State Emergency Management Committee

SEMC
STATE EMERGENCY
MANAGEMENT COMMITTEE

GOVERNMENT OF
WESTERN AUSTRALIA

Annual Report 24-25

SEMC

Acknowledgement of Country

The State Emergency Management Committee (SEMC) acknowledges the Aboriginal peoples throughout the state of Western Australia (WA) as the Traditional Custodians of the lands where we live, work, and volunteer. We recognise Aboriginal peoples' continued connection to land, waters, and community, and pay our respects to all members of the Aboriginal and Torres Strait Islander communities and their cultures, and to Elders both past and present.

Aboriginal people should be aware this publication may contain images or names of deceased persons in photographs or printed material.

Front Cover: Lake Mackay, the largest of hundreds of ephemeral lakes scattered throughout Western Australia and the Northern Territory

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From the Minister

As we present the 2024-25 Annual Report of the State Emergency Management Committee (SEMC), I reflect on the unwavering commitment and resilience of the emergency management sector.

It is an honour and a privilege to be the new Minister for Emergency Services. I have had the pleasure of seeing the leadership exercised and the steadfast contributions of the entire emergency management sector in adapting, building resilience, and responding to emergencies in our State.

Through my involvement with the State Emergency Coordination Group I witnessed emergency management capabilities and arrangements in action on a number of occasions.

The observation I have made over the last four years is that we can all be very thankful that we are the beneficiaries of such an effective, collaborative, and strong structure that can respond rapidly in the event of emergencies. It is something that can be applied to events as diverse as floods, fires, biosecurity incursions, and even a global pandemic.

Over time, the structure has continually proven its value; unfortunately, this has often been in response to the increasing challenges we confront: the seemingly ever more rapid and frequent natural disasters.

I have had the opportunity to be involved in various command and control structures during my career. I can say with authority that our emergency management framework is world-class. We have a solid capacity that effectively responds to disasters and challenges, both foreseen and unforeseen, and it is getting better all the time.

In closing, I thank the Chair of the SEMC, Mr Brett Chaloner, for submitting the SEMC Annual Report in accordance with section 25 of the *Emergency Management Act 2005*, and I extend my gratitude to our emergency management personnel for your extraordinary service, dedication, and participation. I look forward to working with the sector over the coming year and commend you for all your hard work protecting our community.

Hon. Paul Papalia CSC MLA
Minister for Emergency Services

Letter of Compliance

Dear Minister Papalia,

In accordance with section 25 of the *Emergency Management Act 2005*, I hereby submit the Annual Report of the State Emergency Management Committee for the financial year ended 30 June 2025, for your information and presentation to Parliament.

The report has been prepared in accordance with the provisions of the *Emergency Management Act 2005*.

Yours sincerely,

Mr Brett Chaloner CSC
Accountable Authority
30 August 2025

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From the SEMC Chair

It is a privilege to step into the role of Chair of the State Emergency Management Committee (SEMC). I am proud to lead the Committee at a time when the importance of a coordinated, capable, and robust emergency management system has never been more evident.

Western Australia continues to face a diverse and evolving range of hazards, from bushfires and cyclones to microbursts and emerging systemic risks. As our emergency management landscape grows in complexity, the SEMC plays an essential part in ensuring our State remains prepared, responsive, and adaptive.

As Chair, I am committed to encouraging strong, strategic partnerships across government, industry, and the community. My focus is to continue strengthening our comprehensive emergency management ecosystem and evolving it to address emerging and unprecedented threats and risks in a more holistic and integrated way.

Our collective strength lies in collaboration and cross-sector engagement. By harnessing the knowledge, experience, and competencies of all stakeholders, we can foster a safer and more resilient Western Australia.

Looking ahead, the SEMC will continue to prioritise good governance and pursue the opportunities to enhance our preparedness and resilience. We will support district and local planning, invest in capability development, and ensure our frameworks remain fit for purpose in a rapidly changing environment. Efforts will be concentrated on the priorities and challenges for Western Australia, including the new arrangements for managing cyber security, emergencies, and enhancing our capability to prepare for, and respond to, new technologies emerging from the renewable energy transition. We will also address the strategic considerations associated with AUKUS and nuclear powered vessels.

This reporting period saw several changes in SEMC membership. In 2025, we farewelled our former Chair, Ms Emma Cole. I give my sincere thanks to Emma for her dedication, leadership, and support, and wish her all the best in her future endeavours.

We also welcomed Mr Barry Winmar as Deputy Chair, following Mr Rhys Williams' departure in February 2025. Additionally, Ms Emily Roper, who represented the Department of the Premier and Cabinet, left the public service in April 2025, with Mr Richard Sellers stepping into the position.

I am deeply grateful for the outstanding work undertaken during 2024-25 by SEMC members, Deputy members, and regular Observers, aided by the SEMC Business Unit. I also extend my appreciation to the dedicated emergency services personnel, volunteers, local governments, and all those across our vast State who contribute to the safety and wellbeing of our communities. Your commitment is the foundation of our emergency management system.

I look forward to working with you all as we continue to build a resilient future for Western Australia.

Mr Brett Chaloner CSC
Chair, State Emergency Management Committee
30 August 2025

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The Role of the SEMC

Established by section 13(1) of the *Emergency Management Act 2005*, the State Emergency Management Committee (SEMC) is a standing committee that provides strategic advice to the Minister for Emergency Services.

The SEMC is a group of experienced and dedicated people appointed by the Minister for Emergency Services. The members meet five times a year to provide oversight and direction to the emergency management sector.

The SEMC's primary responsibilities are to:

- Advise the Minister on emergency management and WA's preparedness to manage emergencies
- Guide and support public authorities, industry, business and the community to plan and prepare for efficient emergency management
- Provide a forum for community coordination to minimise the effects of emergencies
- Develop and coordinate risk management strategies to assess community vulnerability to emergencies
- Provide a forum to develop information systems to improve communications during emergencies
- Arrange for the preparation of State emergency management policies and plans.

To help provide this advice, the SEMC is supported by subcommittees and reference groups whose members are experts in various aspects of emergency management.

Examples of the types of issues SEMC considers, the guidance provided, and its oversight include:

- Reviews and amendments to the State Emergency Management Framework documents, State Hazard Plans (SHP), and State Support Plans (SSP).
- The status of Local Emergency Management Arrangements (LEMA) and the progression of the LEMA Improvement Program.
- District Emergency Management Committee (DEMC) and Local Emergency Management Committee (LEMC) activities, emerging issues, meeting dates, and exercising.
- Issues around climate change, and adaptation initiatives and work undertaken by state government agencies.
- Commonwealth Government programs and projects that relate to, and impact on, emergency management, and the relationship with the National Emergency Management Agency (NEMA).
- Identifying and investigating emergency management sector capability.
- Situational awareness, for example, hazard events and their impacts, and the instances when the State Emergency Coordination Group (SECG) is activated, and the reasons for its activation.

- Continuous improvement in the emergency management sector through awareness of operational reviews of bushfires and other incidents, including the effects of the incident, the recommendations from the review, and status reports.
- Review and endorsement of SEMC governance structures and the work they undertake.
- Develop and coordinate risk management strategies to assess community vulnerability to emergencies.
- Provide a forum to develop information systems to improve communications during emergencies.
- Guide and support public authorities, industry, business, and the community to plan and prepare efficient emergency management.

Underpinning the SEMC structure is a business unit, with staff and other resources provided by the Department of Fire and Emergency Services that enables the SEMC to fulfill its duties.

> **Read about the SEMC's members, subcommittees, and reference groups in the following sections of this report.**

Shared responsibility

To undertake its functions, the SEMC relies on strong relationships with multiple public sector agencies and private organisations, not limited to:

- Department of Fire and Emergency Services
- Western Australia Police Force
- Department of the Premier and Cabinet
- Department of Communities
- Main Roads WA
- Department of Health
- Department of Local Government, Sport and Cultural Industries [1]
- Department of Jobs, Tourism, Science and Innovation [2]
- Energy Policy Western Australia [3]
- Department of Water and Environmental Regulation
- Department of Biodiversity, Conservation and Attractions
- Department of Mines, Industry Regulations and Safety [4]
- Department of Primary Industries and Regional Development

- Public Transport Authority
- Water Corporation
- St John Ambulance WA
- Bureau of Meteorology
- Western Australia Local Government Association (WALGA)
- Western Australian Council of Social Service (WACOSS)
- National Emergency Management Agency (NEMA)
- More than 130 local governments across Western Australia.

The SEMC acknowledges the valuable contributions of the organisations, community groups, and individuals who assist local communities in preparing for, reducing the impact of, and recovering from emergencies and disasters.

The ongoing collaboration and integration of all parties in the SEMC governance structure and the Emergency Management Framework are critical to the success of the SEMC, and the progression and stability of emergency management arrangements across the State.

Disclosures and compliance

Established by section 13 (1) of the *Emergency Management Act 2005* (EM Act), the named Responsible Minister for SEMC is the Hon. Paul Papalia CSC MLA, Minister for Emergency Services; Corrective Services; Defence Industries; Veterans; Racing and Gaming.

