering Camp Leader Training program. The program equips our leaders with the essential skills, training and resources needed to navigate the complexities of their role.

This strategic initiative has yielded substantial results, with camp leaders feeling more empowered and well-prepared to deliver a comprehensive, positive and enriching experience for camp participants. LSV continues to foster leadership excellence within our volunteer ranks, ensuring the continued growth and success of our programs.

A comprehensive Governance Review underway

LSV's board embarked on a comprehensive governance review in April 2023 in response to the evolving governance landscape. This strategic initiative, facilitated by Sports Integrity and Governance Partners (SIGPA), aims to modernise and simplify LSV's governance structure framework and documents.

The review, launched following a thorough expression of interest process, has involved key stakeholders, including life members, club presidents, members of LSV's governance committee and council executives, who provided valuable context and insights.

This timely endeavour aligns with statutory requirements, addresses changing community expectations, and will be instrumental in addressing concerns about volunteer burnout.

The anticipated timeline for completion is late 2023, reflecting our commitment to continuous improvement, strategic alignment and listening to our members.

Addressing volunteer participation and succession planning

Addressing insufficient volunteer participation in LSV's election nomination process is vital to attracting diverse candidates and reducing the incidence of unopposed state officer positions and unfilled vacancies.

To tackle this, LSV has continued to collaborate through the governance committee, the board, management, and council executives to look for opportunities to ensure accessibility and the widest reach to prospective nominees, while also taking steps to ensure seamless leadership transitions and minimising disruptions.

We've improved volunteer state officer position descriptions to clarify roles and responsibilities and continued a streamlined and digitised nomination process to simplify participation. We remain committed to instigating ongoing improvements to ensure an inclusive and efficient volunteer engagement process.

A transformative shift for delivering conferences and functions

In a testament to resilience, The Views function centre delivered a full year of uninterrupted services following the challenges posed by COVID-19 restrictions.

This past year saw us resume our support to internal and external customers and marked a transformative shift towards embracing the emergence of hybrid meetings as the new standard for delivering conferences and functions.

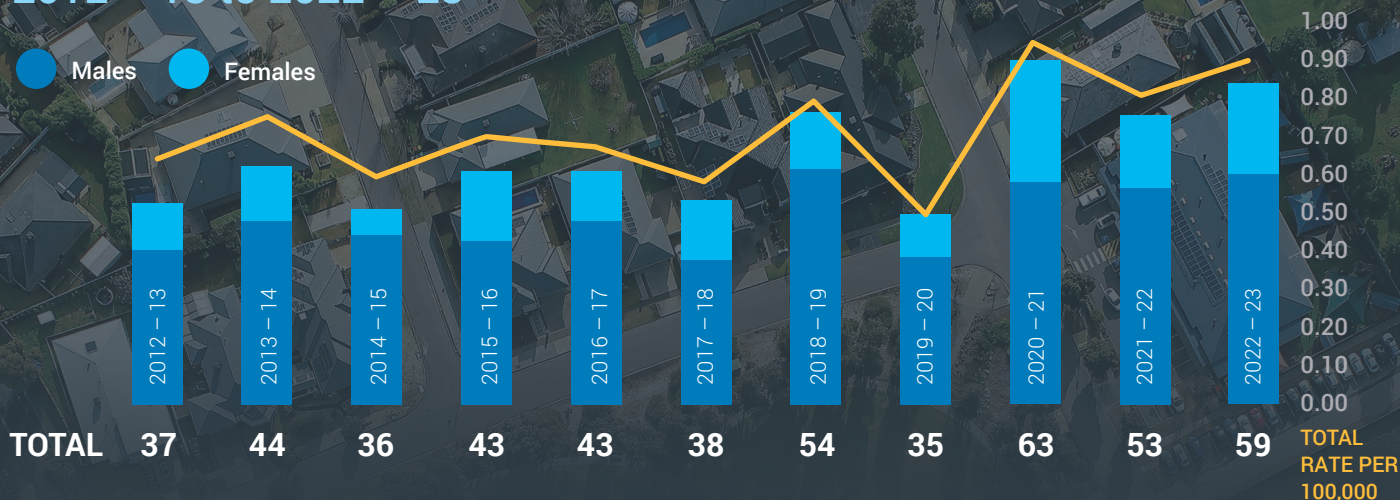
The Views' success in adapting and thriving in constantly evolving circumstances highlights the team's dedication to delivering exceptional services. Overall turnover grew by 60 per cent year-on-year, and The Views continues to be a popular premium conference and function centre servicing LSV stakeholders, emergency services partners and other corporate customers across Victoria.

Addressing the drowning toll

In 2022 – 23, **59 lives were lost to drowning**, 42 males and 17 females.

This is 15 more than the average number of drowning incidents in Victoria over the past 10 years and represents a 27 per cent increase in the drowning rate (per 100,000 population).

Drowning deaths in Victoria 2012 – 13 to 2022 – 23



Fatal drowning statistics 2022 – 23

<p>▲ 21 at home/other</p>	<p>8 from extreme weather</p>	<p>65+ age group recorded the highest rate of fatal drownings = 2.37 per 100,000 population</p>
<p>19 in coastal waterways</p>	<p>▲ 5 from non-aquatic transport-related incidents (double the yearly average in the past 10 years)</p>	<p>▲ 55% increase in the number of females that drowned (on 10-year average)</p>
<p>19 in inland waterways</p>	<p>▼ 20% reduction in children aged 0-14 years (compared to 10-year average)</p>	<p>36% from culturally and/or linguistically diverse backgrounds (2011 – 12 to 2020 – 21)</p>
<p>▲ 11 while bathing themselves (almost 3x higher than 10-year average)</p>	<p>58% people who drowned were aged 45+ (2/3 of 45+ were male)</p>	<p>▲ 36% increase in drownings from diving/snorkelling activities</p>

LSV strategic framework 2021 – 25

In December 2021, we introduced LSV's new strategic plan 2021 – 25.

The underpinning strategic framework consists of four layers. The first, our mission and vision, sets the foundation upon which our three goals are built. This expands into our nine areas of focus that connect to our actions.

It is important that every person and team in our organisation understands our purpose and how they contribute to LSV's mission and vision. Our strategic framework is designed to promote this understanding by enabling our actions to connect to our mission and vision through at least one of our goals and focus areas.

This means that, whether we are providing lifesaving services at the beach or processing a training course enrolment in the office, we are all connected and essential to delivering LSV's mission and vision.

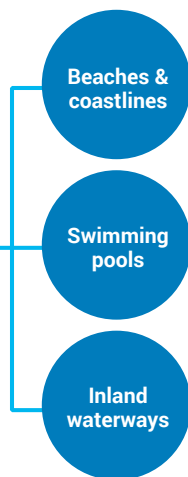


Focus areas



GOAL 1
Develop active & prepared communities

Focus areas



GOAL 2
Create safer & enjoyable aquatic environments

Mission

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

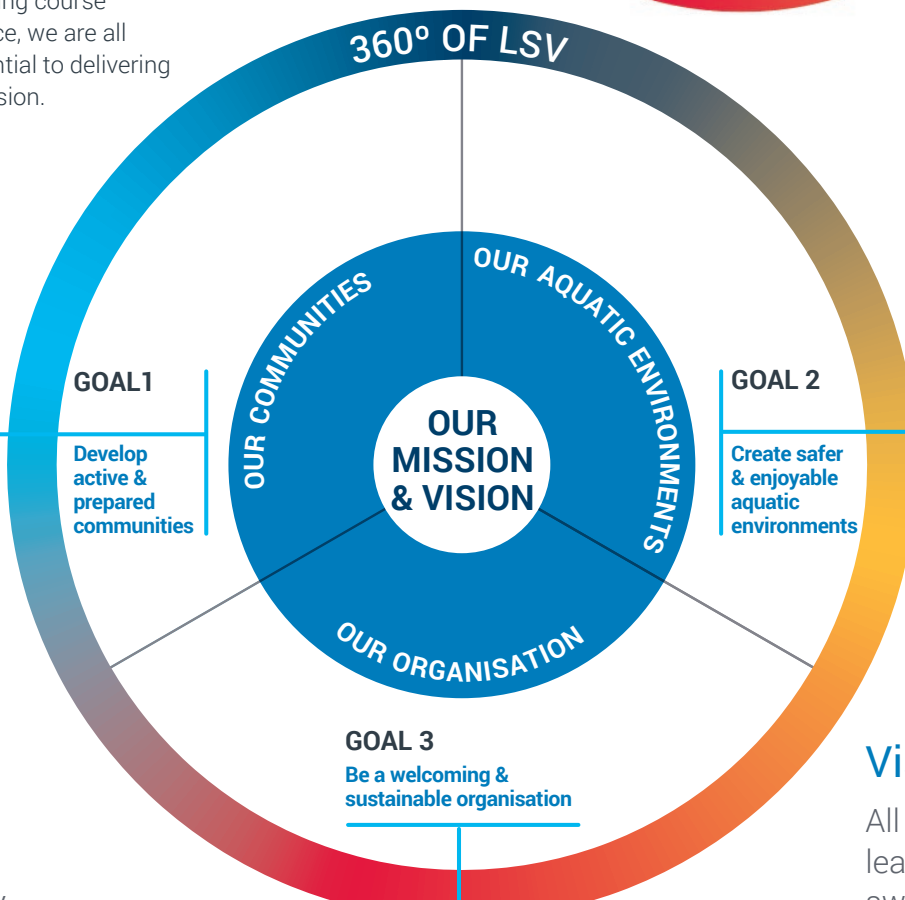
Vision

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

Focus areas



GOAL 3
Be a welcoming & sustainable organisation



Our headline strategies and focus areas

Headline strategies

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

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

GOAL 1

Develop active and prepared communities

Focus areas:

