

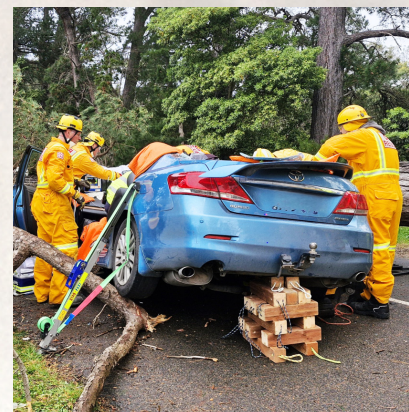


# CFA 80th Anniversary

Protecting lives and property



[cfa.vic.gov.au](http://cfa.vic.gov.au)





# Messages to CFA members



On behalf of all Victorians, I congratulate each and every member of Victoria's Country Fire Authority on your 80th anniversary.

CFA traces its roots back to Victoria's earliest days as a colony, when volunteer brigades formed around the Goldfields using horse-drawn carriages to fight fires.

Over many decades, the spirit of volunteering has prompted Victorians to come together to protect their families, friends, neighbours and communities.

Volunteering for CFA is a selfless pursuit – one that requires courage and compassion in the face of often extreme and rapidly changing threats to safety.

Today, across our state, many Victorians are alive and well because of these efforts.

CFA is a community of volunteers, one that acts as the backbone of towns and regions across Victoria.

While we always hope to avoid disasters, the preparation and support of CFA is a bulwark helping to prevent threats turning to disaster – and making sure the impacts on our communities are minimised.

I want to express my gratitude for the work that you do, and the life-changing impact that you have on Victorians making our state a safer, stronger place.

Thank you.

**Professor the Honourable  
Margaret Gardner AC,  
Governor of Victoria  
CFA Patron**

Congratulations to every single member of the Country Fire Authority on an incredible 80 years of service. CFA means so much to regional communities like mine, and to Victorians all over our state.

Time and time again, local brigades have stepped up to serve their communities with dedication and bravery. We saw it again this summer, as CFA members selflessly spent their Christmas and New Year away from family and friends, fighting fires and keeping communities safe.

When things are at their hardest CFA members put on their yellow overalls to keep Victorians safe.

You make a profound difference to lives and communities across our state.

As we celebrate 80 years of CFA, we're reminded that each and every member is part of an important legacy.

Our government will always support you to do your incredible work.

Truly, we can never say thank you enough.

On behalf of all Victorians I want to make sure you know how much we value everything you do. So thank you, to members past and present, for all that you do to keep Victorians safe.

**The Honourable Jacinta Allan,  
Premier of Victoria**



Visit to Horsham  
Incident Control Centre,  
December 2024

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We acknowledge Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land. We pay our respects to Elders, past and present.



It is an honour for us to hold leadership positions in the iconic organisation that is CFA – an identity recognised in the community by its acronym alone; instantly identifiable by the firefighting yellows and the incredible support teams; and synonymous with selfless service and bravery in protecting communities across Victoria and beyond.

As leaders, when we think about the rich history of CFA we touch upon the commitment, resilience and self-sacrifice of our members.

Our state has had brigades of volunteer firefighters since the 1850s. This year marks the 80th anniversary of CFA, created through an Act of Parliament in 1945 that unified multiple firefighting associations, land managers, and entities of government.

Since its inception, CFA has been an organisation where people with different views and experiences come together around a shared purpose, and where we strive to provide the best possible service.

Our members' primary purpose is to protect lives and property in their local communities, which is achieved across prevention, preparation, suppression and rehabilitation.

Over the years CFA has continued to modernise firefighting equipment, upskill our members, diversify the membership profile and our response capabilities (including road rescue, high angle, flood and mine), undertake groundbreaking research, undertake interagency operations, improve safety standards, and educate community members.

CFA's values – safety, teamwork, integrity, adaptability and respect – underpin how we work. They highlight the behaviours we see as important to demonstrate to one another, the wider sector and the Victorian community. Our values anchor and guide us. They enable us to deliver on our vision, mission and strategic goals, guide our interactions and decision-making,



and play an important role in shaping a positive organisational culture that is foundational to attracting new generations of people who want to be part of what we do.

We're currently at the mid point in our CFA Strategy and Outcomes Framework 2020-30 which was developed to provide clear commitments from CFA to build and maintain a sustainable and effective volunteer-based, community-centred emergency service. We regularly measure our progress against the four strategic goals to ensure we're on track with initiatives and can quickly adapt when required.

Ultimately, we remain committed to supporting our members the best we can to ensure the voluntary contributions made feel valued.

CFA remains a highly-trusted organisation because of the excellent efforts and work of those members who came before us, and the commitment and dedication of members today.

We look forward to being part of shaping the future of CFA and will enjoy taking the time to reflect on how far we've come during our 80th anniversary.

**Board Chair Jo Plummer, Chief Executive Officer Greg Leach AFSM and Chief Officer Jason Heffernan**



**Above left:** Jo Plummer at Geelong City Fire Brigade's 170th anniversary dinner

**Above:** Jason Heffernan with Baddaginnie Fire Brigade members - the first to receive the new workwear

**Left:** Greg Leach on the panel of a Volunteer Forum, sitting with a volunteer member from Boronia Fire Brigade



# A golden past, a shining future

## CFA Mission

### To protect lives and property

Our mission has been constant for decades. It drives how our members operate and it underpins all their work in fire prevention and preparedness activities and responding to fire and other emergencies.

In 2025, CFA marks 80 years as an organisation committed to serving and protecting Victorians.

This milestone embodies an immeasurable legacy of sacrifice, commitment and stories that go to the heart of the Australian psyche; exemplifying mateship, volunteering and the principle of being there for others in their time of need.

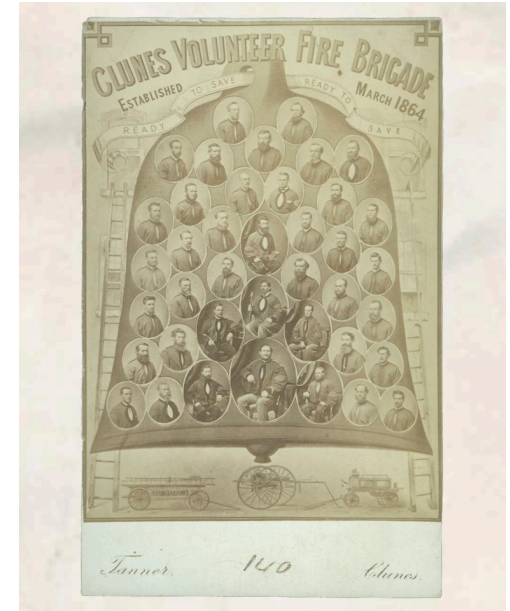
The dedication of the hundreds of thousands of people who have been part of CFA have helped shape this state. Indeed, our history mirrors that of Victoria itself with the earliest brigades emerging on the Goldfields of the 1850s. Our members provide a deep and unparalleled connection with their communities. We are part of them and they are part of us.

## Forged by the fire in the Goldfields

Our brigades date back to 1851 in the aftermath of 'Black Thursday' when the first brigades formed following an act of Parliament for the newly separated state of Victoria.

The first volunteer brigade began in the bustling port area of Geelong in 1854, followed by Castlemaine and Sandhurst (now Bendigo) in response to the growing populations on the Goldfields. These were followed quickly by the formation of brigades in farming and pastoral communities. By 1888 there were believed to be at least 100 brigades in Victoria.

The early brigades emerged from local towns and settlements, often in response to a devastating fire. Communities banded together and identified the need to form a firefighting force, exemplifying the ethos of supporting one another.





## Evolution of CFA

Following the Black Friday fires in 1939, the Stretton Royal Commission recommended the establishment of a single firefighting authority for country Victoria. A further series of devastating blazes in the summer of 1943-44 prompted the amalgamation of the bushfire brigades association and country fire brigades association into one single entity: the Country Fire Authority.