The SEMC assists the Minister for Emergency Services in administering the EM Act.

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[1] From 1 July 2025, Local Government responsibilities were moved to the Department of Local Government, Industry Regulation and Safety, following public sector reform.

[2] From 1 July 2025, known as the Department of Energy and Economic Diversification, following public sector reform.

[3] From 1 July 2025, Energy Policy WA responsibilities moved to the Department of Energy and Economic Diversification, following public sector reform.

[4] From 1 July 2025, following public sector reform, the department was reshaped into the Department of Local Government, Industry Regulation and Safety and the Department of Mines, Petroleum and Exploration.

The Emergency Management Structure in WA

Emergency management in Western Australia is responsive and effective because of the coordinated efforts of many community members, organisations, and agencies all working together to keep our State safe.

Western Australia's emergency management structure is organised into three levels: local, district, and state. This hierarchy is overseen and supported by the SEMC, whose key role is facilitating and strengthening the connections between these three levels by administering committees, subcommittees, and reference groups.

Figure 1 depicts the broader emergency management structure in Western Australia, and **Figure 2** shows how the local, district, and state levels are organised under the SEMC in the emergency management structure.

The *Emergency Management Act 2005* is the foundation of this vast network of people and groups, which provides direction for the emergency management sector, along with policy, plans, procedures, and guidelines to make it possible to manage emergencies successfully.

The following pages introduce the SEMC members, the subcommittees, and reference groups, as well as the District Emergency Management Committees (DEMCs) and Local Emergency Management Committees (LEMCs). All collaborate and participate in emergency management to minimise the impact of hazards and disasters on the community.

Stretcher rescue operation in bushland terrain carried out by SES volunteers as part of their vital emergency response role

Figure 1: Broader Western Australian emergency management structure

- Reporting
- ·········· Communication

State Disaster Council

Minister for Emergency Services

SEMC Business Unit

State Emergency Management Committee

State Emergency Coordination Group (SECG)

State Recovery Coordination Group (SRCG)

SEMC Subcommittees and Reference Groups

- Climate Change Subcommittee
- Community Resilience and Recovery Subcommittee
  - Public Information Reference Group
- Response Policy Subcommittee
- Risk and Capability Subcommittee
  - Essential Services Network Operators Reference Group
- Technology and Communications Subcommittee

District Emergency Management Committee (DEMC)

Operational Area Support Group (OASG)

Local Emergency Management Committee (LEMC)

Incident Support Group (ISG)

Local Recovery Coordination Group (LRCG)

Figure 2: Local, district, and state levels of emergency management organised under the SEMC

——————————— Reporting

State Emergency Management Committee

District Emergency Management Committee (DEMC)										
Kimberley	Pilbara	Midwest Gascoyne	Wheatbelt	Goldfields Esperance	Great Southern	South West	North Metropolitan	East Metropolitan	Central Metropolitan	South Metropolitan

Local Emergency Management Committee (LEMC)										
Kimberley	Pilbara	Midwest Gascoyne	Wheatbelt	Goldfields Esperance	Great Southern	South West	North Metropolitan	East Metropolitan	Central Metropolitan	South Metropolitan
4	9	17	25	9	21	12	2	5	7	9

2024-25 SEMC and emergency management support activities

JULY 2024

02	Pilbara DEMC
04	Kimberley DEMC
13	Midwest Gascoyne DEMC
18	Response Policy Subcommittee
19	Essential Services Network Operators Reference Group

AUGUST 2024

02	Community Resilience and Recovery Subcommittee
07	SEMC
14	Public Information Reference Group
15	Goldfields Esperance DEMC

SEPTEMBER 2024

04	Wheatbelt DEMC
26	Public Safety Communications Subcommittee

OCTOBER 2024

02	SEMC
15	South West DEMC / Kimberley DEMC
16	Great Southern DEMC
18	Midwest Gascoyne DEMC
22	Pilbara DEMC
30	Goldfields Esperance DEMC
30	Risk and Capability Subcommittee
31	Community Resilience and Recovery Subcommittee

NOVEMBER 2024

06	Response Policy Subcommittee
07	South and East Metropolitan DEMC
07	North and Central Metropolitan DEMC
12	Essential Services Network Operators Reference Group
14	SEMC Out of Session
20	Public Information Reference Group
28	Climate Change Subcommittee

DECEMBER 2024

02	SEMC
11	Wheatbelt DEMC
18	Goldfields Esperance DEMC

SEMC   **SECG**   **DEMC**   **Subcommittee/Reference Group**   **Time-Limited Working Group**

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2024-25 SEMC and emergency management support activities

JANUARY 2025

| 14 | SEMC Out of Session |

FEBRUARY 2025

04	Public Information Reference Group
12	Colvin and Glasser Time-Limited Working Group
13	SECG
26	Climate Change Subcommittee
26	Colvin and Glasser Time-Limited Working Group

MARCH 2025

12	Wheatbelt DEMC
13	SEMC
18	South West DEMC
19	Goldfields Esperance / Great Southern DEMC
19	Kimberley / Midwest Gascoyne DEMC
19	Risk and Capability Subcommittee
20	Community Resilience and Recovery Subcommittee
25	Response Policy Subcommittee
26	Technology and Communications Subcommittee
26	Colvin and Glasser Time-Limited Working Group

APRIL 2025

08	Essential Services Network Operators Reference Group
09	Colvin and Glasser Time-Limited Working Group
10	Climate Change Subcommittee
23	Pilbara DEMC

MAY 2025

01	Colvin and Glasser Time-Limited Working Group
08	SEMC
20	South and East Metropolitan DEMC
21	North and Central Metropolitan DEMC

JUNE 2025

04	Goldfields Esperance DEMC
05	Community Resilience and Recovery Subcommittee
18	Wheatbelt DEMC
18	Climate Change Subcommittee
18	Technology and Communications Subcommittee
20	Response Policy Subcommittee
25	Risk and Capability Subcommittee

SEMC   **SECG**   **DEMC**   **Subcommittee/Reference Group**   **Time-Limited Working Group**

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SEMC Members

The SEMC includes independent members and representatives of organisations essential to Western Australia's emergency management arrangements.

Each representative brings a wealth of valuable knowledge to the Committee and a unique perspective from their different backgrounds, that fosters diverse input and robust decision-making.

Members are appointed by the Minister for Emergency Services, following the provision under the *Emergency Management Act 2005* for four designated positions and up to seven other members on the Committee.

Chair
Mr Brett Chaloner CSC
Independent Member

*Member from June 2025

SEMC Member
Ms Emma Cole
Chair (Former)

*Member until June 2025, remunerated until end of December 2024

Deputy Chair
Mr Barry Winmar
Independent Member

*Member from December 2024

Executive Officer
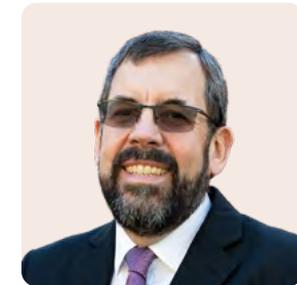Ms Melissa Pexton

SEMC Member
Mr Darren Klemm AFSM
Fire and Emergency Services Commissioner

SEMC Member
Mr Col Blanch APM
Commissioner of Police

SEMC Member
Dr Andrew Robertson CSC PSM
Chief Health Officer, Department of Health

SEMC Member

Mr Rhys Williams
Deputy Chair (Former)

*Member until December 2024

SEMC Member

Ms Emily Roper PSM
Director General,
Department of the
Premier and Cabinet

*Member until March 2025

SEMC Member

Mr Richard Sellers
Director General, Department
of the Premier and Cabinet

*Member from March 2025

SEMC Member

Mr Nick Sloan
Chief Executive Officer,
Western Australian Local
Government Association
(WALGA)

SEMC Member

Mr Stuart Smith
Director General, Department
of Biodiversity, Conservation
and Attractions

SEMC Member

Mr Mike Rowe
Director General, Department
of Communities

SEMC Member

Ms Julie Waylen
Independent Member

SEMC Meetings

The SEMC meets five times a year, in August, October, December, March, and May.

Throughout the 2024-25 reporting period, the SEMC held two out-of-session meetings to progress key projects and items for discussion. There were no extraordinary meetings convened in the same period. The meeting dates and representation by the SEMC members are below.

MEMBER	Meetings represented					Out-of-session meetings represented	
	2024			2025		2024	2025
	August	October	December	March	May	November	January
Ms Emma Cole	✓	✓	✓	✓	✓	✓	✓
Mr Brett Chaloner CSC	—	—	—	—	—	—	—
Mr Barry Winmar	—	—	—	✓	✓	—	✓
Mr Rhys Williams	✓	✓	✓	—	—	✓	✓
Ms Melissa Pexton	✓	✓	✓	✓	✓	✓	✓
Mr Darren Klemm AFSM	✓	✓	✓	✓	✓	✓	✓
Mr Col Blanch APM	✓	✓	✓	✓	✓	✓	✓
Dr Andrew Robertson CSC PSM	✓	✓	✓	✓	✓	✓	✓
Ms Emily Roper PSM	✓	✓	✓	✓	—	✓	✓
Mr Richard Sellers	—	—	—	—	✓	—	—
Mr Nick Sloan	✓	✓	✓	✓	✓	✓	✓
Mr Stuart Smith	✓	✓	✓	✓	✓	✓	✓
Mr Mike Rowe	✓	✓	✓	✓	✓	✓	✓
Ms Julie Waylen	✓	✓	✓	✓	✓	✓	✓

✓ Attended   ✕ Apology   — Not a SEMC Member at time of meeting

Strategic Landscape, Emerging Issues, and Opportunities

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Key Activities and Priorities

The SEMC provides collaborative leadership to the emergency management sector, resulting in strong relationships and an environment that empowers state, district, and local emergency management leaders.