- 1 Swimming and water safety
- 2 Education and training
- 3 Public awareness



24,000

diversity and inclusion program participants = 16-year record

7,911

Victorian students attained the Victorian Water Safety Certificate in 2022

5,469

students engaged with Swim City

21,751

candidates undertook LSV's public training courses

37,049

students from 219 schools participated in lifesaving education programs

2,013

participants in lifesaving education programs delivered by 8 partners across Victoria

21

research presentations delivered, locally, nationally and globally, on injury prevention and safety promotion

▲
31% on 2022

93

aquatic facilities accredited to the SwimSafe campaign

2,184

volunteer hours contributed to member and leadership development programs

3,591

research participants

34

publications cited LSV's research

▶ 1

Swimming and water safety

“In the face of the challenges posed in recent years, we adeptly steered our course to maintain our swimming and water safety education programs.”

MEVAN JAYAWARDENA

Head of transformation



Why this focus area is important to us:

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

The Bubble provides access to water safety education

The Bubble is a water safety sensory tent that aims to introduce essential lifesaving concepts to various target audiences, including young children and their parents/caregivers, children with disabilities, and those with limited access to traditional water safety education.

This purpose-built learning environment offers a sensory and interactive experience, featuring adaptable seating options that accommodate children's diverse needs for movement and comfort.

The Bubble's lesson plans and activities are aligned with the National Swimming and Water Safety Framework, incorporating exploration-based play activities to facilitate effective learning.

Two hundred and twenty-nine students from nine specialist and special development schools benefited from participating in The Bubble programs throughout 2022 – 23. The Bubble has also been rolled out at six community events in four local government areas across Victoria, providing 591 families, caregivers and the wider community the opportunity to participate in the program.

At-risk research project helping children achieve the Victorian Water Safety Certificate

The at-risk research project aims to develop metrics and targeted interventions to help reliably identify and effectively support children at risk of not achieving the Victorian Water Safety Certificate (VWSC) competencies, in line with the Victorian Curriculum F – 10, before the end of primary school, which is the minimum benchmark expected within the National Swimming and Water Safety Framework.

Funded by Department of Education (DE) through the Public Water Safety Initiative (PWSI), the project commenced in 2021 when LSV, in partnership with Federation University, Deakin University and Victoria University, engaged partners, developed research measures and undertook recruitment for trials.

The project's first phase included a systematic review of existing literature that measured the personal and background



factors that can impact children's acquisition and/or demonstration of key aquatic competencies. The systematic review has been published in a peer-reviewed journal, *Injury Epidemiology*.



Results from this project will inform the design of swimming and water safety programs to target those at risk of not

achieving age-appropriate aquatic benchmarks.

The preliminary results of the second phase of this research will be completed in October 2023, and additional pilot programs are planned for 2024 to assess the effectiveness of the various resultant intervention strategies.

Public Water Safety Initiative

LSV's innovation and research are helping lead the way for Australia in terms of effective engagement, data collection and meeting stakeholder needs, evidenced by several key deliverables.

The PWSI is an initiative through which the Victorian Government has engaged LSV since 2018 to develop resources and provide training and direct support to the education sector and the aquatic industry to deliver best-practice swimming and water safety education.

Online School Swimming and Water Safety Toolkit

In consultation with the DE and the Victorian Curriculum and Assessment Authority (VCAA), LSV is proud to have developed the online School Swimming and Water Safety Toolkit that contains an ever-growing suite of resources for schools, swim schools and families.

The resources include lifesaving education programs, specialised support resources for English language schools and specialist schools, case studies, classroom-based resources, survival swimming programs, information on funding, the Victorian Curriculum F – 10 requirements and program delivery guidelines.



Victorian Water Safety Certificate

The VWSC has been an integral tool for the education sector and the aquatic industry. LSV collaborated closely with the DE and the VCAA to ensure that milestones within the certificate align seamlessly with the National Swimming and Water Safety Framework and the Victorian Curriculum F – 10.

The VWSC Dashboard, another innovative development from LSV, facilitates data collection and access to the VWSC for teachers in schools and aquatic facilities, enabling them to monitor their own data by age, year level and gender. Organisations can track data through the dashboard for all associated facilities allowing them a statewide view of assessment outcomes.

Breaking down learning barriers in migrant communities

On behalf of the Migrant Council of Australia, LSV delivered The Afghan Project 2022 – 23, exclusively developed for the Victorian Afghan community.

Nearly 2,400 Afghan community members participated in a multi-tiered suite of recreational, aquatic-based activities designed to be achievable, fun and locally accessible and provide positive solutions to low activity levels, feelings of isolation, low self-esteem and employment pathways.

Engagement included 41 classroom sessions for nearly 1,500 participants, 21 pool or beach excursions for 600 participants and 211 participants in learn to swim programs. Pleasingly, a total of 19 youth were trained to enter

employment or volunteer positions within the aquatic industry or life saving clubs.

In addition, 80 past and present culturally and linguistically diverse (CALD) lifesavers from the past 14 years came together in 2023 to celebrate their contribution to life saving, hosted by Bonbeach LSC.

First bequest funding received for culturally and linguistically diverse programs

For the first time in the diversity and inclusion department's 16-year history, bequest funding of \$50K was received (from the estate of Julia Dawn Ridge), which gave CALD community members of various ages, both newly arrived and established migrants, the opportunity to learn how to swim.

This generous bequest resulted in 519 CALD participants taking part in more than 5,000 lessons across 20 courses at 12 different pool locations across Victoria.

Pool Excursion program

A new Pool Excursion program, equivalent to the ever-popular CALD Beach Excursion program, was introduced to the diversity and inclusion suite of activities in 2022 – 23 to broaden LSV's program reach and promote greater participation in water safety learning.

The excursion is designed for those who are not able or willing to go to the beach and includes a water safety talk,

lifesaving rescue techniques and an orientation to the local pool where the program is held.

This year, 15 pool excursions were delivered in both regional and metropolitan areas to over 400 participants who had newly arrived in Australia. The biggest user group was from the Victorian Afghan community.

Record participation in diversity and inclusion programs

In 2022 – 23, a record 24,000 participants participated in diversity and inclusion programs, including:

- 16,500 participants in classroom programs
- 6,000 participants in beach programs
- more than 1,100 participants in swimming lessons
- nearly 100 candidates participated in training courses.

These numbers represent a 16-year record and were made possible by generous contributions from 16 separate funding bodies, including federal, state and local governments, philanthropic organisations and bequests.

Things we plan to advance

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

- ▶ developing and piloting interventions for students identified as at risk of not achieving the VWSC to enable them to meet the competencies of the certificate, the minimum requirement anticipated by the end of year 6 within the Victorian Curriculum F – 10.



▶ 2

Education and training

“We continued to proactively deliver innovative education and training programs, persistently adapting to the changing landscape and needs of the community by leveraging technology and creating purposeful in-person learning experiences.”

KATE SIMPSON

General manager
governance, club support and education

Why this focus area is important to us:

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



Redevelopment and launch of Swim City

Swim City is a free online water safety education game that can be played at home or in the classroom and teaches the knowledge component of the VWSC.

In 2022 – 23, LSV redeveloped Swim City, based on the feedback received in 2021 – 22, to include four locations, narrations, three new progression levels to match all primary school levels, water safety superhero badges at the completion of each level, a new character 'Rocky', who guides students through the games, and new interactive games for students to play.

Students can now also progress through the game at their own pace, completing one location at a time. They may leave the game and return anytime, picking up where they left off.



Two new promotional videos have also been created for educators and parents.