Improvements in vehicle design, firefighting equipment and personal protective clothing followed, along with advances in training and suppression techniques.

Victoria continued to experience devastating fires over the following decades, most notably Ash Wednesday (1983), Black Saturday (2009) and the Black Summer blazes in 2019-20.

While fire will always remain an endemic risk in the Victorian landscape, subsequent inquiries have resulted in vast improvements to the safety of the community and our firefighters.

The transformation of CFA over the decades has been profound. Women make up 15 per cent our frontline firefighting force. Our Junior and youth programs attract and encourage the next generation of members. As Victoria has evolved into a multicultural society, so too has the demographic make-up of our brigades – though we know we still have a way to go to truly reflect the communities we serve.

CFA has been at the forefront of research and innovation to provide our members with the best possible equipment, training, tools and resources for their mission.

Fire prevention and suppression techniques have advanced significantly, boosted by the use of aircraft, telecommunications, improved weather modelling and cutting-edge predictive fire behaviour tools, as well as a focus on planned burning and other fuel reduction methods.

We continue to evolve and improve our understanding of fire behaviour, while ensuring our frontline firefighters and the community are as safe as possible as they carry out their work.

CFA members now have a broad range of skill sets, from specialist rope rescue, air observers, road crash rescue, mine rescue, alpine, forest and coastguard operations and frontline firefighting to research, community education and engagement and incident management.

Our cultural journey also continues, with a strong commitment from all parts of CFA to ensure we are an inclusive and safe environment for all who want to be part of this great organisation.



### CFA emblem

The symbols on the CFA emblem reflect CFA's origins.

The crown above the shield symbolises the creation of CFA by an Act of Parliament.



The tree represents the Department of Conservation, Forests and Lands. Established in 1983, The Department was created to better coordinate the use of all resources and rationalise the different authorities and land management systems.



The Australian flag represents local government.



The anchor and torch represents the Insurance Council of Australia.



The firefighter's helmet represents the Urban Fire Brigades Association, and the sheep represents the Rural Fire Brigades Association. These organisations represented CFA volunteers before the formation of Volunteer Fire Brigades Victoria in 2002.





# Reflections from long-serving members

## Four generations of Coyles

### Ross Coyle AFSM

Wodonga West Fire Brigade and CFA Board member Ross Coyle is part of four generations of the Coyle family who have been involved with CFA in Wodonga.



His grandfather George was a charter member of CFA in 1945, his father Colin a long-serving Captain of Wodonga West, his wife Jan a Junior leader, his twin daughters Aleisha and Lauren running coaches, and son Toby an active operational member, capped with Ross celebrating 40 years as a Wodonga West member in 2025.

“For us, CFA has always been a part of our life for generations and that is definitely the case for many others,” Ross said.

“In the early days you joined CFA for self-preservation of your local community, whereas today it has become about serving your community, such as prevention, education and protection, as well as self-development across many skills.”

Receiving his AFSM in 2021 was a highlight for Ross, however, CFA to him is around the camaraderie of the brigades and relationships you form from the places you go that makes it all worthwhile.



Right: Aleisha, Ross, Colin, George, Lauren and Toby Coyle

## A 24/7 life

### Lisa Hicks AFSM

Lisa Hicks has been a dedicated member of CFA for almost 50 years. As a firefighter, she has made a significant contribution on the frontline of many major fires, including the 1983 Ash Wednesday fire at Upper Beaconsfield.

“CFA has been my life since I was 15 years old. I married a CFA volunteer 43 years ago, I have four children who are also in CFA/FRV and a nurse – so all front liners,” Lisa said. “CFA represents my life 24/7 – I know no different and I will continue until I can no longer.”

Lisa said there had been many highlights throughout her CFA journey – from making new friends, learning new skills, seeing others grow around you, and celebrating milestones. But the highlights are always the difference CFA members make.

“Whether it’s saving someone’s house, holding a hand while they are cut out of a car, or delivering programs to community (especially the kids), making a positive difference to people’s lives is the best we can hope for.”



## Purpose and pride

### Ross Sullivan AFSM

Throughout his career Ross has exemplified the values of CFA and is well-regarded by volunteers and staff alike as a knowledgeable, supportive and empathetic leader. Since 2016 he has held the role of DCO North East Region, having made his way up through career operational ranks after starting as a volunteer.

“Being a part of CFA has been more than just a career for me – it has been a calling, a commitment and a community,” Ross said. “CFA embodies the spirit of service and the profound power of community. It’s where courage meets compassion, and where every volunteer and staff member perform a vital role.”

During the 2019-20 fires Ross established a process to rehabilitate and repair areas damaged by firefighting activity, which is now used as the CFA standard.

“To be in a position to support, provide assurance and opportunities to people on the ground and help them to be successful in their own right is a great privilege,” Ross said.

“The highlight for me is that CFA represents a legacy of service — a legacy that has not only defined my professional journey but has also enriched my life with purpose and pride.”





## Gaining knowledge

### Nancy Boura

CFA became an important part of Nancy's life shortly after she moved to Australia from England in 1975. She joined Beaconsfield Upper Fire Brigade after seeing an article in the newspaper about the fundraising done by the brigade's auxiliary.

"It was a good way to get involved in the local community. At the same time I knew I'd be doing something useful for the fire brigade, which is essential to the community," Nancy said.

Nancy then became the radio operator and had a CFA radio in her home and siren on her roof.

"CFA became part of my everyday life because the radio was on all the time, and I had to be available to answer it so that I could tell members there was an incident."

One of Nancy's highlights from her time at CFA was how much knowledge she has gained, especially from turning out to incidents.

"Being operational gave me a lot more understanding of CFA and incidents," Nancy said. "Another highlight was getting to know so many lovely people."



## Long-serving brothers at Loddon Vale

### Cliff Harrison

Cliff Harrison, 96, will this year receive his medal for 80 years of service to CFA. While not an operational member any more, Cliff still loves to take part in his local brigade. Cliff joined Loddon Vale Fire Brigade when he was 17 years old in 1945.

He joined because all of his family joined – his father was a founding member of the brigade. Cliff's three brothers were all CFA members including Jack, who is also still a member of the brigade.

Some of his memorable moments include winning the State Championships in 1960 and attending a large fire at Korong Vale.

When Cliff first joined there was no equipment. "You might have a wet bag to put out a grass fire," Cliff said, "Then we got a leather beater which was an improvement."

The brigade eventually got a trailer with a water tank operated by a hand pump, followed by a fire truck in 1968. Cliff's son Ian and grandson Luke are both active members of Loddon Vale Fire brigade.



### John Harrison

To reach 100 years old is an impressive feat, but for Loddon Vale Fire Brigade stalwart John (Jack) Harrison it is his 82 years of service to CFA that speaks volumes.

Jack joined the brigade in 1942.

"We are mostly farmers, and for self-preservation you need everyone's support," Jack said.

With CFA heavily entrenched in his family, it's no surprise the land for the original fire station sits on the Harrison farm next to Jack's property.

Jack was often the first person to take the truck to an incident, and his devotion to CFA remains as each day he checks to make sure the tyres of the truck are pumped up.

Jack looks back fondly on his time with CFA, including when he was deployed with his brother Ken for a week to the Gippsland fires in 1965.

"We rode a little Austin tanker down to the Victorian coast and headed up east where there was a plantation fire," Jack said.



## A welfare champion

### Pat Bigham AFSM OAM

Pat Bigham has dedicated her CFA career to serving her community through fire safety awareness and wellbeing.

"I 'married' into CFA because my husband was a member. I joined CFA because I wanted to support my community and you either joined them or you stayed at home on your own," Pat said. "When I first joined in 1979 there were no female volunteers in my district."

After the 1983 Ash Wednesday fires, some firefighters recognised there was a gap in support for those who were affected by the traumatic events. The team, including Pat, developed plans to implement a welfare support system in CFA, the Peer Support Program.

