

APPENDIX ONE - RESUME

RODERIC INCOLL AFSM

CURRENT

Bushfire Risk consultant

Services provided: Expert opinion in bushfire related litigation; Site inspections, Fire management planning and implementation; Bushfire Risk Assessment, Bushfire Attack Level (BAL) and Bushfire Management Statements (BMS). For example:

- A range of private and corporate clients including WorkSafe Victoria, in relation to forest related personal injury claims and as expert witness in bushfire matters including the Kilmore East Black Saturday bushfires class action.
- City of Whitehorse - (1997-ongoing) Strategy for Fire Management of Bushland Reserves - prepare, consult, revise Strategy, prepare Fire Risk Management plans, train workforce, implement plans
- Latrobe University – range of assessment and appraisal projects with town planning implications
- City of Maroondah – appraisal of fire risk and recommendations
- Shire of Nillumbik Ratepayers' Assoc (2003)- prepare risk appraisal

1990 – 1996

Chief Fire Officer, Department of Natural Resources and Environment

Responsible for bushfire protection for publicly owned lands, 34% of Victoria. Major achievements included setting up Code of Practice for Fire Management on Public Lands in Victoria, managing the Australian evaluation of the Canadair CL-415 fire bomber, and introducing a critical incident debriefing program.

Board member, Country Fire Authority of Victoria.

Director, Australasian Fire Authorities Council Ltd.

AFAC is Australia's national association of fire agencies. Also convened Research and Development Committee of AFAC.

Member, State Emergency Management Council for Victoria.

This Council managed emergency arrangements in Victoria under the Emergency Management Act.

1984-1989

Production Group of Departments, State Electricity Commission, Latrobe Valley.

Engineering Services Department 1984 -1988; three positions

These were Emergency Service Officer in 1984, Superintendent General Services in 1986, and Manager Services Division in 1988. A common element was responsibility for management of the shift SEC Fire and Rescue Service that covered all SECV facilities in the Latrobe Valley except the open cut coal mines, each of which had a dedicated fire service; management of the Rural Services Group, a team that carried out rehabilitation, forestry and other land-related activities; and advice to the General Manager Production (GMP) in relation to the external threat of bushfires to brown coal mining operations.

In 1985 I wrote a position paper on the protection of SECV Latrobe Valley assets from the rural fire threat and conducted community consultation on this issue. I completed the Policy for the Protection of SECV Latrobe Valley Assets from Rural Fires in July 1986 and it was formally adopted by the Commission

Yallourn Production Centre 1989-1990

Manager Services Division, Yallourn Production Centre with change management responsibilities, and the role of providing advice to the General Manager Production (GMP) regarding the external threat of bushfires to brown coal mining operations.

1976-1984

District Forester, Toolangi, Forests Commission, Victoria.

Responsible for management of a large multiple use forest area including fire management, logging, recreation, personnel, budget, and industrial relations management; coordination and cooperation with many other agencies; and enforcement, including prosecution of offences magistrates court. Appointed Controller of the Warburton fire on "Ash Wednesday" 16 February 1983 by the Forests Commission.

1971-1972**Fire Training Officer, Fire Protection Branch, Forests Commission:**

Set up the Fire Training Section, developed manuals and training aids including a sound colour training film "Black Out"; managed delivery of training state-wide.

1960-1976**Forester**

Experience in fire and natural resource management with extensive fire control responsibilities. Work experience as a field Forester in a range of locations dates from 1960. Military experience Army Reserve 1963-1974 - command, control and logistics, officer training.

EDUCATION

Bachelor of Arts in Social Science, Monash (1994)

Graduate Diploma of Business, Monash (1987)

Diploma of Forestry, Victoria, (1983)

Diploma of Forestry, Creswick, (1959)

Cert of Institute of Fire Engineers UK

AWARDS

- Fire Awareness Week Individual Community Service Award and RACV Insurance Award 1996
- Australian Fire Service Medal, National Medal
- Commendations from AFAC and DNRE

PUBLICATIONS – SHORT LIST

Incoll, R A (1997) *City of Whitehorse Bushland Reserves Fire Management Strategy*, and 2001 and 2010 Revisions of the Strategy. (Online)

Incoll, R A (1995) *Firebombing in Australia*, Wildfire, December 1995

Incoll, R A, (1994) *Asset Protection in a fire-prone environment*. Paper presented to the Victorian National Parks Association Seminar on Fire and Biodiversity, October 1994, 7 pp.

Incoll, R A (1994) (editor) *Use of Aircraft for Firebombing in Australia*. Position paper, Australian Fire Authorities Council.

Incoll R A & Grant S (1994) *The Wildfire Simulator and its future for both rural and urban Fire Services*. Proceedings of the Australian Fire Authorities Council Conference "Fire Services for now and the future", Fremantle, November 1994.

Incoll R A (1994) *Effectiveness of Firebombing in Victoria, Australia*. Proceedings of The Australian Fire Authorities Council Conference "Fire Services for now and the future", Fremantle, November 1994.

Incoll R A (1994) *Some aspects of providing for the health and safety of forest firefighters*. Worksafe Australia Seminar Sydney 3 June 1994.

Incoll R A (1994) "What can we do about Wildfire?" *The Fireman*, September 21

Incoll R A (1993) *A Multi Agency Incident Control System for use at Wildfires in Victoria*. Proceedings 10th Annual Conference, AARFA.

Rothsay H & Incoll R A (1993) *Cooperation for Wildfire Suppression in Victoria*. Proceedings 9th Annual Conference AARFA.

Incoll R A (1986) Policy for the protection of SECV Latrobe Valley assets from Rural fires, SECV.