Lifesaving education program partnerships

During school holidays, local swim teachers, lifeguards, and LSV instructors delivered programs to over 200 children. Our partners played a key role in teaching content relevant to the local community and environment, as well as supporting a sustainable model for program delivery.

In January 2023, lifesaving education programs were delivered to participants by 10 partners in six regional areas.

In 2022 – 23, lifesaving education programs for schools were delivered through our partnerships with Gumbuya World, Portsea SLSC and Peninsula

Aquatic Recreation Centre for the first time. This saw an additional 1,853 students participating in partner-led lifesaving education programs.

New and updated courses

Our pool lifeguard courses have undergone a comprehensive update to incorporate the latest advancements in pool lifeguard training and align with the most recent training package changes.

LSV proudly lead the course redesign on behalf of all Royal Life Saving Society – Australia (RLSSA) states and territories and conducted industry consultation to discuss how to design the best course possible and train the most competent pool lifeguards.

The industry consultation provided many useful insights and the opportunity for the industry to directly influence the direction of the course. LSV will be rolling out the course updates on 1 July 2023.

Approved provider for Schools Mental Health Menu

LSV is now an approved provider for the DE's Schools Mental Health Menu. This initiative allows schools to purchase evidence-based programs that support student mental health and wellbeing.

Through the menu, LSV is now able to deliver funded Youth Mental Health First Aid (MHFA) courses designed to give teachers the skills to assist adolescents developing a mental health problem or experiencing a mental health crisis.

Youth MHFA was developed by MHFA Australia.

Highest number of pool lifeguards and swim teachers trained in a single year

In 2022 – 23, LSV achieved a remarkable milestone by training the highest number of pool lifeguards and swim teachers ever in a single year.

More than 21,000 people were trained via LSV's various public training courses. Of these, more than 7,000 were pool lifeguard candidates – up 11 per cent from last year – and more than 1,500 were swim teacher candidates – up 83 per cent from last year.

Increase in third-party training providers

LSV's third-party training partnerships have expanded this year, with Brimbank City Council, Mitchell Shire Council and Huntingtower School now offering public training programs.

Brimbank City Council operates Brimbank Aquatic and Wellness Centre, a new state-of-the-art facility, and Sunshine Leisure Centre, while Mitchell Shire Council operates five pools in their community. Both will provide swim teacher, pool lifeguard and first aid training to staff and the community.

Huntingtower School operates Huntingtower Sports and Aquatic Centre and will provide pool lifeguard and first aid training to students, staff and the community.





This season, 56 of 57 Victorian life saving clubs hosted successful nippers programs and enjoyed strong engagement from their local communities.

Nurturing our nippers

Nippers is a pathway for children aged 5 to 14 years to participate in safe, fun and organised activities in a beach environment to prepare them to be future lifesavers. This season, 56 of 57 Victorian life saving clubs hosted successful nippers programs and enjoyed strong engagement from their local communities.

In addition, 23 clubs delivered starfish nippers programs, which provide surf education and awareness in a fun and safe environment to young people with a disability.

'Swimmovate': Virtual Reality project

The final stages of the Swimmovate: Virtual Reality (VR) project were run in 2022 – 23 in collaboration with Swinburne University, utilising funding from the Victorian Government's Public Sector Innovation Fund. This year, a study of Immersive Virtual Environment Technologies as a tool to enhance children's learning of coastal water safety and hazard identification was conducted.

VR headsets, displaying content developed by water safety experts, were used and compared to traditional teaching methods to measure the impact of an immersive virtual environment experience on children's learning. Children aged 5 to 12 years participated in the study.

It was found that VR panoramas are a useful teaching aid to increase water safety knowledge and retention of knowledge among children, compared to traditional teaching methods. VR can also facilitate better comprehension of complex topics such as rip currents through visualisation and immersion and provide a higher level of engagement than traditional teaching methods.

These learnings will be incorporated into future programs to ensure LSV continues to provide high quality water safety education for children.

Things we plan to advance

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

- ▶ increasing the number of popular cardiopulmonary resuscitation (CPR) sessions in line with demand in primary schools with a higher proportion of culturally and linguistically diverse students,
- ▶ increasing the participation level of activities in state-run language schools by 50 per cent in 2023 – 24,
- ▶ continuing to redevelop LSV courses to align with accredited training package changes, and
- ▶ continuing to invest in eLearning training activities, increasing access, quality, consistency and flexibility to aquatic industry personnel and members of Victorian communities.



▶ 3

Public awareness

“During the peak of summer, our media outreach played a pivotal role in delivering crucial public safety information, underscoring our commitment to safeguarding lives.”

**ADJUNCT ASSOCIATE PROFESSOR
DR BERNADETTE MATTHEWS PHD**

General manager
health promotion and communications/
principal research associate

Why this focus area is important to us:

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





Victorian drowning report shapes Water Safety Month messaging

Key findings detailed in the Victorian Drowning Report 2021 – 22 were used to identify at-risk groups and develop a targeted approach to Water Safety Month.

The drowning report revealed that men continued to be overrepresented in drowning statistics, and not wearing a lifejacket (or wearing one that was ill-fitted or inappropriate for purpose) significantly contributed to people fatally drowning while boating or fishing.

There was a significant increase in fatal drowning among people aged 65 and over. While coastal drownings were down by 17 per cent, there was a 48 per cent increase in the number of fatal drowning incidents in inland waterways.

Water safety messages and strategies were tailored to four identified at-risk groups: parents and caregivers, culturally and linguistically diverse (CALD) communities, men, and older adults. Campaigns were aimed at these audiences to help prevent future drowning tragedies.

World Drowning Prevention Day 2022

The iconic Flinders Street Station joined landmarks across Victoria in turning blue on Monday 25 July 2022 for the second annual World Drowning Prevention Day, as LSV urged people to “do one thing to prevent drowning”.

Taking one firm action to prevent drowning is something people can do at any level and at any time to protect themselves and their loved ones in, on, and around water.

“We’re urging Victorians to be vigilant around water to help put an end to drownings and prevent further tragedy.”

DR HANNAH CALVERLEY

Manager – research and evaluation



World Drowning Prevention Day is an initiative first adopted by the World Health Organization in 2021 in recognition of the United Nations Resolution on Drowning Prevention to call for coordinated global action to prevent drowning. There are an estimated 236,000 drowning deaths globally each year, though the true burden of drowning is likely much higher due to data collection and categorisation methods.

Drowning is the third leading cause of unintentional injury death worldwide. Ninety per cent of all inland waterways are

consistently the leading location for drowning deaths in Australia and internationally, accounting for up to 90 per cent of fatalities.

Play it Safe by the Water

Play it Safe by the Water (PISBTW) is a collaborative program between the Victorian Government and aquatic agencies that aims to increase safety in, on, and around water and reduce the number of fatal and non-fatal drowning incidents in Victoria.

LSV’s research and health promotion team has a key research and evaluation role within the PISBTW committee to ensure public awareness messaging and campaigns are evidence-based and aligned with the latest research. Key PISBTW contributions for 2022 – 23 are outlined below.

Development of the Aquatic Injury Prevention Agenda

The research team continued to deliver the annual interim update to the Victorian Drowning Report, which combined a review of water safety research published within the preceding 12 months with the most recent drowning data to determine evidence-based prevention needs for high-risk populations, locations and activities.





Consumer tracking survey

To better understand Victorians' water safety knowledge, attitudes and behaviours, the annual consumer tracking survey was conducted and completed by 717 respondents. The study design supported accurate representation of often under-represented groups within the Victorian community, such as regional, CALD, and Aboriginal and Torres Strait Islander communities.

Water safety initiatives evaluation

The research team evaluated 10 water safety initiatives, programs and campaigns funded by PISBTW and visited nine programs for evaluation to measure the impact of current initiatives and improve outcomes, both for LSV and external agencies.

LSV evaluations demonstrated many participants surveyed (n=37) felt the PISBTW programs taught them something new about water safety (73 per cent), reminded them of water safety issues (68 per cent), and made them more careful around water (59 per cent).

URBNSURF visit

In April 2023, LSV hosted a group of PISBTW agencies at Surf Academy, operated by URBNSURF Tullamarine, which was a fantastic opportunity to bring together partner agencies to learn about new water safety initiatives via a series of aquatic modules, including rips, tides and currents, rescues and survival skills.

Things we plan to advance

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

- ▶ completing the Smart Blackspot Beaches Electronic Signage project in Bass Coast as part of Surf Life Saving Australia's (SLSA) Beach Drowning Blackspot Reduction Program supported by funding from the Australian Government, and
- ▶ developing and implementing an evidence-based localised public awareness campaign in the Loddon Mallee region as part of RLSSA's Inland Communities Water Safety Program supported by funding from the Australian Government.