"It's important for members to know there's someone out there to help them," Pat said.

"To me, being a member of CFA means family, community service and the opportunity to support people in their time of need. I have got so much more back from helping people than I have ever put in.

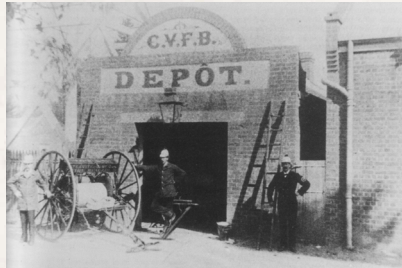
"The highlight of my time in CFA has been meeting some pretty marvellous people."





# Timeline of significant events

As we celebrate 80 years since CFA formed in 1945, we look at the events that have shaped our organisation.



Castlemaine Fire Station, Lyttleton Street, 1890



Wangaratta and District tanker after the Tarrawingee fire

## 1850-60

First volunteer fire brigades established in Geelong, Sandhurst (now Bendigo) and Castlemaine.

## 1926

Black Sunday bushfires on Valentine's Day in Gippsland and Dandenong regions claimed 31 lives.

## 1943

Ten firefighters died on 22 December while fighting the Wangaratta fires in Tarrawingee.

## 1947

CFA started to build its own trucks. The first tanker was based on an Austin Series 1 truck chassis and fitted with a 1,300-litre water tank.

## 1969

On 8 January more than 200 fires started across Victoria with the worst in Melbourne's urban fringe. Twenty-three people were killed.



## 1982

Uniform for women firefighters introduced.

## 1985

Total Fire Ban Days introduced.

## 1997

Fires spread throughout the Dandenong Ranges on 21 January killing three people and destroying 41 houses.

## 1850

### 1890

Fire Brigade Act was introduced. Two new boards were formed: Country Fire Brigade Board (CFBB) and Metropolitan Fire Brigade Board (MFBB).

### 1939

In January fires claimed 71 lives and more than 1,000 properties. A Royal Commission recommended the need for a single firefighting authority for country Victoria.

### 1944-45

After substantial fires in 1944 a single authority was formed that brought together the bushfire brigades and the country fire brigades, with the Forest Commission remaining an independent body. After legislation passed through parliament, CFA was established in December.

### 1958

The *Country Fire Authority Act* passed as legislation, formalising the powers, duties and responsibilities of CFA and its personnel.

### 1977

On 12 February there were widespread fires across the Western District causing five deaths and the loss of 123 houses and substantial numbers of other buildings and stock.

### 1983

On 16 February Ash Wednesday fires swept through parts of Victoria and South Australia killing 75 people including 13 firefighters. Subsequent inquiries led to a much greater focus on community education, risk management, house loss investigations, structured training and standard protective clothing.

### 1989

CFA brigades became classified as rescue units as well as fire brigades.



The cross after Ash Wednesday bushfires, Mount Macedon



## 1998

On 2 December five firefighters from Geelong West Fire Brigade lost their lives fighting a bushfire in Linton. This tragedy led to a major reform of CFA training, occupational health and safety, risk management processes, and protective equipment.

## 2005-6

More than 500 fires broke out leading to the loss of four lives, 57 houses, 359 farm buildings and more than 64,000 stock.

## 2009

On 7 February 173 people lost their lives in the Black Saturday fires, the worst natural disaster in Australian history. Fires destroyed more than 2,000 properties, more than 60 businesses and burnt over 400,000 hectares.

This disaster emphasised the importance of educated and engaged communities, appropriate building standards and timely warnings. Following a Royal Commission, substantial reform began in the Victorian emergency services sector, including the introduction of a Fire Services Commissioner in 2010.



Black Saturday fires

## 2011-13

More than 1,000 tankers with greater than 1,000-litre capacity were retrofitted with crew protection systems.

## 2015

CFA's Training College Fiskville was permanently closed following the detection of carcinogenic chemicals in contaminated water on site.



Fire in East Gippsland during Black Summer

## 2019-20

Following devastating bushfires in Victoria and other states (dubbed Black Summer) the Prime Minister set up a Royal Commission.

## 2022

An external review of CFA's culture and issues management was released with recommendations to create a positive future environment.

## 2003

In early January CFA and Department of Sustainability and Environment crews responded to more than 80 fires in the north-east started by lightning. These alpine fires burnt more than 1.3 million hectares and destroyed 11 homes over seven weeks.

## 2006-7

Victorian fire agencies responded to more than 1,000 fires. The Great Divide North and the Great Divide South fires burnt over 1 million hectares and became the longest continuously burning bushfire complex in the state's history. All new tankers with greater than a 1,000-litre capacity included crew protection systems as standard.

## 2010-11

CFA brigades played a critical role in responding to significant flooding which affected more than 2,000 properties across Victoria. A review of the flood response led to a major reform of Victoria's emergency management arrangements.

## 2014

Emergency Management Victoria established.

## 2019

The *Firefighters' Presumptive Rights Compensation and Fire Services Legislation Amendment (Reform) Bill* was legislated in Victoria on 20 June.

## 2020

On 1 July Fire Services Reform came into effect, with CFA becoming a volunteer-based fire service. A newly-formed Fire Rescue Victoria brought together MFB and CFA career firefighters to serve metropolitan Melbourne and major regional centres.



# CFA members are not just firefighters

## Aviation – Air Attack Supervisor Kelly Krajnc, District 13 Headquarters Brigade

Kelly Krajnc's daytime job is a brigade administrative support officer for CFA. But she is also a CFA volunteer with District 13 Headquarters Brigade and an air attack supervisor.

Kelly coordinates the firebombing aircraft from a fixed wing aircraft or helicopter. She was previously an air observer and flew over many fires to gain the experience needed to become an air attack supervisor.

"Being an air attack supervisor is very similar to being a crew leader except my trucks have a big bucket or belly tank," Kelly said.

"I feel proud to be the first female air attack supervisor in CFA. I was really lucky to have some mentors who took me under their wings.

"What I love most about this role is working with waterbombing pilots. They get so close to the fire and do some amazing work that I didn't know was possible.

"When a fire has been reduced or put out altogether, it's really rewarding."

In the future, after increasing her skills and experience, Kelly would like to mentor air attack supervisors.



## Female Driving Instructor – 2nd Lieutenant Kate Lamble, Kangaroo Ground Fire Brigade

We're one of the first in the Australian fire services to have purpose-built driver training trucks for our volunteers to use for driver training.

Driver training courses are important for future capability in brigades because they ensure our drivers operate safely in high-risk environments whilst protecting Victorian communities.

CFA recently offered the first women-only Driver Educator Course, which six women have successfully completed.

"CFA has such a strong representation of women, and I hope we can encourage more of them to take on these challenges," Kate said.

"My motto is you can't be what you can't see. If we want more women to do these things, we need to show women we can do it and we need to get women out there doing it.

"I want to help break down those barriers and empower women to become CFA truck drivers and educators, creating a more equal representation across the organisation."



## Oscar 1 – 1st Lieutenant Karl Shay

Active since 1999, CFA's Oscar 1 Emergency Response Mine Rescue Brigade is a specialist brigade for a unique part of Victoria. Members of this brigade need disciplined skills to perform the role.

Oscar 1 members train weekly and aim to have a monthly session that replicates real rescue situations.

"The part of central Victoria that includes Stawell, Bendigo and Ballarat is called the Golden Triangle, and was built on mining," Karl said. "There are thousands of mines around the area that are unmarked, and people and animals can fall in. What we're finding is a lot of the mines had to be capped, and they were capped with old timbers.

"So, of course, they rot out over time and become a big hole again. With a thriving mining industry still active in the area, as well as unmarked mines dotted throughout the landscape, the need for specialist mine rescue skills is evident.

"You have underground firefighting and road crash rescue with one of the biggest risks underground being vehicle interaction between large vehicles and potentially light vehicles. You also have rope rescue, confined space rescue, as well as grain engulfment. We train for all of these."