Leadership Across the Sector

The SEMC Strategic Plan 2022-25 provides a focus on community and individual outcomes by highlighting prevention and preparedness, while addressing long-term challenges presented by an evolving emergency management landscape.

Activities of the SEMC align with the key focus areas of the Strategic Plan 2022-2025:

- Collaborative leadership
- Effective governance
- Capable sector
- Capable community
- Climate change.

With the Strategic Plan period coming to an end, the SEMC commenced planning in May 2024 to develop a new plan for 2026 and beyond.

Key milestones in the strategic planning journey include:

- determining the high-level strategic opportunities and challenges for emergency management in Western Australia
- defining the focus of the new strategic plan
- ensuring the six strategic objectives are measurable and can be achieved within the strategic plan timeframe
- independent review of the emergency management system priorities to confirm they reflect the May 2024 workshop outcomes, and are consistent with other jurisdictions
- outlining the next steps in the SEMC's broader strategic planning work and validating a high-level work plan.

The new Strategic Plan will be implemented in early 2026.

State Emergency Management Framework

The SEMC worked to maintain a contemporary emergency management framework throughout the 2023-24 reporting period, by approving the following State Hazard and Support Plans after comprehensive reviews:

- State Hazard Plan – Energy Supply Disruption
- State Hazard Plan – Human Biosecurity
- State Support Plan – Animal Welfare in Emergencies.

During 2024-25, the SEMC maintained awareness about emerging considerations that may impact Western Australia by participating in detailed briefings on:

- Review of state recovery arrangements
- Local Emergency Management Arrangements (LEMA) Program update and policy reform proposals
- Polyphagous shot-hole borer
- Cyber security
- National considerations, including the emergency management stockpile and an update from NEMA on the Colvin and Glasser Reviews
- Department of Jobs, Tourism, Science and Innovation's [5] strategic projects, including the Western Trade Coast and Australian Marine Complex Defence Precinct
- AUKUS arrangements and nuclear powered vessels
- SaferWA digital strategy

[5] From 1 July 2025, known as the Department of Energy and Economic Diversification, following public sector reform.

- Emergency Management Sector Adaptation Plans (EM-SAP)
- Systemic resilience and adaptation considerations
- Climate change
- Lithium-ion battery fires
- Natural Hazards Research Australia's Be Ahead of Ready initiative, driving a resilient, safe, and sustainable future
- International issues, such as the Los Angeles Fires
- National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA).

Career Fire and Rescue Services (CFRS) personnel undertaking an air shaft rescue training exercise

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AUKUS and Nuclear Powered Vessels

In September 2021, an enhanced trilateral security arrangement – known as AUKUS – was announced. The arrangement is intended to strengthen the ability of the Australian, United Kingdom, and United States governments to support security and defence interests.

Western Australia regularly hosts visiting nuclear powered vessels at the Royal Australian Navy base HMAS Stirling. The AUKUS program is proposed as a phased approach, with visits from nuclear powered vessels to Western Australia growing over time. The increased presence and duration of these visits require an enhanced state capability and capacity for emergency management.

Several Commonwealth and State-wide committees, panels, and organisations currently exist to support matters related to nuclear powered vessels. An additional two bodies were established in recent years with a Western Australian focus, in response to the AUKUS program:

- WA Nuclear-Powered Submarine Program Steering Group, to coordinate implementation pathways in Western Australia and align efforts, address issues, and recommend responses related to the implementation of the AUKUS Nuclear Powered Submarine Optimal Pathway.
- Nuclear Powered Warship Working Group, a State Emergency Management Committee (SEMC) Response Policy Subcommittee multi-agency group, to review the State's emergency management arrangements for the hazard of Radiation Escape from Nuclear Powered Warships.

High-level strategic discussions have identified that due to the AUKUS program, there will be broad emergency management themes to consider, including the capability of agencies to meet the responsibilities associated with the greater presence of nuclear powered vessels, and the appropriate Hazard Management Agency (HMA) for the hazard of Radiation Escape from Nuclear Powered Warships.

Since 2006, the Western Australia Police Force has managed the Radiation Escape from Nuclear Powered Warships hazard, with the Commissioner of Police as the legislated HMA.

USS Mississippi Virginia-class submarine at the Royal Australian Navy HMAS Stirling Naval Base, Garden Island

The hazard is managed on a short visitation basis, with the Western Australian Police Force collaborating with various committees, panels, and organisations that are activated as needed. The preparedness arrangements focus heavily on Royal Australian Navy requirements and are shared across government.

Following inter-agency deliberations and tactical planning related to AUKUS, the Response Policy Subcommittee endorsed the transfer of HMA responsibilities for the hazard of Radiation Escape from a Nuclear Powered Warship. This responsibility will shift from the Commissioner of Police to the FES Commissioner, aligning with their existing HMA role for HAZMAT.

The transfer was supported by the Nuclear Powered Warship Working Group and subsequently approved by the SEMC. Implementation efforts are now underway to formalise the transfer.

The Nuclear Powered Warship Working Group will continue to review AUKUS arrangements, endeavour to ensure the State emergency management arrangements for the Radiation Escape from a Nuclear Powered Warship hazard are contemporary and fit for purpose, and provide advice and recommendations to the SEMC.

Colvin and Glasser Reviews

In 2023, two independent reviews were commissioned by the National Emergency Management Agency (NEMA) in response to the increasing size, scale, intensity, cost, and complexity of natural disasters in Australia:

- Independent Review of Commonwealth Disaster Funding (the Colvin Review [6]) to identify ways to improve disaster funding arrangements.
- Independent Review of National Natural Disaster Governance Arrangements (the Glasser Review [7]) focused on ways to improve Australia's national disaster committees to support effective nationwide decision-making.

The final reports were published in October 2024, with a total of 77 recommendations made across the two reviews.

It was identified that if the recommendations were endorsed by the Commonwealth Government and implemented in full, they would have significant impacts on Western Australia's emergency management landscape. When considered together, the recommendations proposed holistic reforms across the emergency management spectrum and program funding reform that could have significant financial implications for Western Australia.

In January 2025, the State Emergency Management Committee (SEMC) established a multi-agency working group to consider the impacts and potential opportunities arising from the recommendations.

Between February to May 2025, the working group held five themed workshops to review the recommendations. Workshop outcomes informed a Final Report, which – once endorsed by the SEMC – will guide feedback to NEMA and the Commonwealth Government on the implications of the Colvin and Glasser Reviews on Western Australia's emergency management framework.

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[6] Independent Review of Commonwealth Disaster Funding – Final report.pdf. (https://www.nema.gov.au/sites/default/files/2024-10/Independent Review of Commonwealth Disaster Funding – Final report – Medium Res.PDF)

[7] Glasser Review – Final Report.pdf (https://www.nema.gov.au/sites/default/files/2025-05/20240813 – Glasser Review – Final Report_copy edit.pdf)

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Emergency Preparedness Report 2024

The SEMC's Emergency Preparedness Report (EPR) provides an annual overview of Western Australia's emergency management sector, highlighting key trends and the State's emergency readiness.

The 2024 report was built on the systemic risk themes outlined in the 2023 report. It focused on the identification of hazard-specific and systemic risks, approaches to their management, and opportunities for further development. Insights were drawn from a review of relevant literature, state exercises, sector-based annual reporting, and selected case studies, in addition to the valuable input of state government departments, SEMC subcommittees, and Local Emergency Management Committees.

The 2024 EPR provided several key insights:

- **The Western Australian emergency management sector undertook a range of preparedness activities over the reporting period.** Local-level activities tended to focus on hazard-specific risks, while state-level activities focused more on novel and systemic risks. This included a coordinated space-weather exercise, an innovative inter-agency recovery-focused exercise for maritime environmental emergencies, and expansion of emergency management arrangements for the proposed cyber security hazard.
- **Systemic risks – compounding and cascading events – were observed during the reporting period.** This included multiple sequential summer heatwaves and severe weather events, causing significant electricity supply disruptions. These events highlighted the flexibility and robustness of state emergency management arrangements and provided invaluable insights into areas for further development.
- **Further work is needed to understand capability and capacity requirements for preparedness, particularly in a systemic risk context.** While local-level preparedness activities appear consistent with the types of hazards encountered, there is an opportunity to accelerate hazard-agnostic approaches at district and state levels that enhance 'general resilience.'
- **Emergency management across Australia appears to be undergoing a period of transition.** Examples include major reviews of national emergency management arrangements and funding, development of new risk assessment methods, and ongoing development of the National Climate Risk Assessment and National Adaptation Plan. The Western Australian emergency management sector continues to be responsive to these changes.