GOAL 2

Create safer and enjoyable aquatic environments

Focus areas:

- 4 Beaches and coastlines
- 5 Swimming pools
- 6 Inland waterways



43,289

LSV members state wide

256,304

total patrol hours on Victorian beaches

11,892

nippers

10,515

lifesaving awards achieved

122

Swim and Survive partners taught swimming and water safety to 70,614 students

4

new inland waterway locations patrolled by lifeguards on the 26 January long weekend

170

pool safety assessments conducted

116

facilities achieved gold, silver or bronze endorsement from a pool safety assessment

232

accredited Watch Around Water facilities

6,651

patrolling members on Victorian beaches

481

new age managers

3

new third-party training partnerships established

▶ 4

Beaches and coastlines

“In the midst of ever-changing challenges, our unwavering commitment to community safety around water continues and we remain focussed on building meaningful, long-term relationships with our clubs, local communities and partner agencies.”

LIAM KRIGE

General manager
lifesaving services

Why this focus area is important to us:

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



GORCAPA signage project

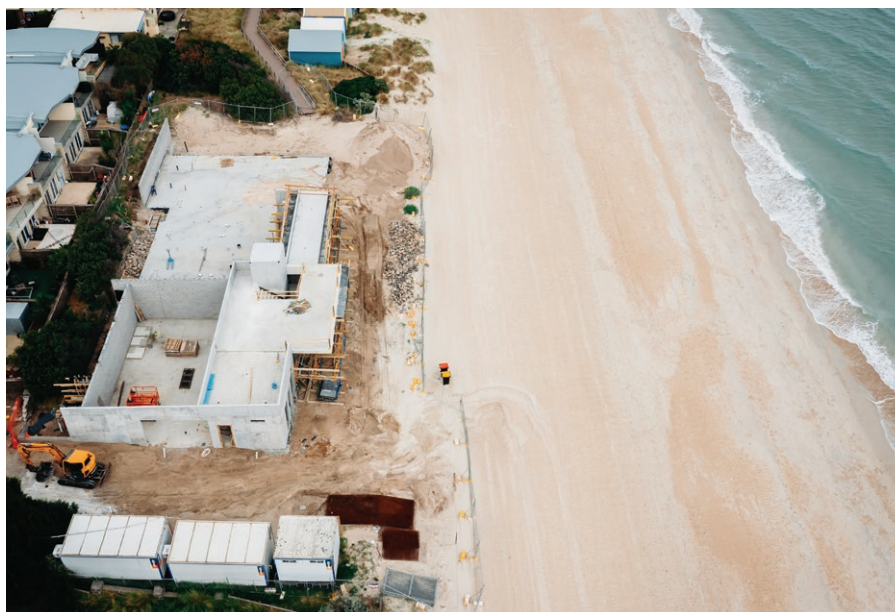
One of the notable projects this year was the Great Ocean Road Coast and Parks Authority (GORCAPA) signage project. Members of the aquatic industry services team catalogued, located, and mapped all 258 signs between Point Impossible and Marengo Beach along the Great Ocean Road, covering almost 100 kilometres of coastline.

The project was initiated on request by the GORCAPA. These improvements ensure consistency of signage which is vital to clear and effective communication and for the safety and guidance of the visitors to the Great Ocean Road.

Enhancing life saving club facilities

There are a number of life saving clubs across the state in various stages of redevelopment planning, design and construction. In 2022 – 23, Aspendale LSC and Barwon Heads 13th Beach SLSC successfully opened wonderful new club facilities, and while construction of Mentone LSC has been completed, the official opening is scheduled for October 2023.

Carrum SLSC, Brighton LSC and Black Rock LSC have commenced construction of their facilities, while Wonthaggi LSC, Sorrento SLSC, Mildura LSC, Point Lonsdale SLSC, Williamstown S&LSC and Mallacoota SLSC are currently in the planning and design stages of their projects.



Volunteer Emergency Services Equipment Program

The Victorian Government-funded Volunteer Emergency Services Equipment Program 2022 – 23 saw \$841,499 allocated to clubs and state wide services for essential operational equipment and minor facility improvements, including:

- 7 inflatable rescue boats (IRB)
- 7 outboard motors
- 14 side-by-side vehicles
- 4 four-wheel drive vehicles
- 30+ rescue boards.

Grant support for clubs

In 2022, LSV made available a one-off strategic planning grant to all life saving clubs. Fifteen clubs applied for this grant, and all 15 clubs received a sum of \$5K to support the development of their club's strategic plan.

As of September 2023, 12 clubs have successfully completed strategic plans, with the remaining three clubs due to finalise their plans within the next three months.

Lifesaving 'pod'

A prototype satellite lifesaving pod was designed and developed after identifying a need for temporary infrastructure at seasonal beach lifeguard sites along the Victorian coastline, at locations where there is no lifesaving facility.

LSV provides beach lifeguards at 11 standalone sites where there is no lifesaving facility.

The prototype pod was funded by LSV and developed as an innovative, temporary and portable infrastructure pilot, which could be easily deployed for the summer period when lifeguards are stationed at beaches.

The pod was displayed at LSV's headquarters, at LSV's Port Melbourne headquarters in autumn 2023 to showcase its application to stakeholders, with the aim of putting the prototype into service for the 2023 – 24 season.

Apart from being used as temporary infrastructure at lifeguard sites at beaches or other waterways, the pod provides flexibility for other purposes, including a communications centre or base during emergency response activities, or while clubs undergo redevelopment.



Increasing interagency cooperation

During the 26 January 2023 long weekend, LSV trialled having an Emergency Services Telecommunications Authority (ESTA) field communications officer alongside our communications crew and state duty officer at the Port Melbourne state centre.

ESTA (known as triple zero) provides critical services to Victorians and our emergency service partners to keep our community safe, and by liaising directly with ESTA in real-time during one of the busiest periods in January, it allowed us to support one another's responses to incidents involving multiple agencies.



“As part of our flood response, LSV’s people have been on the ground, in floodwaters crewing inflatable rescue boats and in the skies operating our aerial services.”

GRACE LIGHTFOOT
State emergency management officer

Things we plan to advance

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

- ▶ deploying the newly developed prototype satellite lifesaving ‘pod’, which is a temporary lifesaving facility to deliver services at remote locations where there is not a life saving facility present, and
- ▶ piloting the Skills Maintenance App and updated IRB crew and driver training courses to improve lifesaving skills training and revisions for awards.

► 5

Swimming pools

“We continue to invest, evolve and improve our suite of training, assessment, and consultancy services to ensure the Victorian aquatic industry can continue to offer critical social, health and wellbeing opportunities and benefits to all Victorians.”

ANDY DENNIS

General manager
training and aquatic industry



Why this focus area is important to us:

- 1 In Victoria, there are more than **600 public swimming pools** that are considered community assets, more than **500 private pools**, and over **220,000 home pools** visited by millions of people each year for recreation, sport, health and wellbeing.
- 2 While many swimming pools have robust water **safety measures** in place, there is a need to maintain these systems and engage with pool owners and operators that fall short on safety measures and compliance **with recognised standards**.
- 3 The aquatic industry across Victoria employs a large and transient **workforce of 40,000 people**, who are employed as pool lifeguards, swim teachers, administrators and managers and need **ongoing upskilling and in-service training**.



Swim teacher shortage and retention

While the shortage of swim teachers in Victoria is not necessarily a new issue, the extensive lockdowns significantly impacted the aquatic industry, exacerbating the issue.

An LSV pulse check survey on the swim teacher shortage informed the actions required to address the issue.

Subsequently, in late 2022, LSV engaged Sport and Leisure Solutions to consult with representatives across the industry to inform the foundations of a swim teacher career pathway and retention framework.

The project outcomes included a series of recommendations in two categories:

- 1 Organisational initiatives:
 - staff retention framework
 - program-related initiatives
- 2 Industry-level initiatives:
 - employment conditions and regulatory requirements

LSV trained over 1,500 swim teachers to support the shortage in 2022 – 23 and will continue to address the recommendations in 2023 – 24.

First Aquatic Industry Summit since pre-COVID-19

While COVID-19 halted conferences worldwide, the first face-to-face Aquatic Industry Summit since the pandemic was delivered in October 2022 and saw 260 aquatic industry representatives attend.

The Summit promotes drowning prevention and aquatic safety and provides a unique opportunity for professionals in the aquatic industry, learn to swim programs, corporate groups, schools and university partners to learn about the latest trends, best practices and contemporary information.

The Summit saw chief executive officer RLSSA Justin Scarr, share insights on the Australian water safety strategy for 2030, while the director of the Royal Children's Hospital Trauma Service, Associate Professor Warwick Teague highlighted the nuances of drowning trauma.