## Musa Kilinc – CFA Headquarters

Predictive Services Specialist Musa Kilinc is a member of the Fire Risk, Research and Community Preparedness team.

"As a predictive services specialist and fire behaviour analyst (FBAN) at CFA, my role is all about understanding and forecasting fire behaviour and working with people to make informed decisions," Musa said.

"I've been at CFA for 10 years, and I have been drawn to combining science and operational practice to assess bushfire risk.

"My role is quite diverse, and some label it as 'special ops' because it blends experimentation with trying to answer critical fire management roles – whether that means determining how severe our bushfire season is likely to be, to what makes an effective waterbombing drop, to when wet forests will become ignitable.

"While research, models and simulators help, some of the best insights I've ever had have come from talking to people, including those on the fireground, experienced practitioners, meteorologists, researchers, and incident, regional and state controllers.

"I'm still learning about emergency management, but what I love most about what I do is talking to people, understanding their needs and trying to help them."







**North West**  
Sarah Swayn  
Kangaroo Flat  
Solicitor



**North West**  
Nancy King  
Beverford and District  
Personal care assistant



**North West**  
Harold Jochs  
Swan Hill  
Electrician



**North East**  
Tim Duff  
Wangaratta  
Doctor



**North East**  
Charlotte Freemantle  
Tatura  
University student



**West**  
Patrick Drum  
Halls Gap  
Engineer



**West**  
Adin Gillingham  
Raglan  
Truck driver



**West**  
Ellie McDonald  
Dadswells Bridge  
Sheep farmer



**South West**  
Georgie Gretton  
Camperdown  
Paramedic



**South West**  
Katie Walker  
Lorne  
Café owner



**South West**  
Samson Wylie  
Aireys Inlet  
Carpenter



**South East**  
Jack Skinner  
Erica and District  
Scaffolder



**South East**  
Esther Dekkers  
Munro  
Prison officer



**North East**  
Olivia Frith  
Badger Creek  
Mechanic



**South East**  
Sukhi Singh  
Boronia  
Trainer and assessor



CFA proudly welcomes members of the community of all ages and skills. Our members come from all walks of life and are diverse in nature and expertise.



## The evolution of CFA's training program

The growing complexity of firefighting, advances in technology and a deeper understanding of safety and effective emergency response have shaped the evolution of training at CFA over the past 80 years.

CFA's robust training program reflects the dynamic nature of firefighting and emergency services in Australia, with the focus on ensuring members have access to consistent, high-standard training and development so they are well-prepared and safe in their critical roles of protecting Victorians and their communities.

In the early years, training focused on firefighting techniques and equipment use, with priority training in the lead-up to summer. Firefighters also learned about fire behaviour through planned burning. Local firefighting competitions (demonstrations) culminating in the State Championships were a way for brigades to improve their skills and build camaraderie through competition. In the 1960s, a Mobile Training Wing was established and training committees were formed in CFA regions, and the first operations manual was released.

As the range of emergencies members responded to expanded, CFA began to formalise its training program, putting more emphasis on standard instruction, drills and the development of operational leaders. To support these endeavours, CFA's first bespoke training ground was opened at Fiskville in 1972, providing volunteers with practical training and the confidence to effectively manage these new challenges. Courses were designed so members could improve their knowledge and skills and share what they had learned at a group and brigade level. Today, CFA manages eight training grounds which are used by members as well as partner agencies to undertake practical and theoretical training across a broad range of firefighting scenarios.

The death of five firefighters in Linton in 1998 was the catalyst for large scale change to member training and safety protocols. Focusing on bushfire response, Minimum Skills training (now General Firefighter) was introduced and became mandatory for all new firefighters. Pre-season training requirements were also introduced, including a requirement for members to complete burn over drill training prior to responding during the fire season.

As equipment and firefighting techniques evolved, CFA training was further enhanced

to include specialised courses in incident control, urban search and rescue, road crash rescue and hazardous materials. The growth in online learning prompted CFA to develop a bespoke portal for elearning and digital training opportunities, providing more flexibility and accessibility for members.

In the past decade, further advances in technology have seen the introduction of immersive scenario-based training through mobile training props, virtual reality and simulators, allowing members to practise their skills in controlled but highly realistic settings.

**Above:** Entrance to the former training campus at Fiskville

**Below:** Hot fire training using a prop and breathing apparatus

**Right:** Training at VEMTC Central Highlands





# A journey of experience towards a better culture

Our 80-year journey as CFA has not been without its controversies and challenges, which we have used to guide lessons learned and improvements that will ultimately help us towards becoming a safe, welcoming and inclusive organisation.

The External Review of Culture and Issues Management, conducted in 2022, spoke to past and present members, as well as stakeholders, about their experiences and reflections to develop recommendations that provide a roadmap for how we can address legacy and current issues to continue to transform CFA.

While there is still much to be achieved, there is a strong commitment from our leadership and members to drive positive change now and into the future.

**'Appalling culture': CFA**

**CFA says sorry**

**External Review of Culture and Issues Management to support the Country Fire Authority of the Future**

Summary of Key Findings and Recommendations  
April 2022

**CFA 'in a mess' on Black Saturday**

**Women heckled, bullied in toxic culture**

**Our Values**

- SAFETY
- TEAMWORK
- ADAPTABLE
- INTEGRITY
- RESPECT

**Recent highlights...**

- 5,633 participants in Behavioural Standards sessions
- CFA projects now include gender impact assessments
- Advisory committees for women and young adults
- Child Safety Action Plan implemented



## Our people



**Clockwise from above left:** Sean Blake and Trent Dempster rescuing a calf; Leigh McDonald / photo Robert Bury; 2024 Victoria Point Grampians / photo Trevor Vienet; April Himmelreich and Captain Koala; Ahmad and Ammar Jahfar





**Far left:** Montanna and Morgan Maud

**Above:** Ararat firefighters / Photo Simon Schluter, The Age

**Left:** Carl Cabaraban, Francis Cueva and Robin Rupido



# Our people



**Clockwise from above left:** Members of Trentham Fire Brigade pose with the 2024 Lexus Melbourne Cup with Basketballer Chris Anstey and Jockey Jamie Kah; Eily Dalton; Benjamin Wilson, James Smith, Joshua Fitzpatrick, Phillip Thong; Adam Blythe / photo Mike Jansz





**Clockwise from above left:** While travelling to a deployment in 2020, firefighters meet rock group U2 at the airport; CFA members at the Midsumma Pride March; CFA volunteers meet Katy Perry at a bushfire concert in 2020; New members at Research Fire Brigade / photo Tony Gough