The report concludes that while the sector proactively undertakes a range of preparedness activities, further work is needed to understand what effective preparedness means in the context of increasingly complex and systemic risks. These issues are tied to broader national-level discussions about risk and resilience, and the methods and frameworks needed to drive resilience-based preparedness. The SEMC remains well-positioned to address these strategic challenges and will continue to consider the conclusions of the report in the next reporting period.

Review of State Recovery Arrangements

Since 2020, Western Australia has experienced a rise in large, complex recovery efforts requiring greater State Government involvement to support impacted communities. As a result, recovery practices have evolved rapidly, and the current arrangements in the State Emergency Management Framework no longer align with contemporary practice or future needs.

The State Emergency Management Committee (SEMC) tasked the Department of Fire and Emergency Services (DFES) with reviewing recovery arrangements to update state-level arrangements and clarify roles, responsibilities, and coordination. The proposed changes to the recovery sections in the State Emergency Management Framework reflect lessons from past recoveries and best practices, to build Western Australia's recovery capability and better respond to the community's needs. The proposed amendments do not alter legislation or reduce local government's recovery responsibilities; rather, they clarify how State agencies support local governments in community recovery.

During a three-month public consultation process from 3 February to 2 May 2025, a series of information sessions and briefings were provided for stakeholders. These were well attended and received by local governments, state agencies, and other sector representatives, with 20 formal submissions subsequently received.

SEMC anticipates receiving the revised documents for approval in late 2025.

Cyber Security

Identified in 2023-24 as a key developing issue for the SEMC's consideration, the arrangements to manage cyber security emergencies in Western Australia have progressed. The SEMC authorised the prescription of a cyber security incident as a hazard in the State's emergency management arrangements, bringing the number of prescribed hazards to 29.

Recognition of cyber security as a new hazard allows opportunities to:

- Evaluate the financial and operational requirements for managing cyber threats.
- Review and revise government cyber security policies and reports to ensure they remain relevant and effective.
- Enhance collaboration with Western Australian agencies to prioritise initiatives that strengthen the government's ability to detect and respond to cyber security incidents.

The Director General of the Department of the Premier and Cabinet, along with the Government Chief Information Officer, were nominated as the preferred Hazard Management Agency for cyber emergencies.

A draft State Hazard Plan – Cyber Security Incident has been prepared, which contains information on prevention, preparedness, response, and recovery, and the management of cyber threats and attacks. Development of the plan was informed by the Western Australia's State Emergency Management Framework, procedures, and best practices, including:

- Western Australian Government Cyber Security Policy
- WA Incident Control Management Framework
- Australian Cyber Security Centre's guidance on cyber security mitigation, prevention, response, and recovery.

This interim plan, approved by the SEMC in December 2024, will be published once the hazard is prescribed in the *Emergency Management Regulations 2006* (EM Regulations). Following this, a comprehensive consultation process with the emergency management sector will be facilitated.

Community Resilience

Disaster resilience is a shared responsibility, recognised as a key principle in Western Australia's State Emergency Management Policy. It involves all levels of government, businesses, non-government organisations, and individuals. Local communities, with their unique insights and capabilities, are best positioned to identify their needs, prepare for emergencies, and support recovery from emergencies and disasters.

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The emergency management sector is increasingly focused on building community preparedness and resilience through collaboration with communities and other stakeholders.

In late 2023, the Community Disaster Resilience Strategy was launched, supported by a grant from the National Disaster Risk Reduction program to develop an implementation plan for the strategy. The main activities included:

- Research and consultation with subject matter experts from hazard management and state support agencies, not-for-profits, peak bodies, and local governments across Western Australia.
- Formation of a stakeholder working group to define the strategy's core purpose and develop a theory of change.
- A language review, leading to a revised strategy published on the State Emergency Management Committee's (SEMC) website in March 2024.
- Community consultation, completed with 14 local governments representing the 9 Department of Fire and Emergency Services' (DFES) State regions. This phase consisted of 134 interviews with 190 community members, followed by a Risk and Resilience Exercise with each of the participating Local Emergency Management Committees (LEMCs), with a total of 177 members attending.
- A Baseline Assessment of Community Disaster Resilience report developed for each participating local government, to support the prioritisation of recommendations for the draft implementation plan.
- A draft implementation plan for the Community Disaster Resilience Strategy.

Implementation of the strategy will continue through to mid-2026, with ongoing support from the SEMC and DFES, reinforcing a collaborative, community-led approach to disaster resilience.

Resilient Australia Awards

The Resilient Australia Awards (RAA) is a nationwide program that recognises and shares initiatives that strengthen community resilience to disasters and emergencies. For more than 25 years, the awards have showcased outstanding achievements, exemplary practices, and innovation, celebrating projects that might otherwise go unseen and inspiring others to build greater disaster resilience and prevention, preparedness, response, and recovery capabilities in their communities.

Sponsored by the Australian Government and managed by the Australian Institute for Disaster Resilience, the RAA relies on partnerships with the states and territories to leverage stakeholder relationships to identify eligible examples of resilience in action.

In 2025, the Western Australia State Convenor role was transitioned to the SEMC Business Unit, which is proud to support the awards in the coming years by highlighting Western Australian collaboration and progressive thinking that foster resilience, making communities safer, more connected, and better prepared for disasters and emergencies.

We Work Together as One
Credit: Nikki Woods, Gingin VFRS | Nikki was the Western Australian winner of the 2024 Resilient Australia People's Choice Photography Award and won Highly Commended in the National Photography Award.

Nikki's powerful and stirring image captures Western Australia's emergency services in action, with firefighters, police, paramedics, and the Emergency Rescue Helicopter Service at a crash in Gingin.

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Climate Change Subcommittee

Established in October 2022, the Climate Change Subcommittee is a multi-agency group formed to lead, provide advice, and drive climate change initiatives on behalf of the State Emergency Management Committee.

Climate change poses increasing risks to Western Australia and challenges the resilience of our communities and the emergency management sector.

The Climate Change Subcommittee provides an important focal point for collecting and disseminating climate change information for the sector, and for developing adaptation actions that are consistent with the Western Australian climate change commitments outlined in the Western Australian Climate Policy and Climate Adaptation Strategy.

Chair
Dr Revel Bangor-Jones PSM
Department of Health

Deputy Chair
Nicole Matthews
Western Australian Local Government Association

Executive Officer
Mathew Fogg
SEMC Business Unit

Sponsor
Nick Sloan
Western Australian Local Government Association

Meetings
28 November 2024
26 February 2025
10 April 2025
18 June 2025

Subcommittee Outcomes

- Developed and released the Draft Climate Change Adaptation Outcomes and Actions for the Emergency Management Sector report.
- Participated in the Sector Adaptation Plan Working Group.
- Supported the Department of Water and Environmental Regulation in the development of Emergency Management Sector Adaptation Plan guidance documents and Monitoring, Evaluation, Reporting and Improvement (MERI) framework.
- Secured a two-year extension of subcommittee activities and Program Leader for Systemic Resilience and Adaptation position.
- Provided focal point for cross-sector discussions on climate change risks, vulnerabilities, and adaptation.

Community Resilience and Recovery Subcommittee

The Community Resilience and Recovery Subcommittee (CRRS) works with the State Emergency Management Committee (SEMC) to provide leadership, support, and advice to strengthen community engagement and disaster resilience in Western Australia and enhance the preparedness and capability of state and local governments to undertake disaster recovery.

Guiding the strategic direction of resilience and recovery throughout the State, the CRRS utilises a lessons learnt approach to inform its work.

Leveraging its extensive network, the CRRS collaborates and shares knowledge with emergency management organisations and agencies to anticipate emerging risks and issues, and identify ways to assist Western Australian communities in preparing for and recovering from disasters.

The CRRS takes a proactive approach to disaster resilience and recovery by collaborating closely with stakeholders on key projects. While the CRRS operates at a strategic level, ensuring that outputs have an impact on resilience and recovery at the community level is a priority. To achieve this, the membership of the CRRS ensures that both the community and local governments' voices are heard when providing advice to SEMC and informing the major projects of the CRRS.

Chair
Kate Vivian
Department of Fire and Emergency Services

Deputy Chair
Rachel Siewert
Western Australian Council of Social Service

Executive Officer
Leah Parlour
Department of Fire and Emergency Services

Sponsor
Emma Cole* until June 2025
SEMC

Meetings
2 August 2024
31 October 2024
12 February 2025 (Out-of-Session)
19 February 2025 (Out-of-Session)
20 March 2025
28 April 2025 (Out-of-Session)
5 June 2025

Subcommittee Outcomes

- Completed a draft Implementation plan for the Community Disaster Resilience Strategy (Strategy). The development of the strategy was based on extensive consultation through 431 community and emergency services sector stakeholder interviews and 12 Local Emergency Management Committee exercises.
  - Developed a baseline risk assessment of community disaster resilience for each of the 14 local governments participating in the exercises.
  - Undertook a language review of the Strategy, prior to its re-release in February 2025. A State Level Project Fund request was developed and approved for a Project Officer to continue supporting the implementation of the Strategy.