Attendees benefited from discussions on lessons from major incidents, the role of parents in drowning prevention, and new child safety standards delivered by the DE. Ash Napolitano of the Hunter Boyle Foundation poignantly discussed the crucial role of parents and carers in drowning prevention.

The event culminated with vital discussions on sustainable designs and team member wellbeing, including an enlightening session for Victorian emergency services members.

Pool safety assessment highlights

LSV delivered a total of 170 pool safety assessments this year. The average safety score was 83 per cent, while the compliance score averaged 83.5 per cent.

Of the assessed facilities, 116 achieved an endorsement rating, which means that 66 per cent of the facilities were accredited: 63 gold, 30 silver, and 23 bronze.





Things we plan to advance

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

- ▶ developing an aquatic industry benchmarking tool. This initiative, which will be delivered in the form of a free annual census via a bespoke online platform, is also a deliverable of the Victorian Safer Public Pools Project, which is supported by the Victorian government, and
- ▶ launching the learn to swim steering committee to lead the development and implementation of the swim teacher retention framework, an online resource that will be made freely available to swim schools to support the retention of swim teachers and remove the program waitlist so more participants can learn swimming and water safety.

Platinum Pool program expansion

The Platinum Pool program currently boasts 43 facilities across Victoria, and out of these, 40 facilities have achieved the accredited platinum pools status, while three are accredited as platinum school or university pools.

Recently, the scope of the Platinum Pool program was broadened to encompass a total of 60 facilities spread across three categories.

This expansion introduced two new categories: education facilities (schools and universities) and learn to swim facilities.

In the new categories, three institutions, namely Monash University, La Trobe University and Caulfield Grammar School, successfully secured their platinum pool accreditation.

Knox Leisureworks, Fawkner Leisure Centre and YAWA Aquatic Centre were also accredited in 2023 in the main category.

Swim and Survive partners

In 2022 – 23 LSV partnered with 122 facilities to deliver the RLSSA Swim and Survive program. LSV led two partner forums where the focus was on networking, collaborating and sharing program and resource updates.

New resources for partners included the launch of the LSV Hub, and seven professional development workshops were also delivered by LSV for 96 swim teachers who teach the program to their community.



▶ 6

Inland waterways

Why this focus area is important to us:

“We have placed a strong emphasis on the cultivation of vibrant and well-prepared communities; a commitment that has naturally extended to encompass inland waterway environments.”

PAUL SHANNON

Executive advisor

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





LSV flood response

LSV and its clubs started the traditional lifesaving season early, deploying nearly 200 personnel and all available vehicles and boats from state and regional centres in response to significant flooding events that unfolded across Victoria from October 2022 to January 2023.

This included operating rescue crews on the ground, in IRB, and in the skies via the Westpac Lifesaver Rescue helicopter and drone services, as well as behind the scenes in administration, liaison, public information, planning and logistics.

LSV personnel safely relocated people stranded in inundated homes to higher ground, delivered lifesaving medications to people unable to reach pharmacies, located and reunited herds of missing livestock with owners and brought essential medical equipment to those unable to take it with them when evacuating at short notice.

Australia's only inland life saving club at Mildura directly felt the impacts of the floods, being inundated by floodwater from November to January. Rising to the challenge, the club pulled together with the wider community to continue delivery of crucial lifesaving services during the season, including running modified nippers programs, and transporting members seven hours each way by road to patrol and train with Ocean Grove SLSC.

During its time as part of the flood

response team, LSV joined emergency services agencies including the Victoria State Emergency Service and Victoria Police and:

- responded to **369 incidents**,
- completed **226 ground crew shifts**,
- completed **44 emergency management liaison officer and public information shifts**,
- deployed **30 ground crew** to joint agency responses and **seven ground crew** to solo responses,
- deployed the Westpac Lifesaver Rescue helicopter to **28 tasks**,
- deployed **20 IRBs**, and
- deployed **14 drone patrols**.

Inland Waterway Forum

The Inland Waterway Forum created a platform for discussion, collaboration, and sharing best practice water safety knowledge among industry experts and those responsible for inland waterways.

Held in May 2023 in Bendigo, the forum focussed on managing waterway risk, program delivery, and opportunities at inland waterways throughout Victoria.

As a key peak body in inland waterway management drowning prevention, LSV facilitated unique discussions on aquatic safety from both emergency management and risk-based perspectives.

RLSSA and the Australian Government supported the delivery of the event through funding as part of the Inland Communities Water Safety Program.



Inland waterway public holiday lifeguard deployment

On the 26 January 2023 public holiday, LSV's lifeguards in the iconic red and yellow uniforms kept watch at four new locations at inland waterways in addition to its 60 plus existing coastal locations and one inland patrol location.

LSV identified the unofficial long weekend as a particularly high-risk period, with Victorians' likelihood of drowning increasing by more than two-thirds on a public holiday. The pilot was implemented with the support of Goulburn-Murray Water, Parks Victoria, and Strathbogie Shire Council.

Lifeguards patrolled popular swimming spots at Lake Eildon, Lake Nagambie, Lake Waranga, and Lysterfield Lake from 10am – 6pm, with additional support provided by LSV's eyes in the skies, the Westpac Lifesaver Rescue Helicopter and drone services.

Lifeguards performed 13 rescues, 781 preventative actions, and provided first aid to eight people across the four-day inland activation; a strong indication that the service may have contributed to saving lives.

Funding boost to develop inland waterway model

The National Partnership Agreement on Disaster Risk Reduction (NPA) has provided funding for LSV's Inland Waterway Model for Local Drowning Prevention and Water Safety project, which will be delivered in partnership with RLSSA and Greater Shepparton City Council.

The project will build on learnings from previous inland blackspot projects and work through a holistic framework to plan for, prevent and respond to local water safety concerns and incidents. This will be the first of its kind within an inland waterway context in Victoria and will be conducted within the Greater Shepparton area, with a focus on the Goulburn River.

The project has commenced and is expected to be completed in February 2024.

Things we plan to advance

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

- ▶ consolidating our current service delivery and looking at opportunities to engage with stakeholders to expand services,
- ▶ developing and implementing a program for the inflatable swimming pool to enable greater use of inland waterways and developing a comprehensive model for inland waterway safety,
- ▶ ensuring our strategies are evidence-based by utilising research (including replicating best practices from case study successes), understanding current trends, and setting clear priorities, and
- ▶ creating an overarching model to inform and support the provision of safe inland aquatic environments, including alignment with best practice water safety standards and the broader emergency management framework. The model will incorporate a range of prevention, response and recovery considerations.



GOAL 3

Be a welcoming and sustainable organisation

Focus areas:

- 7 People and skills
- 8 Relationships and partnerships
- 9 Governance and business functions



645

club members attended club support events

6,040

total sports events entries across the 2022 – 23 Summer Season

▲
19% on 2021/22

2,674

carnival entries by individual athletes

▲
12% on 2021/22

2,066

event entries from 47 clubs in championship sport events

\$2M

in operational support funding provided to clubs by state government

50

club participants in governance 101 training

7

members awarded the Australian Institute of Company Directors scholarship

12

members awarded the Governance Institute of Australia scholarship

23

LSVj youth advisory committee representatives

▶ 7

People and skills

“After a two-year hiatus, we are delighted to have the opportunity to resume face-to-face member interactions with increased frequency and confidence, fostering stronger connections and learning experiences.”

EMMA ATKINS

General manager
people

Why this focus area is important to us:

- 1 Combined with our lifesaving clubs, we **bring together a diverse team of people to deliver services under the umbrella of LSV**, including lifesavers, club administrators, paid lifeguards, employees, sport coaches and officials, trainers and educators.
- 2 Our **people span the whole of Victoria, are aged from 5 to 75+ years**, and have varying interests, skills, motivations, time commitments, qualifications and life experiences.
- 3 The breadth of activities **our people cover calls for unique and varied skills**, including lifesaving, emergency management, sport, leadership, teaching, governance, business, resilience and people management.



New diversity and inclusion initiatives embraced

Building on the success of LSV's pink patrol initiative, which was delivered across 49 life saving clubs and 19 aquatic facilities this season, 2022 – 23 saw the introduction of three significant new patrol days which clubs and members embraced across the state:

- Blue (mental health) patrol
- Rainbow (pride) patrol
- Green (environment) patrol

In addition to the new patrols, LSV continued its ongoing commitment to the Midsumma Pride March, and LSV's International Women's Day breakfast recorded its largest attendance ever.

Participation in lifesaving competitions on the rise

Lifesaving carnivals

The 2022 – 23 summer season saw a 19 per cent increase in the total number of carnival entries and a 12 per cent increase in the total number of unique athletes from last summer.

In total, 6,040 entries representing 29 clubs were received across 24 carnivals, and 2,066 entries were received for five Championship events.