# Transforming CFA to a community-based volunteer emergency service

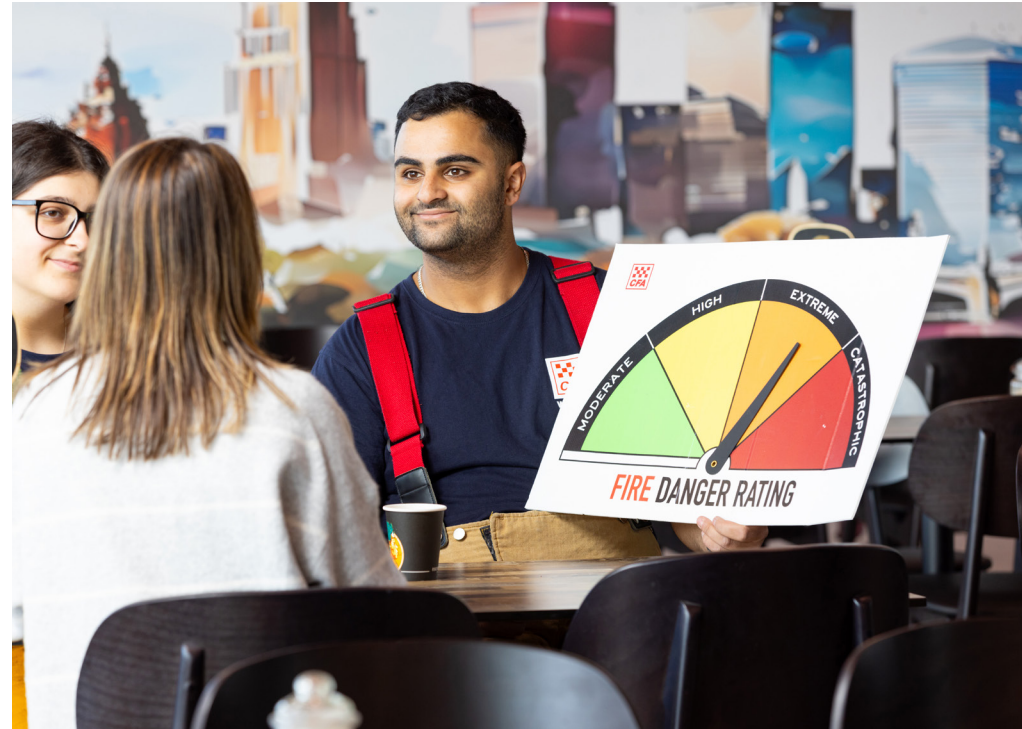
## WE WORK AS ONE

In the aftermath of the devastating February 2009 fires and other significant events, Victoria's emergency services sector has adopted a 'working as one' ethos with a focus on reducing the impact of emergencies on Victorians.

This integrated approach brings together the people, skills, resources and systems to reduce the impact of emergencies, and is overseen by Emergency Management Victoria.

Emergency services including CFA, FRV and SES partner with health bodies, local government, industry, business and communities under a framework which focuses on strengthening resilience and the coordination of response and recovery efforts.

As the state's largest emergency service, CFA plays a leading role in state, regional and district incident control centres, and through its network of volunteers performs a range of roles from frontline firefighting to education, prevention and community engagement.

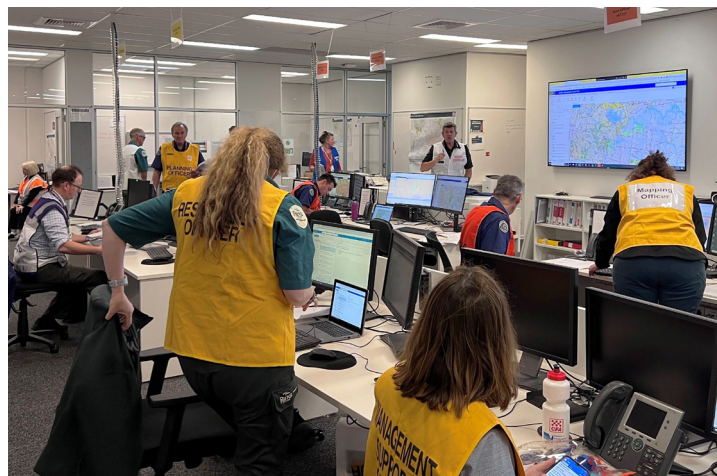


**Above left:** Brigade volunteers engaging a community member about fire safety

**Above right:** CFA career firefighters at Fiskville Training College, 1980s

**Right:** Multi-agency response in an incident control centre

**Far right:** Operational staff at a regional headquarters, 1990







## FIRE SERVICES REFORM

Multiple reviews of Victorian fire services over the decades identified the need for change to respond to significant population growth across Melbourne and in regional centres.

Areas of the state that were rural settlements when CFA was formed had become high density communities, often containing substantial industrial and commercial properties.

The reform of Victorian fire services came into effect on 1 July 2020, with the enactment of legislation restoring CFA as a community-based, volunteer firefighter organisation and creating Fire Rescue Victoria which brought together career firefighters from CFA and the former MFB.

More than 30 CFA volunteer brigades and stations were co-located with FRV, sharing facilities and working collaboratively to serve and support their communities.

The changes have given Victoria's volunteer brigades more autonomy and many of the shared stations appointed their first volunteer captain in their brigade's history.

CFA remains a highly respected, community-based volunteer fire service, with more than 50,000 volunteers who respond to a variety of emergencies including bushfire, house fires, floods, storms, hazardous materials and car accidents, as well as technical emergencies including mine and high angle rescue.

They are supported by a strong and dedicated workforce of more than 1,000 – many of whom are, themselves, volunteers. They perform a variety of roles including research, strategic planning, community safety and training.

In the post-reform environment our senior operational leaders other than the Chief Officer and Deputy Chiefs, are FRV secondees who work proudly within CFA, leading operational coordination and providing specialist skills and leadership in regions, districts and at state level.

Regardless of the uniform we wear, our background or what role we play, what binds CFA people is a shared commitment to protecting lives and property.

**Above left:** CFA career firefighters were trained to deliver Emergency Medical Response

**Above right:** FRV and CFA crews attending a structure fire

**Far left:** Multi-agency response at Eynesbury after a truck collided with a school bus

**Left** CFA workwear was launched after Fire Services Reform



# Equipment and infrastructure

## A MODERN CFA

Despite being unchanging in its values of protecting lives and property, the CFA of 2025 looks substantially different from the CFA established 80 years ago.

Those early firefighters that dragged hose reels by hand and manually pumped water would barely imagine the technology adopted all these years later.

Constant research has changed the face of CFA and continues to improve how we do things, from how we map and predict fire patterns with the Phoenix Rapid Fire simulation technology to training members with virtual reality.

Virtual reality has quickly become an incredible training tool for CFA. With equipment available to travel around the state, members can access training scenarios such as kitchen fires, car fires, grassfires, and aircraft fires that are impossible to accurately recreate in real life for training purposes.

The world-first aviation simulator (pictured above right) was also an important addition to CFA's technological tool kit in 2024. It has state-of-the-art mixed reality goggles with a 280-degree view of the surrounding landscape that provides real-world training and skill testing in a safe, controlled environment.

CFA has produced and published world-class guidance for large-scale renewable energy generation and battery energy storage systems and CFA's *Design Guidelines and Model Requirements for Renewable Energy Facilities* is a cutting-edge publication that has received national and international acclaim.

In 2023 CFA carried out a successful trial using drones (pictured below) to speed up planned burning to create large fuel breaks and a safer environment for volunteers conducting the burns. The drone trial is currently assessing how drones can help decision-making at bushfires.

CFA is always looking for ways to improve the efficiency and effectiveness of our incident response. Over the years we have done research into water bombing, grass curing, crew safety and climate change.





## CFA'S FLEET

The early days of fighting fires with beaters, buckets and knapsacks are long gone, and while slipping a water tank onto the back of a tray truck was the popular choice for many years, CFA's fleet has evolved dramatically over the past 80 years.

When CFA formed, the organisation inherited a range of former war surplus trucks, though most firefighting trucks in the 1950s were Austins. These tankers were the workhorses of the rural fleet for many years, holding 400 gallons (1,800 litres). The Austin pumper followed for urban brigades, which had a front-mounted pump and a 350-gallon (1,592 litres) per minute capacity.

CFA's financial focus in the 1950s was purchasing trucks and trailer units. By 1960, CFA had 773 vehicles in its fleet – 516 of them in rural brigades.

Small town units were built which included more ladders, hoses, and larger pumps. Small four-wheel drive, agile Willys trucks were the forerunners to our current ultralights and slip-ons. The size of our tankers and pumpers grew in capacity as new trucks became available.

It was soon realised more than one type of vehicle was required for the variety of fire calls being attended. CFA started to manufacture specialised vehicles to suit our diverse needs such as radio communication vans, hazmats, road accident rescue, high angle rescue, mine rescue, rehabilitation, salvage, lighting, telebooms, ladder platforms, aerial pumpers, alpine and tracked vehicles, sand tankers, breathing apparatus vans, field operations vehicles, hose layers and educational units.