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Subcommittee Outcomes (Continued)

- Provided advice to the SEMC on the definition of vulnerable people, including a change in terminology to 'at higher risk' and a summary of current work undertaken.
- Reviewed the State Support Plan – Emergency Relief and Support and endorsed the statement of fact changes. Endorsed the State Hazard Plan – Human Biosecurity, State Hazard Plan – Fire, and State Support Plan – Animal Welfare in Emergencies.
- Comprehensive review of the Recovery Framework, including wide-ranging consultation with stakeholders
  - Draft Framework was developed based on stakeholder feedback, and then released on the Engage WA Emergency Management website for an extensive consultation period.
- Developed a draft Local Emergency Management Arrangements (LEMA) framework, and capability and compliance model as part of the LEMA Improvement Program
  - Risk workshops completed with five local governments to trial the new LEMA documents and arrangements that have been drafted as part of the Program.

Public Information Reference Group

With accountability to the CRRS, the Public Information Reference Group (PIRG) provides support and advice to the SEMC about emergency public information and awareness arrangements, and coordinates whole-of-government public information response to emergencies.

The SEMC has delegated responsibility for the preparation, maintenance, and review of the State Support Plan – Emergency Public Information to the PIRG.

Chair
Joey Catanzaro
Western Australia Police Force

Executive Officer
Courtney Atkinson
Western Australia Police Force

Sponsor
Col Blanch APM
Western Australia Police Force

Meetings
14 August 2024
19 November 2024
4 February 2025

Reference Group Outcomes

- Initiated the comprehensive review of the State Support Plan – Emergency Public Information, including detailed discussions on the State Emergency Public Information Coordinator (SEPIC) preparedness functions, with broad consultation anticipated in the next financial year.
- Deputy SEPICs appointed and confirmed as Director Media and Corporate Communications – Department of Fire and Emergency Services (DFES), and Director Communications and Stakeholder Engagement – Department of Primary Industries and Regional Development.
- Collaborative work undertaken by PIRG agencies in response to emergencies, as well as preparedness training activities.
- Received presentations relating to the National Messaging System, Emergency WA, the DFES State Resilience and Recovery Directorate, the Western Australia Police Force State Security Investigations Team, and the Recovery Framework review.

Response Policy Subcommittee

The Response Policy Subcommittee's (RPS) key responsibility is to ensure that the Western Australian Emergency Management Framework and response arrangements are contemporary and fit for purpose, enabling effective emergency management.

Members of the RPS represent the emergency management agencies and support services that are vital to Western Australia's emergency management framework. This includes state government agencies and organisations responsible for State Hazard Plans, emergency volunteers, and representatives from the Commonwealth Government.

During the 2024-25 period, new working groups were established by the RPS to address specific strategic issues:

- Nuclear Powered Warship Working Group
- Emergency Management Boundary Realignment Working Group.

The addition of these groups complemented the existing working groups, which include the First Responders Active Armed Offenders Working Group and the Emergency Management Information Systems Working Group.

The RPS and working groups have strong, cooperative relationships that support collaboration. Members consider approaches to address capability gaps, monitor emerging risks, challenges, and trends that could potentially affect emergency management response and policy, and ensure that efforts are coordinated. This information forms the basis of advice and recommendations offered to the State Emergency Management Committee to guide and formalise best practice response arrangements.

Chair
Kylie Whiteley APM
Western Australia Police Force

Deputy Chair
Craig Waters AFSM
Department of Fire and Emergency Services

Executive Officer
Matt Verney
Department of Fire and Emergency Services

Sponsor
Col Blanch APM
Western Australia Police Force

Meetings
18 July 2024
9 September 2024 (Out-of-Session)
6 November 2024
13 February 2025 (Out-of-Session)
25 March 2025
20 June 2025

Subcommittee Outcomes

- Established a multi-agency working group to assess and review the alignment of emergency management district boundaries, aimed at enhancing strategic planning and operational effectiveness.
- Reviewed and formally endorsed multiple State Hazard and Support Plans, contributing to the ongoing enhancement of strengthening emergency management preparedness and response arrangements across the State.
- Endorsed the progression of the transfer of Hazard Management Agency responsibilities for the hazard Radiation Escape from a Nuclear Powered Warship from the Commissioner of Police to the Fire and Emergency Services Commissioner.
- The First Responders Active Armed Offender Working Group advanced the development of draft Response Operating Procedures, incorporating common terminology to support coordinated operations. The Working Group reviewed recent armed offender incidents to inform and strengthen the draft procedures.
- The Emergency Management Information Systems Working Group expanded its membership to 13 participating agencies. Where possible, members incorporate the use of WebFusion during training activities, exercising, and live incident responses.

Risk and Capability Subcommittee

Emergency management must be risk-based. The Risk and Capability Subcommittee (RCS) consults and advises on improvements to the evidence-based approach to emergency risk management for all hazards.

An efficient emergency management sector anticipates and plans for emergencies and has a coordinated, effective, and sustained approach to mitigating and managing risks. This approach depends on the capability and preparedness of individuals, organisations, and the community.

The role of the RCS is to develop and maintain a contemporary risk management framework that supports Western Australia to reduce the social, economic, and environmental costs of emergencies, build resilience, and increase capability within the system.

Enhanced by a project-based group – the Essential Services Network Operators Reference Group (ESNORG) – the RCS provides strategic advice to the State Emergency Management Committee, to enable it to meet legislated responsibilities and achieve objectives, including growing the State's ability to prepare for, and adapt to, threats and changing environments.

In the emergency management sector, the subcommittee promotes best practices in emergency risk management and disaster risk reduction at the local, district, and state levels. It also guides how to embed these practices into statewide systems so risks are managed successfully, competence can be demonstrated, and continuous improvement is shown.

Chair
Antony Sadler
Department of Fire and Emergency Services

Deputy Chair
Kelly McIntyre * from June 2025
Department of Communities

Matthew Adams * until June 2025
Landgate

Executive Officer
Nick Best
Department of Fire and Emergency Services

Sponsor
Darren Klemm AFSM
Fire and Emergency Services Commissioner

Meetings
23 August 2024 (Out-of-Session)
30 October 2024
12 February 2025 (Out-of-Session)
19 March 2025
27 May 2025
25 June 2025

Subcommittee Outcomes

- Provided expert representation in a time-limited working group assessing implications of the Colvin and Glasser reviews, which recommend major reforms to disaster arrangements, funding, and governance. A subcommittee workshop held prior to the time-limited working group enabled members to contribute to Western Australia's strategic response, including identifying impacts on policy, procedures, and funding.

- Reviewed biodiversity risks to ensure understanding of vulnerabilities and consequences within this rapidly evolving environmental context, encompassing examining emerging threats to plant and animal ecosystems, and assessing potential impacts on food security, agriculture, and biosecurity.

Subcommittee Outcomes (Continued)

- Identified and prioritised cyber security risks to support integration into Western Australia's emergency management framework. The RCS assessed current capabilities, potential threats, and interdependencies across the emergency management sector, laying the foundation for future planning, capability development, and coordinated response strategies to cyber incidents.
- Consolidated learnings from space weather exercises to enhance Western Australia's capability and understanding of this emerging hazard. Following the development of a state-level exercise and report, members participated in Exercise Aurora, a national simulation. Insights from both exercises informed strategic planning and capability development for managing geomagnetic disturbances and their impacts on infrastructure and emergency services.
- Conducted strategic planning workshops to define the subcommittee's direction and priorities for 2025 and beyond. This included reviewing current risk landscapes, aligning with national resilience goals, and identifying opportunities to strengthen cross-sector collaboration, data sharing, and capability development to address emerging and systemic risks.

Essential Services Network Operators Reference Group

Supporting the RCS, the Essential Services Network Operators Reference Group (ESNORG) is a forum of members representing utility, telecommunications, and transport agencies to exchange information that will assist or improve the operation of essential services in relation to emergency management for the benefit of the community.

ESNORG identifies shared risks, interdependencies, and capability needs across essential services and escalates these to the RCS to support evidence-based decision-making. This collaborative approach enables increased effective preparedness, response, and recovery outcomes across the essential services that underpin community wellbeing and economic stability in Western Australia.

Chair
Scott Northcott
Water Corporation

Deputy Chair
Mark Vassiliou
Main Roads WA

Executive Officer
Andrea James
Western Power

Meetings
23 July 2024
8 April 2025
15 July 2025
12 November 2024

Reference Group Outcomes

- Held the ESNORG Annual Bushfire and Cyclone Preparedness Briefing on 17 September 2024, which featured a panel discussion with Essential Services Network Operators and the Department of Fire and Emergency Services (DFES) senior managers on the response to, and recovery from, the January 2024 Goldfields power supply disruption.
- Following the identification of opportunities for improvement from Exercise Spinner:
  - adopted emergency management skills gaps as identified by the State Emergency Management Committee Business Unit
  - reviewed the Essential Services Network Operators Mutual Assistance Policies and determined a way forward
  - engaged in the review of the State Recovery Arrangements to enhance infrastructure recovery following complex emergencies.
- Supported WebEOC Web Fusion as a common platform for cross-agency sharing of a common operating picture and situational awareness.
- Received presentations relating to the National Messaging System, Emergency WA, the DFES State Resilience and Recovery Directorate, the Western Australia Police Force State Security Investigations Team, and the Recovery Framework review.