Inflatable Rescue Boat carnivals

Participation in IRB racing at carnivals increased by 24 per cent from 2021 – 22, which is one extra carnival's worth of entries. This season also saw the highest individual IRB carnival record since COVID, with 291 entries at Round 3, Hampton Beach.

Junior pool season

There was a 63 per cent increase in participation during the 2023 junior pool season compared with 2022, with 122 entries in August 2022 and 199 in June 2023. Pleasingly, a number of new clubs also participated in the 2023 season.



Victorian athletes shine at Australian Pool Lifesaving Championships

The 2023 RLSSA Australian Pool Lifesaving Championships took place at Melbourne Sports and Aquatic Centre (MSAC) and was supported by more than 40 volunteers from LSV and clubs.

This year's event marked a significant milestone as Victoria won the overall interstate championship for the first time since 1995. Notably, the Victorian team was awarded CPR Team Champion and was honoured with the Open Team Simulated Emergency Rescue Competition (SERC) trophy.

The team also secured victories in the men's, women's, and U16 Interstate Championships while sweeping all three age divisions (U16, U19, Open) of the CPR Team category.

To top off an outstanding competition for Victoria, three athletes won individual age group categories, and four athletes were named in the Team of the Meet.

RFID bands introduced to lifesaving carnivals

This season, radio frequency identification (RFID) bands were introduced to summer lifesaving carnivals. LSV issued 2,791 bands across junior and senior athletes, allowing easy results tracking and a smoother marshalling process.

The bands link to SportsApp, LSV's Aquatic Sports Carnival Entry App, which is a web-based system for team managers to manage aquatic sports carnival entries.





Inaugural Presidents' Program launched

October 2022 saw the launch of the inaugural Presidents' Program, an initiative developed for presidents by presidents with funding from the Victorian Government's Valuing Volunteers program.

The Presidents' Program brought together club presidents from across Victoria and provided valuable insights and strategies for effectively managing high-performing teams, implementing successful succession planning, cultivating a positive club culture, and navigating conflict resolution. The participants had the chance to network with each other, fostering valuable connections and exchange of ideas.

The event's collaborative nature, driven by fellow presidents' experiences, made it a unique and empowering experience for all involved, with its success demanding a repeat performance in 2023.

Mental health strategy

After two years in the making, the LSV Wellbeing and Mental Health Strategy 2023 –26 (the Strategy) was approved and will be released in quarter one of 2023 – 24 via a broad communication

Upswing in accredited officials and coaches

There was a strong upswing in volunteers becoming accredited officials and coaches throughout the summer and winter seasons. One hundred and five new participants took part in 12 practical training sessions, while 125 individuals embarked on online officiating training.

This season saw 105 volunteers become officials, with a further 75 being re-accredited. Notably, 12 existing development coaches acquired their performance coach accreditation.

A further 34 candidates undertook online coach training, contributing to the growth in both officials and coaching roles.

Victorians receive national and state Officials Scholarships

Appreciating the vital role that officials play in lifesaving sport, SLSA offers scholarship opportunities to ensure officials are trained and supported to continue their officiating progression. This year, three Victorians were successful in being awarded a national scholarship.

SLSA's Officials Scholarship - 2023 Australian Championships: Leonie Mawkes, Hampton LSC and Sarah Seddon, Waratah Beach. SLSA's Officials Scholarship – Australian IRB Championships: Elliot Amalos, Venus Bay.

In addition to SLSA's national scholarships, Karl Russell, Lorne SLSC and Dora Dos Santos, Bancoora SLSC, received LSV's Victorian Officials Scholarship.



“LSV's Wellbeing and Mental Health strategy provides a framework for understanding and enhancing the mental health of staff, members and volunteers”

EMMA ATKINS

General manager - people

and education program. The Strategy defines the commitment of our organisation to promote, protect and support the mental health and wellbeing of our people and will be delivered over the next three years.

The Strategy action plan was launched at the LSV preseason forum in September 2023, and a wellbeing and mental health regional roadshow that includes training, workshops and tools for clubs across metro and regional Victoria, will take place in November 2023.

LSV will work closely with volunteer members, clubs and councils to support and implement the strategy and action plan.

Addressing volunteer burnout

To help address volunteer burnout, an online forum was held in December 2022 to identify focus areas for further club support initiatives. Fifty members from 35 clubs attended, representing 61 per cent of all Victorian life saving clubs.

Key areas that were identified include improving online interfaces, streamlining and optimising administrative processes and administrative support, reviewing club communication, and building club capability to gain active, contributing members in a changing volunteer landscape. These focus items have been prioritised in the council of life saving clubs' action plan.

Showing leadership in gender equality

LSV's Women in Lifesaving - Ready 2 Lead (R2L) program assists emerging female leaders across lifesaving, emergency services, and aquatic industries to explore and recognise the impact they have as leaders. It is the only multi-agency women's leadership program of its type offered in Victoria.

This year, LSV delivered two programs over 10 months to 98 women across lifesaving, aquatics, Country Fire



Authority, State Emergency Service and Fire Rescue Victoria. This program continues to strengthen LSV's relationship with these organisations and enables us to access more training opportunities across the broader emergency service sector.

Camp leader training to upskill nipper volunteers

To address the emerging trends and complexities facing our volunteer workforce, camp leader training was introduced during the season to ensure our nipper volunteer workforce and camp leaders were provided with the appropriate skills, training, and resources to not only deliver their role, but feel confident and empowered to excel in their roles.

Training evaluated volunteer camp leader's leadership attributes and provided education and skills in wellbeing and mental health, facilitation, and motivation techniques.

Things we plan to advance

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

- ▶ refining and providing training to ensure the current technology used is efficient and allows processes to be streamlined to improve athlete and volunteer experiences at carnivals,
- ▶ identifying current gaps in our member pathways to build, enhance and expand our suite of programs, offerings and events. The 2023 – 24 season will also see the expansion of training for operational volunteers, the establishment of an 18 to 30 years leadership program, and the launch of a Member Alumni,
- ▶ introducing a new digitised member pathway, to complement the new Club Gateway, which will enable members to better understand and explore further opportunities within the lifesaving movement,
- ▶ forming an advisory group to ensure the new Club Gateway's strategic decisions align with member expectations and that major changes are appropriately tested,
- ▶ establishing a new diversity and inclusion panel that will support and guide Starfish Nippers clubs and look for ways to better educate and enhance our current members' knowledge and awareness around inclusion, equity and diversity, and
- ▶ introducing more inclusive language across our member platforms and developing more inclusive pathways into and through the life saving movement.

▶ 8

Relationships and partnerships

“In the current year, we have taken immense pride in our ability to extend valuable support to our esteemed partners and were very pleased to announce the establishment of several new commercial partnerships, expanding our reach and growth potential.”

RYAN O’CONNOR

General manager
sports participation

Why this focus area is important to us:

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





Victorian Water Safety Taskforce

Water safety is a shared responsibility, and as such, we collaborate with Emergency Management Victoria and partner agencies through the Victorian Water Safety Taskforce to deliver actions in line with the Victorian Water Safety Strategy 2021 – 25.

With recent trends of increased drowning incidents and increasing exposure to water safety risks, it is critical that we work more effectively with our government and agency partners to reduce hazards and risks.

This is the focus of the strategy, which includes a strong emphasis on coordination and collaboration from water safety agencies, communities, local government, government departments and agencies, and other parties to reduce drownings and water related injuries to zero.

LSV represented in pioneering women's program

The first-of-its-kind Sponsorship of Diverse Talent Women's Cross-Sector Pilot program, led by the Emergency Management Inclusion and Diversity Leadership Group, successfully concluded in May 2023.

The program utilised an inter-agency sponsorship model for individuals across emergency management agencies to improve women's advancement within the sector.

LSV was one of 10 agencies to participate and was represented in the program by three sponsors and three sponsees, including volunteers and staff.

The cross-sector pairing provided participants with exposure and access to new networks, opportunities and experiences, with 85 per cent of sponsors agreeing their partnership was a success.

The next iteration of the program will launch in October 2023 and will focus on elevating the program experience for both sponsees and sponsors, with a stronger emphasis on structure, expectations and communication.

LSV's academic collaborations and mentorship

LSV continues to work closely with academic institutions to showcase our mentorship and guidance of future researchers and health promotion practitioners. Since July 2022, LSV has hosted three Deakin University student placements.

LSV has also assisted with supervising one Honours student, one PhD student, one Masters student and three secondary school students.

In addition, LSV is building a partnership with Monash University, with Dr Bernadette Matthews PhD successfully appointed as Adjunct Associate Professor (Research), School of Public Health and Preventive Medicine.