Today, most fire trucks are twin cab and have air conditioning. Safety features such as rollover protection systems, heat shields, sprinklers, window curtains, and remote control monitors are common.



**Top:** Current heavy tanker and ultra heavy tanker

**Right (from left to right):** Current tracked pumper for alpine regions; Austin tanker, 1950s; Willys trucks used in the 1950s and 1960s; current ultralight





# Equipment and infrastructure

## THE EVOLUTION OF FIRE STATIONS

From tin sheds, red brick buildings to weatherboard structures and ex-army Nissen huts, the home base for CFA brigades across Victoria has evolved significantly over the past 80 years.

Before 1950 farm sheds were the garage for rural fire brigade trucks. Surplus ex-army Nissen huts (pictured right) were supplied to many bush brigades after the war.

From the 1950s primitive stations were made from fibro cement. In October 1951 CFA borrowed £66,000 from the government to construct fire stations.

From 1953 CFA embarked on a program of building galvanised iron sheds for rural brigades, renovating and extending urban fire stations and building several new ones.

CFA borrowed £50,000 to build 40 sheds for rural fire trucks and urgently-needed urban fire stations. Brigades erected the two-bay or single-bay prefabricated iron buildings themselves. These 'tin sheds' became landmarks throughout Victoria and were a public sign of a community prepared to defend itself.

By 1956 the building program for the urban brigades was well underway.

In the 2000s a new generation of modern stations with extra facilities replaced older stations around the state. They included amenities that conformed to current building standards, with consideration for sustainability and supportive of more diverse communities and membership.





## Message from VFBV

CFA's origin story over its first year involves 185 brigades transferring from the Country Fire Brigades Board, and 776 brigades from the Bush Fire Brigades Committee. Volunteer associations also predate CFA, with our genesis grounded by the formation of the Country Fire Brigades Association in 1885, and the Bush Fire Brigades Association in 1928.

And while many volunteers were cautious of centralised organisation and the perceived loss of their brigade identity and equipment, CFA's early successes would prove resounding. CFA benefited from the skill and local knowledge of its volunteers, and brigades benefited from the shared leadership and resources of the authority. Over time, each has contributed to the evolution of the other, forever establishing that CFA as a united force in defence of its communities would always be greater than the sum of each of its individual parts.

The innovation and ingenuity of CFA volunteers has led CFA to be among the preminent fire services in the world, the contributions of its members central to its success.

Countless innovations have been pursued over the years, such as the first 800-gallon tanker followed by the 400-gallon composite small town tanker. These were both born from brigade experiments, a tradition that continues to this day. So too was the introduction by volunteers of field radios, leading to CFA adopting mobile radio and base stations that revolutionised communications.

The grassland fire spreader platter invented by a CFA volunteer was the precursor to today's fire prediction modelling, with even the term 'Total Fire Ban' adopted after volunteer insistence that the precursor term 'Acute Fire Danger Day' did not properly capture the imperative intended.

It is impossible to quantify the positive impact CFA and its brigades have had on the people of Victoria. While history only captures the losses, the 'saves' are no doubt exponentially higher.

Thank you to all the generations that have come before, and those who will proceed us. For surely the true value of the organisation is found within its people – the brave and selfless CFA men and women who not only stand in defence of their communities when required, but tirelessly educate, plan and prepare for the prevention of fire and other disasters. This rich legacy is cause for optimism that the next 80 years will be just as profound as the first.