Technology and Communications Subcommittee

The Technology and Communications Subcommittee's (TCS) members represent the all-hazards emergency management sector. The group supports the development and operation of effective and efficient technology, communication, and digital innovation across Western Australia.

The TCS, formerly the Public Safety Communications Subcommittee, is a collaborative inter-agency forum that provides advice to the State Emergency Management Committee and other relevant bodies on technology, communication, and digital innovation issues. The group facilitates information-sharing within the sector, as well as undertaking work to identify capability risks and gaps, improvement opportunities, and greater efficiencies for investment.

Public safety communications depend on reliable mobile data, radio, Triple Zero, and Emergency Alert capabilities, along with other services and systems that support communication between law enforcement and emergency services organisations, and the community.

The TCS aligns technology and communication initiatives with the SaferWA Digital Strategy to support a unified vision for emergency management and public safety.

The TCS members also regularly participate in national technology, communication, and innovation initiatives.

Chair
Greg Italiano
Department of the Premier and Cabinet

Deputy Chair
Patrick Leach
Department of Fire and Emergency Services

Executive Officer
Claire Mead
Department of the Premier and Cabinet

Sponsor
Richard Sellers * from March 2025
Department of the Premier and Cabinet

Emily Roper PSM * until March 2025
Department of the Premier and Cabinet

Meetings
26 September 2024
18 November 2024 (Out-of-Session)
12 February 2025 (Out-of-Session)
17 February 2025 (Out-of-Session)
26 March 2025
18 June 2025

Subcommittee Outcomes

- Developed a funding proposal for a Public Safety Network Strategy business case.
- Updated the Terms of Reference outlining the subcommittee's responsibility for aligning technology and communication initiatives with the SaferWA Digital Strategy, and resulting in the renaming of the Subcommittee to the Technology and Communications Subcommittee.
- Supported cross-sector collaboration for the implementation of the SaferWA Strategy.
- Endorsed the State Hazard Plan – Human Biosecurity, the State Support Plan – Animal Welfare in Emergencies, the funding request for progression of the Next Generation Community Warnings and Australian Warning Systems, and the State Hazard Plan – Fire.
- Received briefings on SaferWA AI Innovation, SaferWA State Recovery Solution, NBN Co, and the State Hazard Plan – Fire.

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District and Local Emergency Management Committees

District and local committees are vital in developing and maintaining effective emergency arrangements in Western Australia.

District Emergency Management Committees (DEMCs) and Local Emergency Management Committees (LEMCs) meet regularly to plan for emergency management in their region. Each LEMC is supported by and reports to a DEMC, which, in turn, reports to the State Emergency Management Committee (SEMC).

An overview of DEMCs and LEMCs for each district is provided on the following pages.

District emergency management

Western Australia has 11 emergency management districts, each with its own DEMC, noting that Central and North Metropolitan and East and South Metropolitan districts are merged:

- Kimberley
- Pilbara
- Midwest Gascoyne
- Goldfields Esperance
- Wheatbelt
- Central and North Metropolitan
- East and South Metropolitan
- South West
- Great Southern

The key role of a DEMC is to ensure the effective coordination of emergency management activities, including establishing and maintaining emergency arrangements and creating strong relationships across the district.

Chaired by the District Emergency Coordinator, DEMCs provide guidance and information to the LEMCs in their locality and participate in exercises and testing of local arrangements.

Local emergency management

LEMCs are established by local governments. While it is common for each local government to have one LEMC, they may also work together to form a combined LEMC or operate multiple LEMCs for their districts.

Managed and chaired by the local government, the LEMC includes representatives from emergency management organisations in the area. The main functions of a LEMC are to advise and assist the local government in preparing, reviewing, and testing Local Emergency Management Arrangements (LEMA), and other activities as directed by the SEMC.

The preparation of LEMA by local governments is prescribed under the *Emergency Management Act 2005* and they must be updated at least every five years. Local governments have expert knowledge about their communities and environments, and their LEMA provides a community-focused and coordinated approach to managing potential emergencies.

Bushfire wildfire smoke in remote area of Forrestania, Mount Holland Western Australia

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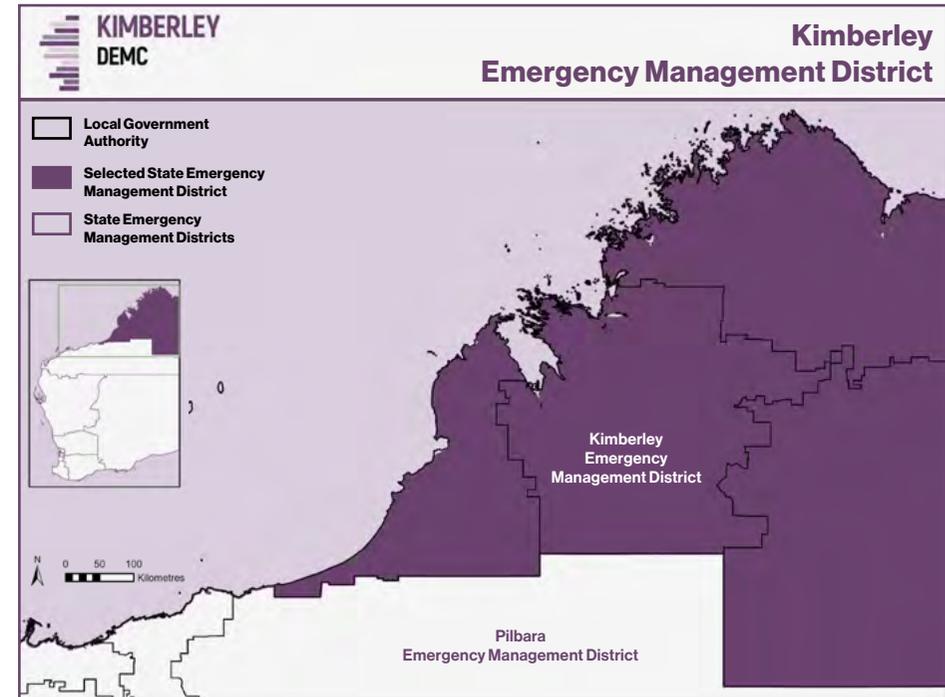
Kimberley

2024-25 highlights

- Establishment of DEMC subgroup to look at specific issues in the Kimberley region. The subgroup, Kimberley Industry Collaborative, includes representatives from mining and other industry groups.

- Formation of a second DEMC subgroup to look at the significant increase in commercial vessels visiting Kimberley waters, the majority of which are unsurveyed, and the subsequent risks involved.

District Emergency Management Committee meetings

4 July	15 October	19 March

Local Governments and Local Emergency Management Committees in the Kimberley District

Number of local governments	4
Number of Local Emergency Management Committees	4
Local governments with current LEMA	4

KIMBERLEY DEMC

Kimberley Emergency Management District

- Local Government Authority
- Selected State Emergency Management District
- State Emergency Management Districts

Kimberley Emergency Management District

Pilbara Emergency Management District

Exercises in 2024-25:

- DEMC Exercise: Department of Primary Industries and Regional Development (DPIRD) Emergency Animal Disease Workshop
- Shires of Wyndham and East Kimberley LEMC: Aircraft bomb threat exercise
- Shire of Broome LEMC: Risk and Resilience Workshop.

Preparedness and information sharing:

- Pre-wet season DEMC meeting: Risk assessment
- Post-wet season review: Lessons learned.
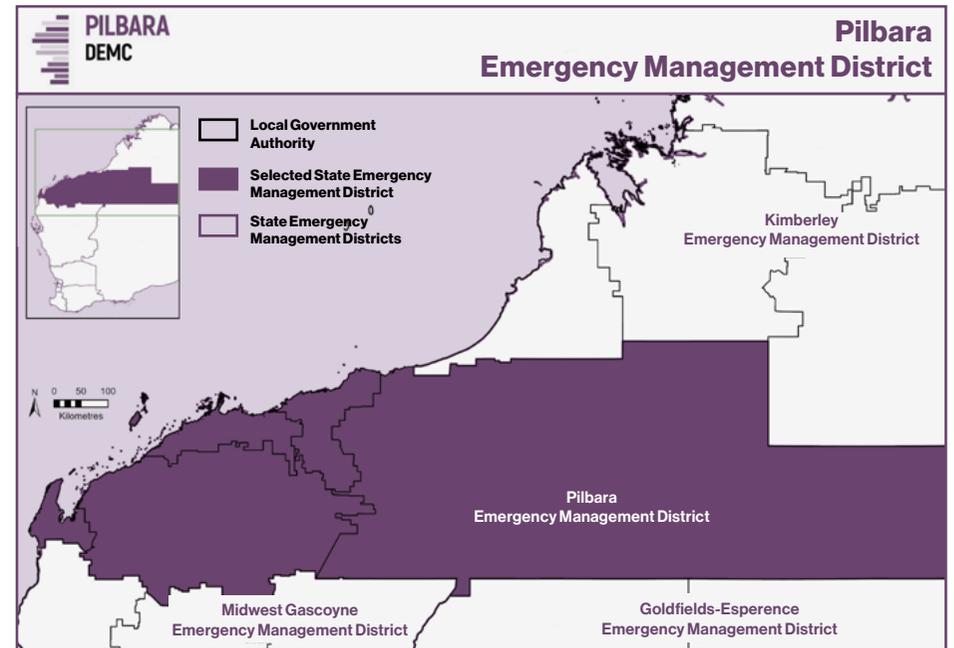
Pilbara

2024-25 highlights

- Ongoing resupply operations to affected communities after Tropical Cyclone Zelia, which resulted in the closure of the Great Northern Highway, disrupting the transport of supplies to the Kimberley region.
- Royal Flying Doctor Service (RFDS) provided an update on the status of remote airstrips for use during the wet season as part of the region's preparedness.