Things we plan to advance

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

- ▶ engaging locally at a community, industry and government level to address local water safety issues, partnering with subject matter experts in the area of coastal consequences of climate change and circular economies of waste. LSV continues to build regional relationships with land managers to address adaptation measures that lifesaving facilities will face in the future, and
- ▶ expanding lifesaving education programs into a more sustainable model with an increase in the number of partners delivering programs at the beach, river or lake to school groups and during school holidays and expanding partner-led programs to include delivery of lifesaving education programs in the classroom.

▶ 9

Governance and business functions

“Our business function teams continued to adeptly navigate shifts in their work methodologies, demonstrating remarkable fortitude, even during periods of heightened demand.”

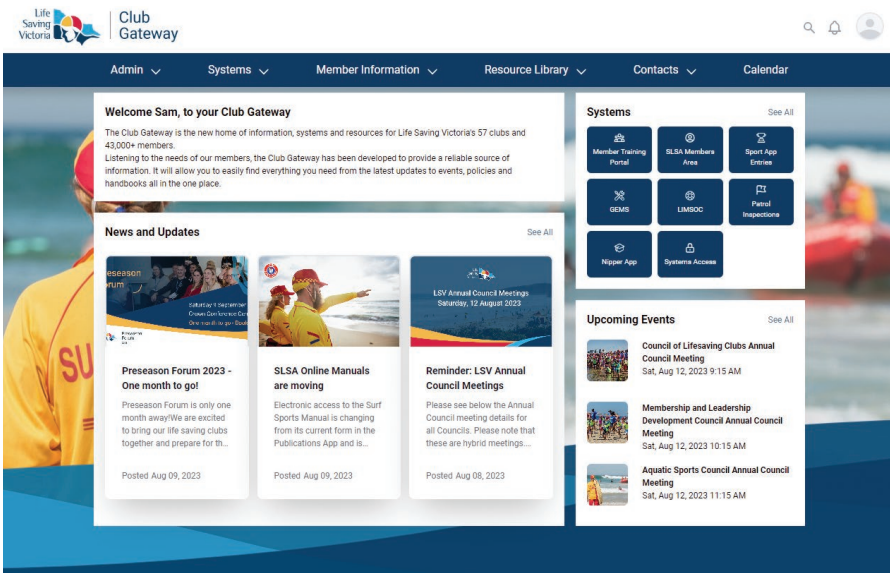
JAMES CARDONA

General manager
corporate services



Why this focus area is important to us:

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



LSV Club Gateway development

Officially launching for the 2023 – 24 season, Club Gateway is LSV’s new online central hub for all club and member information, including IT applications, resources and circulars, and administration support.



The Gateway has evolved based on member feedback, and a significant amount of work has been done throughout 2022 – 23

to move club-facing content from the LSV website to the Club Gateway.

IT development will see improved functionality and a vast number of enhancements introduced, including:

- visual branding and identity, direct access to key areas of interest such as systems, news, and upcoming events,
- a calendar to view and filter events by category, and the ability to add to your personal calendar, and
- a contacts menu that includes LSV staff, board and executive, club committee members, club directory, state officers and emergency response contacts.

Governance induction launched

A self-directed governance training module designed for club directors and committee members is now available on LSV’s training portal.

The module provides an overview of key governance tips and knowledge that members should be aware of when joining a club’s board or management committee.

It highlights big-picture aspects of governance and explains member roles and responsibilities and how their club fits into the context of the wider lifesaving community.

Governance 101 workshop

LSV, together with LSV’s legal counsel Ian Fullagar conducted an online governance 101 workshop covering the principles of good club governance.

This workshop included a question-and-answer session and was attended by 50 directors and committee members from clubs across the state.

The workshops are greatly appreciated by members and future Governance 101 workshops are planned for the 2023 – 24 lifesaving season.

LSV supply chain boosts efficiency with inventory control processes

LSV’s supply chain team further enhanced efficiencies through three notable accomplishments:

- 1 Significantly improving inventory control processes, leading to more accurate stock control and a 99 per cent accurate end-of-year stocktake.
- 2 Successfully fulfilling biannual first aid audits with LSV’s contracted stakeholders.
- 3 Incorporating public training deliveries within the retail delivery schedule to reduce freight costs.



Enhancing communications

LSV commenced a comprehensive review of its external, internal, and member communications, including social media, the website and how we communicate with clubs.

Using data to evaluate platform health, content performance and our peers' activities and by interacting with members to understand how they prefer to be communicated with, LSV identified opportunities to strengthen water safety and promotional outcomes and the best platforms and means to achieve this.

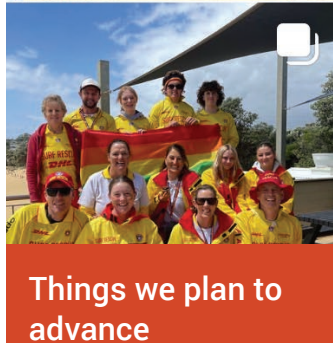
In particular, the opportunities from the social media audit were streamlined into defined content pillars to target appropriate audiences across the four channels (Instagram, Facebook, LinkedIn and Twitter).

Creating a sustainability strategy roadmap

In partnership with Ernst & Young (EY), LSV completed a sustainability strategy roadmap to embed sustainability into all aspects of the organisation and set the standard for other lifesaving entities.

To create the roadmap, EY delivered a sustainability stakeholder forum engaging volunteers, staff, LSV's board and interested parties, facilitated a greenhouse gas inventory of LSV business, and created a sustainability strategy that provides a framework for clubs to follow.

LSV is currently socialising the recommendations and implementing actions as opportunities present.



Things we plan to advance

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

- ▶ completing the LSV Governance review project and implementing the outcomes,
- ▶ reviewing and updating LSV governing documents, and
- ▶ activating and implementing the sustainability road map as opportunities present.

“LSV elevates communication excellence through best practice, setting the standard for impactful media and communications solutions”

**ADJUNCT ASSOCIATE PROFESSOR
DR BERNADETTE MATTHEWS PHD**

General manager
health promotion and communications/
principal research associate



Honours and awards

LSV AWARDS OF EXCELLENCE 2023

Celebrating two decades of its prestigious Awards of Excellence, LSV hosted an extra special event to honour the organisation's accomplishments spanning the 360 degrees of lifesaving.

LSV volunteers, staff, aquatic industry colleagues and sponsors came together to celebrate achievements over the 2022 – 23 season at the Sofitel, Melbourne on Collins.

Major awards

Beaurepaire Shield for Club of the Year, supported by Marsh
Port Campbell SLSC

John Wishart Memorial Medal for Lifesaver of the Year
Darcy Tribe, Port Campbell SLSC

Graeme Long Memorial Medal for Volunteer of the Year
Liam Marangio, Cape Paterson SLSC



LSV AWARDS OF EXCELLENCE 2023 CONTINUED

Youth Lifesaver of the Year (18 to 21)
Sophie Carne, Lorne SLSC

Youth Lifesaver of the Year (14 to 17)
Jackson Comrie, Inverloch SLSC

Outstanding Achievement of the Year, supported by Brande
Victoria's pool lifesaving team

Dr Nigel Taylor ESM Innovation Award
Mount Martha LSC: Surfcraft Artist and Appreciation Crew project

Janet Jones OAM Inclusion Award
Sandringham LSC: Silver Salties program

Rescue of the Year
Cumberland River rescue -
25 December 2022, Lorne SLSC

Bella Fox Cera, Alisa Johnson, Lucas Karlson, Harvey Marriner, Paul McMaster, Ruby McMaster, Sam Ord, Ted Page-Walker



Membership and leadership development awards

Mike Martin AM Championship Junior Lifesaver Awards
Memphis Johnson, Ocean Grove SLSC

Nipper Program of the Year
Hampton LSC,
Pathways for Little Lifesavers

Nipper Program Volunteer of the Year
Belinda Gill, Port Melbourne LSC

Community Education Award
Hampton LSC, McKinnon Secondary
College surf rescue certificate program

Aquatic sports awards

Fred Westfield Medal
Noah Chapple, Williamstown S&LSC

Maurie Rayner Scholarship
Jemima Asher, Torquay SLSC

Official of the Year
Chris Hoffman, Warrnambool SLSC

Emerging Official of the Year
Leonie Mawkes, Hampton LSC

Coach of the Year
Justine Birchall, Black Rock LSC

Victorian Champs points score winner
Ocean Grove SLSC

Team of the Year (U14 and 15)
Black Rock LSC two-person rescue and resuscitation team
Emma Hende and Georgina Laws

Team of the Year (U17 to Open)
Port Campbell SLSC U23 men's surf boat crew
Gary Askew, Charlie Trotter, Campbell McKenzie, Mitch Gristede, Ben Matthews

Team of the Year (Masters)
Point Leo SLSC 170+ years men's team
Frank Christian, Jon Ford, Tim Farrell