VFBV CEO Adam Barnett





Abbey Hills, Acheron, Aireys Inlet, Akd-Calco, Alberton West, Alexandra, Allambee, Allans Flat, Allansford, Almonds, Amphitheatre, Anakie, Anglesea, Annuello, Antwerp, Apollo Bay, Appin South, Apsley, Ararat, Arcadia, Ardachy, Ardonachie, Areegra, Arthurs Creek, Ascot & District, Austgum, Avenel, Avoca, Axe Creek, Axedale, Bacchus Marsh, Baddaginnie, Badger Creek, Bahgallah, Bailleston, Bainbridge, Baimsdale, Ballan, Ballarat, Ballarat City, Balliang & District, Balmattum, Balmoral, Balnarring, Bamawm Extension, Bangerang, Bannockburn, Baranduda, Baringhup West, Barjarg, Barkly & Frenchman's, Barmah, Barnawartha, Barongarook West, Barrabool, Barraport-Gredgwin, Barunah Plains North, Barwon Downs, Barwon Heads, Bass, Baxter, Bayles, Bayswater, Beaconsfield, Beaconsfield Upper, Bealiba, Beauchamp, Beaufort, Beazley's Bridge, Beeac, Beechworth, Beechworth, Belgrave, Belgrave Heights & South, Bellbrae, Belmont, Bemm, Benalla, Benambra, Benayeo, Bendigo, Bendoc, Bengworden, Benloch, Berrimal, Berringama, Berrillock, Berrybank, Berry's Creek, Berwick, Bessiebelle, Bethanga, Beulah, Beverford & District, Beveridge, Biggara, Birchip, Birregurra, Bittern, Blackwood, Bobinawarrah, Boho, Boisdale, Bolinda & Monegeetta, Bonang, Bonegilla, Boneo, Bonnie Doon, Bookaar, Boolarra, Boolite, Boorcan, Boorhaman, Booroolite & District, Boort, Borne's Hill, Boronia, Bostocks Creek, Boundary Bend, Bowenvale, Boweya, Bowman-Murmungee, Bowser, Branjee, Branholme, Brewster, Briagolong, Bridgewater, Bright, Brim, Brimpaen, Bringalbert South, Broadford, Broadwater, Broughton, Browns Plains, Brucknell-Ayrford, Bruthen, Buangor & Middle Creek, Buchan, Buckley Swamp, Buckrabanyule, Buffalo River, Bulart, Bulla, Bullengarook, Bullioh, Bundalong, Bungador, Bungaree, Buninyong-Mt Helen, Bunjil, Bunyip, Burn Brae, Burnbank, Burramine, Burrowye, Burrumbeet, Buxton, Byaduk, Callawadda, Callignee, Campbells Creek, Campbells Forest, Campbelltown, Camperdown, Caniambo, Cann Valley, Cannum, Cape Bridgewater, Cape Clear, Caramut, Carapooee, Carapook, Carboor, Cardigan & Windermere, Carisbrook, Carlisle River, Carlsruhe, Carlyle, Caroline Springs, Carpendeit-Sth Purrumbete, Carrajung, Carranballac, Carrum Coast Guard, Carrum Downs, Carwarp, Cashmore, Casterton, Castlemaine, Cavendish, Central Highlands Water, Charam, Charlton, Chatsworth, Cheshunt, Chesney Vale, Chetwynd, Chewton, Chiltern, Chinkapook, Chirnside Park, Chococlyn, Christmas Hills, Churchill, Clarkefield & District, Clear Lake, Clematis, Clinbinane, Clunes, Clyde, Clydebank, Cobden, Cobram, Cobram East & Boosey, Cobrico, Cockatoo, Codrington, Cohuna, Coimadai, Colac, Colbinabbin, Coldstream, Coleraine, Condah, Connewarre, Connewirricoo, Cooma, Coongulla, Coonoer Bridge, Cope Cope, Corack, Corack East, Corinella, Corio, Comdale, Cornishtown, Coromby, Corop, Corop West, Cororooke, Corryong, Cosgrove & Pine Lodge, Costerfield, Cowangie, Cowwarr, Craigieburn, Cranbourne, Creightons Creek, Cressy, Creswick, Crib Point, Cross Roads, Crowlands, Croxton East, Crymelon, Cudjee, Cudgewa, Culgoa, Culla, Currawa, Curyo, Dadswells Bridge, Dalyston, Dandenong, Dargo, Darlington, Darnum & Ellinbank, Darraweit Guim, Dartmoor, Dartmouth, Daylesford, Deans Marsh, Dederang, Dereel, Dergholm, Derrinallum, Detspa & Lake Hindmarsh, Devenish, Devon Meadows, Devon North, Diamond Creek, Diapur, Digby, Diggers Rest, Dimboola, Dingo-Tandarra, Dinyarrak, District 11 Headquarters, District 12 Headquarters, District 13 Headquarters, District 14 HQ East, District 15 Headquarters, District 16 Headquarters, District 17 Headquarters, District 18 Headquarters, District 2 Headquarters, District 22 Headquarters, District 23 Headquarters, District 24 Headquarters, District 4 Headquarters, District 5 Headquarters, District 6 Headquarters, District 7 Headquarters, District 8 Headquarters, District 9 Headquarters, Dixie, Dixons Creek, Donald, Dooen, Dookie, Doreen, Douglas, Dreeite South, Driffield, Drik Drik, Dromana, Drouin, Drouin West, Drumanure, Drumborg, Drysdale, Dumbalk, Dumosa, Dundonnell, Dunkeld, Dunolly, Dunrobin & Nangeela, Duverney, Eaglehawk, Earliston, Echuca, Echuca Village, Ecklin & District, Edenhope, Edi, Edithvale, Eildon, Elaine, Eldorado, Ellerslie, Elmhurst, Elmore, Elphinstone, Eltham, Emerald, Ensay, Epping, Erica & District, Eskdale, Euroa, Everton, Eynesbury, Falls Creek, Fentons Creek, Fernbank, Ferntree Gully, Fish Creek & District, Flaggy Creek, Flinders, Flowerdale, Flynn, Forrest, Foster, Framlingham, Franklinford, Frankston, Frankston Coast Guard, French Island, Freshwater Creek, Fryerstown, Gapsted, Garvoc, Gazette, Geelong City, Geelong Coast Guard, Geelong West, Gelantipy, Gellibrand, Gembrook, Gerang, Gerangamete, Giffard West, Girgarre, Gisborne, Glen Alvie, Glen Park, Glenaladale, Glenaroua, Glenburn, Glendaruel & Mt Beckworth, Glengarry, Glengarry East, Glenloch East, Glenlyon, Glenmaggie, Glenorchy & Riachella, Glenorchy Estate, Glenrowan, Glenroy & Merrijig, Glenthompson, Gnarwarre, Golden Beach, Golden Square, Goomalibee & Utopitopon, Goongerah, Gooram, Goorambat Stewarton, Goornong, Gooroc, Gorae West, Gordon, Goroke, Goschen, Goughs Bay - Howes Creek, Gpfl, Grange, Granya, Grass Flat, Grassdale, Grassmere, Gre Gre Village, Green Lake, Great Western, Green Lake, Green Triangle Forest Pro, Greendale, Greenvale, Greta, Gringe, Griffith, Grovedale, Gruyere, Guildford, Gunbower, Gundowring, Gymbowen, Haddon, Hallam, Hallora & District, Halls Gap, Hallston-Mt Eccles, Hamilton, Hampton Park, Harcourt, Hardies Hill, Harrierville, Harrow, Hastings, Hastings Coast Guard, Hawkesdale, Hazelwood North, Healesville, Heath Hill - Yannathan, Heathcote, Heathmere, Hedley, Hensley Park, Henty, Hepburn, Heskett-Kerrie, Hexham, Heyfield, Heywood, Highlands-Caveat, Highton, Hilgay Settlers, Hillcrest, Hilldene, Hillside, Hoddle's Creek, Homerton, Homewood, Hopetoun, Hopetoun West, Hoppers Crossing, Horsham, Hotspur, Hunter-Diggora, Huntly, Hurstbridge, HVP Ballarat Plantations, HVP Delatite Plantations, HVP Gippsland Plantations, HVP Otways Plantations, HVP Ovens Plantations, HVP Rennick Plantations, HVP Shelly Plantations, Indigo Valley, Inglewood, Inverloch, Invermay, Irrewarra, Irrewillipe, Irymple, Jack River, Jamieson, Jancourt, Jarklin, Jeffcott, Jeparit, Joel Joel, Johnsonville, Jung, Junortoun, Kaarimba, Kadnook, Kalimna West, Kalkallo, Kallista-The Patch, Kalorama & Mt Dandenong, Kamarooka, Kangaroo Flat, Kangaroo Ground, Kaniva, Karabeal, Karamomus, Katamatite, Katandra, Katunga, Kawarren, Kellalac, Kelvin View, Keonmore, Kennedy's Creek, Kerang, Kergunyah, Kernof-Grantville, Keysborough, Kialla & District, Kiewa, Kilcunda, Killara, Killawarra, Kilmore, Kinglake District, Kinglake West, Kingston, Kirkstall, Knowsley, Kolora, Kongwak & District, Konongwootong, Koo Wee Rup, Kooloong, Koonda, Koondrook, Koonwarra, Kooreh, Koorocheang Werona, Koriella, Korong Vale, Korong Vale, Koyamburra, Kotta, Kotupna, Kyabram, Kyneton, Laocig, Lacey West, Laen East, Lah, Laharum, Lake Boga, Lake Bolac, Lake Charm, Lake Eppalock Coast Guard, Lake Goldsmith-Stockyard, Lake Hume Coast Guard, Lake Mundi, Lakes Entrance, Lakes Entrance Coastguard, Lalbert, Lancefield, Landsborough, Lang Lang, Langi Kal Kal, Langi Logan, Langkoop, Langley-Barfold, Langwarrin, Lara, Larpent, Lascelles, Lawloit, Learmonth-Addington, Leeor, Leitchville, Leneva, Leonards Hill & District, Leongatha, Leongatha