Incoll R A (1985) The protection of SECV Latrobe Valley assets from the rural fire threat, discussion paper for community consultation, SECV.

FURTHER DETAILS OF WORK EXPERIENCE

1. In 1959 I completed the diploma course at the School of Forestry, Creswick and was employed by the Forests Commission in Neerim South, Forrest and Bright forest districts from 1960 to 1971 as a forester.
2. I took part in suppressing many forest fires during this period and became a recognised "fireboss" or fire controller in 1964. I developed an interest in the efficient management of fire fighting campaigns. To further this interest, I joined the Army Reserve to discover whether military organisation was relevant to fire control. I used this experience to construct an incident management system that was used in many forest districts until a standard interagency organisation was adopted.
3. In 1972 I set up the Fire Training Section in the Division of Forest Protection in Melbourne where I developed fire training manuals and training aids, including the first 16mm sound colour training film about manual forest fire fighting techniques. During 1972 and 1973 I conducted fire training courses throughout Victoria at basic, intermediate, and senior level for Forests Commission and interstate personnel.
4. In 1974 I transferred to Heyfield forest district where I managed mountain logging and the regeneration of logged areas, which required the controlled application of hot burns. I also carried out extensive aerially lit fuel reduction burns.
5. In 1976 I became district forester at Toolangi forest district. I was responsible for management of a large multiple use forest area including logging, recreation, personnel, budget, fire and industrial relations management, coordination and cooperation with other agencies, and law enforcement.
6. I was a Central Division Incident Management Team Fire Controller and managed the suppression of two large bushfires in the Mt Disappointment State Forest in the 1970's and 1980's. I was appointed controller of the 1983 Warburton Ash Wednesday bushfire.
7. In 1983 I was awarded the Diploma of Forestry (Victoria) for a thesis about managing the logistics and accommodation aspects of large bushfire fighting campaigns.
8. In 1984 the Victorian Government announced the amalgamation of six Departments into the Conservation, Forests, and Lands Department. The position of district forester became redundant.

9. I gained employment with the State Electricity Commission. During 1984 - 1990 and held four positions in the Production Group of Departments in the Latrobe Valley in Victoria. Three of these were within Engineering Services Department; emergency service officer in 1984, superintendent general services in 1986, and manager services division in 1988.
10. These positions all carried responsibility for the management of the SEC Fire and Rescue Service for all SECV facilities in the Latrobe Valley except the open cuts, and the Rural Services Group, which was responsible for rehabilitation, forestry and other land-related works activities including rural fire fighting.
11. I provided advice to the General Manager Production (GMP) about the external threat of bushfires to brown coal mining operations. In 1985 I wrote a position paper on the protection of SECV Latrobe Valley assets from rural fire and completed the Policy for the Protection of SECV Latrobe Valley Assets from Rural Fires which was formally adopted by the Commission in July 1986.
12. In 1987 I gained the Graduate Diploma of Business, from Monash University by part-time studies.
13. In 1989 at the GMP's request I wrote and conducted "Exercise Torch" for Latrobe Valley open cut and production centre managers, about the threat of external bushfires to coal mining operations. This included a helicopter flight for participants over relevant forest areas to indicate the scope and distance of the "ember shower threat" to coal mines and production facilities.
14. In 1989, service functions were regrouped into production centres at Yallourn, Morwell, and Loy Yang as an organisational prelude to the privatisation of power generation. I was appointed manager services division, Yallourn Production Centre, with change management responsibilities, while retaining the role of providing advice to the General Manager Production (GMP) regarding the external threat of bushfires to brown coal mining operations.
15. In 1990 I took up the position of chief fire officer in the Department of Conservation and Environment and several of its successors. In this role I was responsible for policy, strategy and coordination of fire protection in state forests, national parks, and other crown land in Victoria.
16. I visited Western Australia, USA and Canada to review fire fighting technology and equipment development. During this period I initiated the development of Code of Practice for Fire Management, which first came into force in 1995.

17. Initiatives I sponsored in this role included the introduction of fire simulator training to Australian fire agencies, facilitation of the Statewide Radio Network, and a joint incident command protocol with the Chief Officer, Country Fire Authority. I conducted the Australian evaluation of the Canadair CL415 fire bomber, and developed a "critical incident approach" for the welfare of fire fighters.
18. During the period to 1990 to 1996 I was a member of the Board of the Country Fire Authority, a foundation Director of the Australian Fire Authorities Council (AFAC), chair of the AFAC Research and Development Committee and a member of the State Emergency Management Council for Victoria.
19. In 1996 I was awarded the Fire Awareness Week Individual Community Service Award, the Fire Awareness Week RACV Insurance Award, and received a commendation for service to the Australasian Fire Authorities Council. I was awarded the Australian Fire Service Medal in the 1977 Australian Honours List
20. I resigned from the Department in 1996 to provide bushfire risk appraisal services for a range of private, local government and corporate clients including the provision of expert advice on bushfire and related matters.
21. This work included preparing and revising the Fire Management Strategy and Fire Risk Management Plans for Bushland Reserves in the City of Whitehorse, a range of assessment and appraisal projects with town planning implications for Latrobe University, appraisal of fire risk in bushland for the City of Maroondah, the preparation of a risk appraisal for the Shire of Nillumbik Ratepayers' Association and a bushland risk management appraisal and overseeing fuel reduction of bushland at the Yarra Valley Church of England Grammar.
22. I have also provided opinions for a range of legal actions involving bushfire or forestry personal injury for a number of legal firms and Worksafe Victoria, including the East Kilmore Bushfire and the Murrindindi Bushfire class actions.