District Emergency Management Committee meetings

2 July	22 October	23 April

Local Governments and Local Emergency Management Committees in the Pilbara District

Number of local governments	5
Number of Local Emergency Management Committees	9
Local governments with current LEMA	5

Pilbara Emergency Management District

Local Government Authority
Selected State Emergency Management District
State Emergency Management Districts

Kimberley Emergency Management District
Pilbara Emergency Management District
Midwest Gascoyne Emergency Management District
Goldfields-Esperence Emergency Management District

Exercises in 2024-25:

Nil.

Preparedness and information sharing:

- Pre-wet season DEMC meeting: Risk assessment
- Post-wet season review: Lessons learned
- Wet Season Preparedness and Remote Airstrip Serviceability presentation (RFDS).

Midwest Gascoyne

2024-25 highlights

- The Shire of Shark Bay participated in the Local Emergency Management Arrangement (LEMA) pilot program through risk workshops, which will inform the development of a new LEMA
- Debriefs for the Meadows Road Bushfire (November 2024) and Dongara Bushfire (December 2024) were held, with a post-season review conducted during the March 2025 DEMC meeting.

## District Emergency Management Committee meetings

18 October	19 March

Local Governments and Local Emergency Management Committees in the Midwest Gascoyne District

Number of local governments	19
Number of Local Emergency Management Committees	17
Local governments with current LEMA	12

MIDWEST-GASCOYNE DEMC

Midwest Gascoyne Emergency Management District

- Local Government Authority
- Selected State Emergency Management District
- State Emergency Management Districts

Pilbara Emergency Management District

Midwest Gascoyne Emergency Management District

Goldfields Esperance Emergency Management District

Wheatbelt Emergency Management District

Exercises in 2024-25:

- DEMC Exercise Mount Hill: Air crash and bushfire
- Shire of Meekatharra LEMC: Meekatharra Aerodrome emergency exercise (air crash)
- Shire of Mingenew LEMC: Air crash and fire
- Shire of Murchison LEMC: Exercise So What (discussion exercise to raise awareness)
- Shire of Three Springs LEMC: LEMA and recovery arrangements test exercise
- Perenjori and Yalgoo LEMC: Exercise Grumpy Snowy (hostile act)
- Perenjori LEMC: Exercise Hits the Fan (road crash).
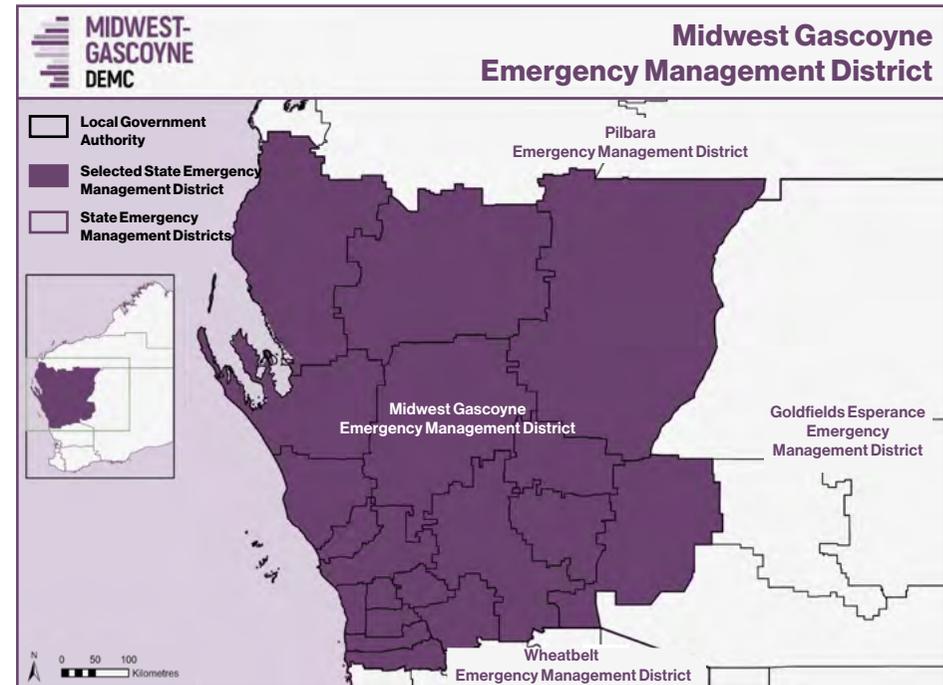
These exercises involved the participation of multiple agencies, including the Western Australia Police Force, DFES, St John WA, State Emergency Service, Western Australian Local Government Association (WALGA), airport management, and Meekatharra District High School volunteers.

Preparedness and information sharing:

- Shark Bay community risk workshop and exercise (DFES and WALGA)
- Community Disaster Resilience Workshops in Carnarvon an Geraldton (funded by a National Disaster Risk Reduction [NDRR] grant)
- Post-incident, post-exercise review: Meadow Road Bushfire and Dongara Bushfire (DFES)
- Pre-season webinars: Evacuation centres and recovery coordinator (Department of Communities).

A coordinated road crash rescue exercise showcasing the collaboration and capability of Western Australia's emergency services

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Goldfields Esperance

2024-25 highlights

- The DEMC established the Remote and Major Transport Route Emergencies Working Group; prioritising six key transport routes across the region, the working group is multi-stakeholder and focuses on collaboration across stakeholders in mitigation and response to remote emergencies on major transport routes

- The DEMC introduced a refreshed Terms of Reference, detailing expectations on engagement from state agencies, local government areas, and other members at the district local government areas at the district emergency management level, increasing understanding of the requirements of local emergency management, and facilitating better support through LEMC engagement.

- Hosted a one-day DEMC annual forum in October 2024, where emergency management agencies provided overviews of their relevant State Hazard or Support Plans, outlining preparedness activities and anticipated agency vulnerabilities. Attendees included:

  - Department of Biodiversity, Conservation and Attractions
  - Department of Fire and Emergency Services (DFES)
  - Western Australia Police Force
  - Main Roads WA
  - Department of Health
  - WA Country Health Service
  - Western Power
  - NBN Co
  - Department of Primary Industries and Regional Development
  - Department of Communities
  - local governments.

Goldfields Esperance Emergency Management District
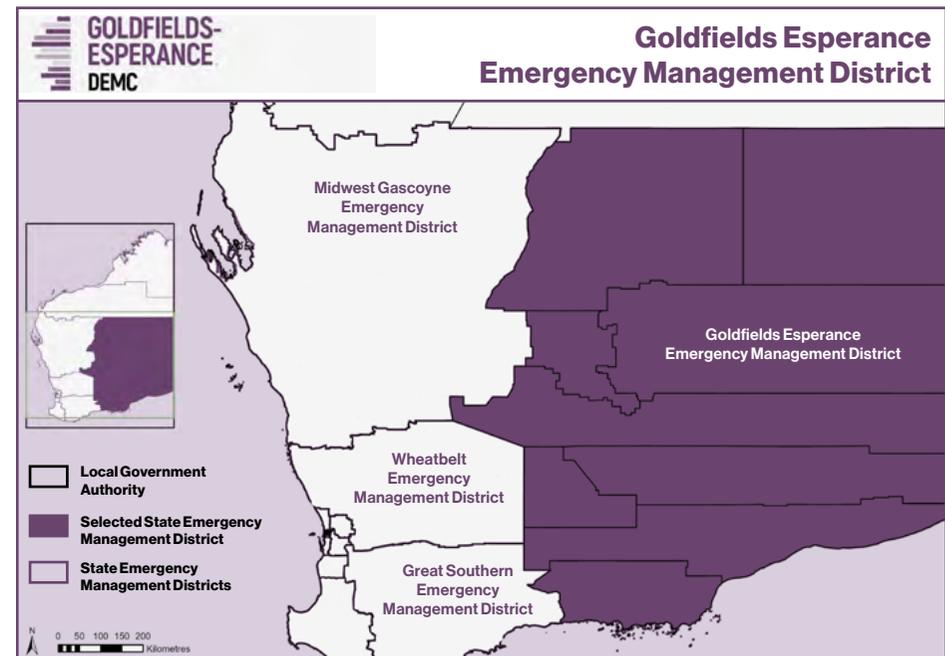
District Emergency Management Committee meetings

30 October	18 December	19 March	4 June

Local Governments and Local Emergency Management Committees in the Goldfields Esperance District

Number of local governments	9
Number of Local Emergency Management Committees	9
Local governments with current LEMA	5

Exercises in 2024-25:

- DEMC exercises:
  - Celsius Surge (heatwave)
  - Eyre Support (road crash)
  - Tetris (road crash)
- Shire of Leonora LEMC: HAZMAT arrangement testing exercise and heatwave awareness exercise
- Shire of Coolgardie LEMC: testing local arrangements (bushfire).