South, Leopold, Leslie Manor, Lethbridge, Lexton, Licola, Lilydale, Lima South, Limestone, Lindenow & District, Lindsay, Liniithgow, Linton, Lismore, Litchfield, Little River, Little Yarra, Loch, Loch Sport, Lockington, Locksley, Lockwood, Loddon Vale, Longford, Longwarr & District, Longwood, Lorne, Lorquon, Lovely Banks, Lower Heytesbury, Lubeck, Lurg, Lyons, Macarthur, Macclesfield, Macedon, Macoma, Maffra, Maiden Gully, Main Ridge, Maindample, Maldon, Mallacoota, Malmisburry, Manangatang, Mandurang, Mannerim, Mannibadar, Mansfield, Marlo, Marlo Coast Guard, Marnoo, Marong, Maroona, Marraweeny, Maryborough, Maryknoll & District, Marysville, Maryvale, Maude, Meeniyan & Stony Creek, Meerling West, Meerlieu, Melton, Melville Forest, Menzies Creek, Mepunga, Merbein, Meredith, Meringur & District, Merino, Mernda, Merrigum, Merton, Metcalfe, Metung, Mia Mia, Midway Otways, Miepoll, Miga Lake, Milawa, Mildura, Milford, Millbrook, Milltown, Miners Rest, Mingay & District, Minhamite, Minimay, Mininera, Minyip, Mirboo North, Mirranatwa, Mitiamo, Mitre, Miitta Miitta, Mittyack, Modewarre, Moe, Moe South, Molesworth, Molka, Mollonghpy, Molyullah, Monbulk, Montrose, Moolort & Joyces Creek, Mooralla, Moorilim, Moorooduc, Mooroolbark, Mooroopna, Mornington, Morrissions & District, Mortlake, Morven, Morwell, Mosquito Creek, Mossi - Tambo, Mount Macedon, Mount Mercer, Mount Taylor, Moyhu, Moyston, Mt Beauty, Mt Buller, Mt Buninyong, Mt Camel, Mt Cameron, Mt Egerton, Mt Eliza, Mt Evelyn, Mt Hotham - Dinner Plain, Mt Martha, Mt Wallace, Mt Warrenheip, Muckatah, Mudgegonga, Mumbannar, Munro, Muntham, Murchison, Murphy's Creek, Murrabit, Murrayville, Murrindindi & Woodbourne, Murtoa, Musk, Myamyn, Myrmion, Myrree, Myrtleford, Mysia, Nagambie, Nalangil, Nambrok, Nandaly, Nangilock, Napoleons-Enfield, Nar Nar Goon, Narbethong, Nareen, Nariel Valley, Naring, Naringal, Narraport, Narrapumelap South, Narrawang, Narre Warren, Narre Warren East, Narre Warren North, Nathalia, Natimuk, Nattie Yallock, Natya, Navarre, Neerim South, Nelson, Nerrena, Narrin Narrin, Netherby, Neuarppur, Newborough, Newbridge, Newham, Newlyn Dean, Newmerella, Newry, Newstead & District, Nhill, Nilma North, Nirranda South, Noble Park, Noojee, Noorat & District, Noorongong, Noradjuha, Norong, North Byaduk, North Hamilton, North Warrandyte, North Wimmera, Nulla Vale, Nullawarre, Nullawil, Numurkah, Nw Mooroopna, Nyah Nyah West, Ocean Grove, Officer, Old Tallangatta, Olinda, Omeo, Onefortyone Plantations, Orbest, Orford, Oscar 1 Emerg Response, Otway, Ouyen, Ovens-Eurobin, Oxley, Oxley Flats, Ozenkadnook, Pakenham, Pakenham Upper, Panmure, Pantion Hill, Parwe, Paschendale, Pastoria, Patchewollock, Patterson River, Patyah, Paynesville, Paynesville Coast Guard, Pearceedale, Peechelba, Penshurst, Peronne, Perry Bridge, Peterborough, Pf Olsen, PFS, Phillip Island, Piangil, Picola, Pigeon Ponds, Piglick, Pimpinio, Pine Grove, Plenty, Point Cook, Pomorneit & Dist, Pomonal, Poolajielo, Poowong, Porcupine Ridge, Porepunkah, Port Albert, Port Albert Coast Guard, Port Campbell, Port Fairy, Port Welshpool Coastguard, Portarlinton, Portland, Portland Coast Guard, Pound Creek, Powlett-Salisbury, Princetown, Propodollah, Pura Pura, Purnim, Pyalong, Pyramid Hill, Quambatook, Queenscliff, Queenscliff Coast Guard, Raglan, Rainbow, Raywood, Red Cliffs, Red Hill, Redbank, Redesdale, Reedy Dam, Reefton, Research, Rheola, Rich Avon, Riddells Creek, Rigg's Creek, Ripponhurst, Robinvale, Rochester, Rockbank, Rokewood, Rokewood Junction & Dist, Romsey, Rosebery, Rosebud, Rosedale, Rosewhite, Rowsley, Rowville, Ruby, Ruffy, Rupanyup, Rushworth, Rutherglen, Rye, Safety Beach Coast Guard, Sale, Samaria, San Remo, Sandford, Sandhill Lake & District, Sandringham Coast Guard, Sandmere, Sandy Creek & Charleroi, Sarsfield, Sassafra & Ferny Creek, Scoresby, Scotts Ck-Cowleys Ck., Sea Lake, Seaspray, Seaton, Sebastopol, Sedgwick, Selby, Ser Community Safety, Serpentine, Seville, Seymour, Sfm Forest Products, Shean's Creek, Sheep Hills, Shelford, Shepparton, Shepparton East, Shoreham, Silvan, Simpson, Skipton, Skye, Slaty Creek, Smeaton, Smythesdale, Snake Valley & District, Snowy Forests, Somers, Somerville, Sorrento, South Lillimur, South Morang, South Wangaratta, South Warrandyte, Speed, Spring Creek, Spring Hill, Springfield, Springhurst, Springvale, St Andrews, St Arnaud, St Helens, St James & District, St Kilda Coast Guard, St Leonards-Indented Head, Stanhope, Stanley, Stawell, Stonehaven, Stoneleigh, Stonyford, Stradbroke, Stratford, Strath Creek-Reedy Creek, Strathbogie, Strathdownie, Strathfieldsaye, Strathkellar, Strathmerton, Strathmore, Streatham, Stuart Mill, Sunbury, Sutton Grange & Myrtle Ck, Swan Hill, Swan Marsh, Swanpool, Swifts Creek, Taggerty, Tahara, Talbot, Talgarno, Tallangatta, Tallangatta Valley, Tallarook, Tallygaroopna, Taminick & North Winton, Tanjil, Taradale, Tamagulla, Tarranyurk, Tarrawingee & District, Tarrayoukyan, Tarrenlea, Tarrington, Tarwin Lower District, Tatong, Tatura, Tatyoon, Tawonga, Teddywaddy, Teesdale, Telangatuk, Telopea Downs, Tempy, Tennyson, Terang, Terip Terip, Tesbury, The Basin, The Sisters, Thoona, Thornton, Thorpdale, Timberlands Pacific, Timboon, Timmering, Tinamba, Tintalra, Tolmie & District, Tongala, Tooborac, Toolamba, Toolangi, Toolern Vale, Toolleen, Toolondo, Toolong, Toomuc, Toongabbie, Toora, Tooradin, Toorloo, Torquay, Torrumbarry, Trafalgar, Traralgon East, Traralgon South, Traralgon West, Traralgon, Trentham, Tretham, Trida, Truganina, Tungamah, Turriff, Tyabb, Tyers, Tylden, Tyngon, Tyrendarra, Ullina, Ullswater, Ultima, Undera, Underbool, Upper Ferntree Gully, Upton Hill, Upwey, Valencia Creek, Vasey, Vectis, Victoria Valley, Violet Town, Vite Vite North, Waia, Wahgunyah, Wahrung, Wairewa, Waitchie, Wallace, Wallacedale, Wallaloo East, Wallan, Wallinduc & District, Wallington, Walmer, Walpeup, Walwa, Wandin, Wando Bridge, Wando Heights, Wando Vale, Wandong, Wangaratta, Wangaratta North, Wangoom, Wannoo-Bochara, Warburton, Wareek & Bung Bong, Warmur, Warneet - Blind Bight, Warracknabeal, Warragul, Warrak, Warrandyte, Warrayure-Moutajup, Warrenbayne, Warrenmang & District, Warrion, Warrnambool, Warrnambool Coast Guard, Warrong, Watchem, Watchupga, Wattle Glen, Waubra, Wedderburn, Weering-Eurack, Weerite, Wemen, Wendouree, Werneth, Werrap, Werribee, Werribee Coast Guard, Wesburn-Millgrove, Westbury, Westmere, Whanregarwen, Whitegate, Whiteheads Creek-Tarcombe, Whitfield & District, Whittlesea, Whorouly, Wickliffe, Wilby, Wildwood, Wilkur South, Willatook & District, Willaura, Willenabrina, Willowgrove, Willung, Willung South, Winchelsea, Wingeel, Winiam & District, Winnindoo, Winslow & Yarturk, Winton, Wirrate, Wodonga, Wodonga West, Wollert & District, Won Wron, Wonga Park, Wonthaggi, Wonwondah, Woodend, Woodford, Woodhouse, Woods Point, Woodside, Woodstock West, Woodvale, Woolsthorpe, Woolmelang, Wooragee, Wooraak, Woornen South, Wooriwyrite, Woorndoo, Wooroonook, Woosang, Wootong Vale, Woranga, Wunghnu, Wurdale, Wycheproof, Wycheproof South, Wychitalla, Wye River, Wyndham Vale, Wyuna, Yaapeet, Yabba North, Yackandandah, Yalca & Yielima, Yalla Y Poora, Yallourn North, Yambuk, Yambuna, Yanac, Yanakie, Yando, Yarck, Yarra Glen, Yarra Junction, Yarragon, Yarram, Yarrambat, Yarrowalla, Yarrowanga, Yarroweyah, Yea, Yearinga - Yarrock, Yellingbo, Yeo & District, Yeodene, Yeungrong, Yinnar, Yinnar South, Yulecart