Athlete of the Year (Youth)
Paige Holt, Mordialloc LSC

Athlete of the Year (U14 and 15)
Jemma Holt, Mordialloc LSC

Athlete of the Year (Open)
Mia Cook, Warrnambool SLSC and Mordialloc LSC

Athlete of the Year (Masters)
Naantali Marshall, Anglesea SLSC

Education, training and industry engagement awards

LSV Public Training & Pool Safety Trainer of the Year
John Barton

LSV Public Training & Pool Safety Service Member of the Year
Catrina Ord

LSV Public Training & Pool Safety Licensee of the Year
Weeroona College

LSV Swim and Survive Partner of the Year
Leisurelink Aquatic and Recreation Centre

Education Instructor of the Year
Hannah Wilson

Volunteer training and assessment awards

Volunteer Assessor of the Year

Catherine Paulsen, Carrum SLSC

Volunteer Trainer of the Year

Stephen Scammell, Jan Juc SLSC

Council of life saving club awards

Administrator of the Year, supported by Marsh

Rob Mellor, Portsea SLSC

Lifesaving operations awards

Beach Lifeguard of the Year, supported by Armstrong Flooring

Eleanor Barr, Anglesea SLSC

LSV life membership

James Evans, Mordialloc LSC

Anthony Hodder, Point Lonsdale SLSC

Scott Ivey, Williamstown S&LSC

President's certificate

Prue Weber, LSV Historian

LSV's flood response (clubs, volunteers and staff)

Andrew Crisp APM, Emergency Management Commissioner

Greg Barras, Victorian Police Superintendent

Commendation

Christmas period peak response - LSV's operations communications team

OTHER AWARDS

2023 Australian Honours

Australia Day Honours

Susan Crow AM, Portsea SLSC

Tom Mollenkopf AO, Point Leo SLSC

Matthew Ponsford ESM, Point Lonsdale SLSC

David Rylance ESM, Elwood LSC

King's Birthday Honours (Medal of the Order of Australia)

Frances Evans OAM, Life Saving Victoria

David Gallagher OAM, Lorne SLSC

Ian Graham OAM, Ocean Grove SLSC

Allan Holmes OAM, Apollo Bay SLSC

Thomas Ludwick OAM, Chelsea Longbeach LSC

John Turner OAM, Anglesea SLSC and Point Lonsdale SLSC

Natalie Wischer OAM, Waratah Beach SLSC

Surf Life Saving Australia service awards

15 years

Chad Henry, Aspendale LSC

Nicholas Foon, Aspendale LSC

Bradley Taylor, Aspendale LSC

John Adams, Gunnamatta SLSC

David Stogdale, Gunnamatta SLSC

Jonathon Levin, Port Melbourne LSC

Elliot Amalos, Venus Bay SLSC

David Gee, Venus Bay SLSC

Kimberley Gee, Venus Bay SLSC

1st clasp 25 years

Robert Stewart, Fairhaven SLSC

Peter Neville, Gunnamatta SLSC

Donna Watt, Gunnamatta SLSC

Joseph Watt, Gunnamatta SLSC

2nd clasp 25 years

Peter Bellion, Port Melbourne LSC

External awards

2022 Vicsport Official of the Year

Kylie Clark, Point Leo SLSC

2022 Vicsport Team of the Year

Anglesea SLSC

2022 Vicsport Frank Wiles Award (finalist)

Jesses Coulson, Williamstown S&LSC

2022 Vicsport Community Coach of the Year (finalist)

Christine Cardwell, South Melbourne LSC/Anglesea SLSC

2022 Vicsport Mater's Athlete of the Year (finalist)

Samantha Barrow, Mordialloc LSC



Council executives

Aquatic education and industry engagement council

Kara Monaghan
Director

John Summers
Chair

Fiona Preston
Council representative

Barry Harrison
Council representative

Kath Thom
Council member

Aquatic sports council

Aaron Green
Director

Tamara Brawn
Chair

Philip Mawkes
Council representative

David Laws
Chief referee

Kylie Clark
Junior referee

James Carew
IRB competition coordinator

Jonathan Holt
Aquatic sports development coordinator

Joanne Teagle
Pool competition coordinator

Brent Enticott
Board and ski representative

Barry Hill
Surf boat representative
- VSRL

Council of life saving clubs

Adam Alsbury
Director

Craig Watson
Director

Ian Fullagar
Chair

Michelle Morris
Council representative

David Marsh
Council representative

Lifesaving operations council

Kane Treloar
Director

Katrina Antony
Director

Vincent Sheehan
Chair

Simon Wilson
Council representative

Peter McDonell
Council representative

Grace Lightfoot
State emergency management officer

Nick Giblin
Lifesaving services representative

Davina Jackson
State training and resource officer

James Quine
Training strategy and communication officer

Jenna Rose Sheehan
State resource research and development officer

Catherine Paulsen
State training and assessment supervisor

Area training and assessment officers

Jameson Trainor
Training and assessment officer - Bass

Mark Pratt
Training and assessment officer - Bayside

Phillip Hughes
Training and assessment officer - Geelong

Joshua Smith
Training and assessment officer - Gippsland

Craig Stoodley
Training and assessment officer - Kingston

Alexandra Fletcher
Training and assessment officer - Otway

Howard Draper
Training and assessment officer - Peninsula

Sebastian Phoenix
Training and assessment officer - Port Phillip

Julia Clarke
Training and assessment officer - Surf Coast

Darryl Peterson
Training and assessment officer - Western

Area lifesaving operations officers

Terry Aslanidis
Lifesaving operations officer - Bass

Alex Walton
Lifesaving operations officer - Bayside

James Terrance
Lifesaving operations officer - Geelong

Murray Colvin
Lifesaving operations officer - Gippsland

Darren McLeod
Lifesaving operations officer - Kingston

Jenna-Rose Sheehan
Lifesaving operations officer - Otway

Andy Nott
Lifesaving operations officer - Peninsula

James Quine
Lifesaving operations officer - Port Phillip

Alex Buckley
Lifesaving operations officer - Surf Coast

Justin Houlihan
Lifesaving operations officer - Western

Committees

Finance, risk and audit committee

Shane Dunne (Chair)
Simone Bohan
Liza Gelt
Emma Olivier
Donna Watt
Ashley Wolff

Governance committee

Liza Gelt (Chair)
Kara Monaghan
Angela Malan
Anthony Neal
Rachael Rylance
Vincent Sheehan

Grievance and judiciary committee

Tom Mollenkopf AO (Chair)
Tamara Brawn
Graeme Eddiehausen
Allan Holmes OAM
Catherine McCraith
Neil Morarty OAM
Bridget Pardy
Richard Symon

Honours and awards committee

Katrina Antony (Chair)
Warren Clarke
Frances Evans OAM
Anne-Maree Gardiner AM
David Stogdale
Angela Malan
Catherine Tisdale
Nicholas Foon
Jessica Robinson

Facility development advisors

David Schultz
Ray Webb

Please refer to page 8 for additional subcommittees.

Executive management team

Chief executive officer

Catherine Greaves

Head of transformation

Mevan Jayawardena

Executive advisor

Paul Shannon

General manager - corporate services

James Cardona

General manager - governance, club support and education

Kate Simpson

General manager - health promotion and communications

Adjunct Associate Professor (Research)
Dr Bernadette Matthews PhD

General manager - lifesaving services

Liam Krige

General manager - people

Emma Atkins

General manager - sports participation

Ryan O'Connor

General manager - training and aquatic industry

Andy Dennis

Life members

A

R Anthony
H G Ashworth

B

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

C

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

D

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

E

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

F

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

G

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

H

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

I

F Inness
S Ivey

J

J Jackson
N R Joseph
L Johnson

K

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

L

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

M

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 OAM
D G Montalto ESM
N W Morarty OAM
J I Morgan
B A Morgan OAM
D G Morland
F L Muir
B Murray

N

M M Napthine
R Neate
H A Norris
G Nutbean

O

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

P

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

R

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

S

M R Scott ESM
A W Seals
M S Sharman
I D Shephard
K J Shields
A H Short
J B Silom
C Simpson
W Slater
B J Smith OAM
W A Spinner
T W Stanford
H Stephenson

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

T

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

V

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

W

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

Y

B J Young

Supporters

Government



National organisations



Major national sponsors



Supporters and sponsors



LIFE SAVING VICTORIA VALUES

Positive and respectful relationships (cultural and intergenerational)

Being open, welcoming and inclusive

Personal development through a commitment to lifesaving

Developing healthy lifestyles

Taking personal responsibility for betterment

Being relevant in society, today and tomorrow

Efficient and appropriate use of available resources

Building stronger and safer communities