Preparedness and information sharing:

- Community Disaster Resilience Strategy Workshop held in Kalgoorlie-Boulder
- Post-season review: Lessons learned and information sharing
- Monthly emergency management webinar series, in conjunction with the Wheatbelt DEMC
- Bi-monthly emergency management newsletter.

Firefighters work to extinguish a bushfire during a night operation, supported by emergency vehicles on scene

Wheatbelt

2024-25 highlights

- The focus for 2024-25 was on stakeholder engagement and building DEMC foundational blocks
- Exercises during the reporting period focused on collaboration and communication with stakeholders before, during, and after incidents
- Rewrite of the Terms of Reference which extended non-voting membership invitations to all local government areas; elected Zone Members remain on Committee as voting members
- Roadshow with Red Cross over five days in Toodyay, Dowerin, Trayning, Merredin, and Bruce Rock, covering multiple forums:
  - recovery basics
  - emergency ready
  - supporting the supporter
  - community preparedness.
- Hosted a one-day DEMC annual forum where a range of HMAs and emergency management agencies presented on their roles and responsibilities, and how that translates to their capacity at the Wheatbelt district level. Topics discussed included:
  - incoming weather
  - bushfire
  - severe weather and flood
  - road closures
  - energy supply disruption
  - water, power, and telecommunications infrastructure and redundancy plans
  - animal welfare
  - emergency relief and support
  - heatwave
  - working together as a DEMC during the high risk weather period.
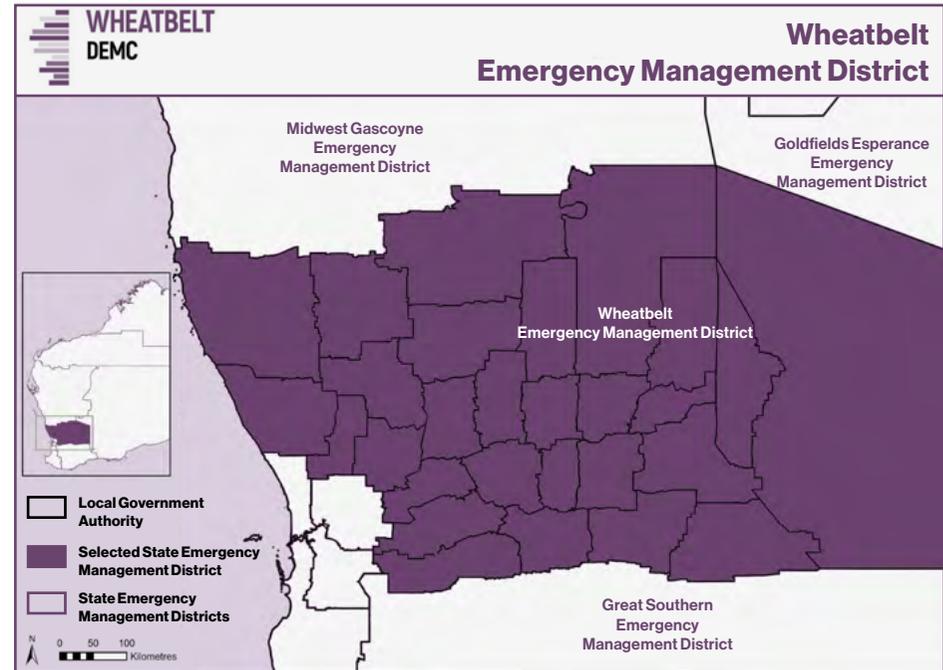
District Emergency Management Committee meetings

4 September	11 December	12 March	18 June

Local Governments and Local Emergency Management Committees in the Wheatbelt District

Number of local governments	28
Number of Local Emergency Management Committees	24
Local governments with current LEMA	16

Exercises in 2024-25:

- DEMC Exercise Sizzle Sync (heatwave)
- Shire of Beverley LEMC: Fire exercise
- Shire of Bruce Rock LEMC: Risk and resilience exercise
- Shire of Chittering LEMC: Community workshop and exercise
- Shire of Dalwallinu LEMC: Dalwallinu bushfire exercise
- Shires of Kellerberrin and Tammin LEMC: Communications and power outage exercise
- Shire of Merredin LEMC: Exercise Storm Cloud (severe weather [storm])
- Shire of Moora LEMC: Bushfire discussion exercise
- Shire of Mt Marshall LEMC: Fire awareness exercise
- Shire of Mukinbudin LEMC: Earthquake discussion exercise
- Shire of Narembeen LEMC: Fire exercise
- Shire of Narembeen LEMC: Department of Fire and Emergency Services electricity disruption exercise
- Shire of Quairading LEMC: Evacuation exercise (ammonium nitrate truck fire) and roles and responsibilities exercise
- Shires of Westonia and Yilgarn LEMC: HAZMAT exercise
- Shires of Wongan-Ballidu and Victoria Plains LEMC: Exercise Bitter Road (road crash) and fire exercise
- Shire of York LEMC: Fire exercise.

Preparedness and information sharing:

- Updated Local Emergency Relief and Support Plan (Department of Communities)
- Road closures in emergencies (Main Roads WA)
- Shire of Merredin CEO presented a case study on emergency preparation, response, and recovery during cyclones at the City of Karratha and the Town of Port Hedland
- Monthly webinar series in conjunction with the Goldfields Esperance DEMC
- Bi-monthly emergency management newsletter.

North and Central Metropolitan

2024-25 highlights

- Established an internal heatwave working group
- Successful bushfire mitigation funding applications
- Produced a centralised emergency management document register
- Polyphagous shot hole borer update.

District Emergency Management Committee meetings

|	
7 November (joint with South and East Metropolitan)	
21 May	

Local Governments and Local Emergency Management Committees in the North Metropolitan District

|	
Number of local governments	3
Number of Local Emergency Management Committees	2
Local governments with current LEMA	3

Local Governments and Local Emergency Management Committees in the Central Metropolitan District

Number of local governments	14
Number of Local Emergency Management Committees	7
Local governments with current LEMA	12

Central Metropolitan Emergency Management District
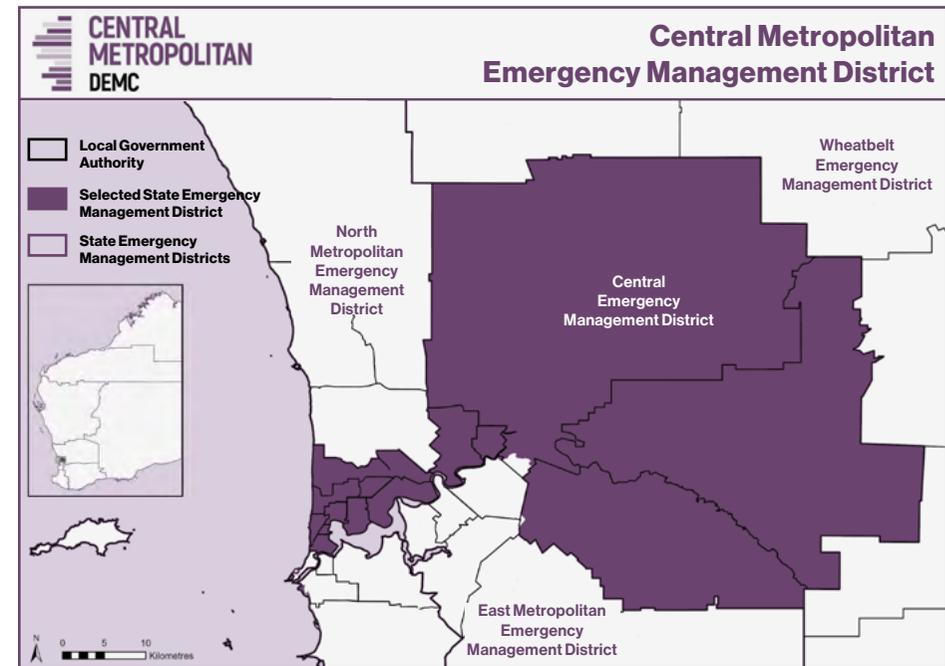
Exercises in 2024-25:

- City of Stirling LEMC: Exercise Crux (hostile act)
- Cities of Wanneroo and Joondalup LEMC: Exercise Dual Strike (storm)
- Town of Bassendean LEMC: Exercise 1 (storm)
- City of Bayswater LEMC: Exercise 1 (storm)
- City of Kalamunda LEMC: Exercise Paw-sitive (animal welfare plan)
- Shire of Mundaring LEMC: Exercise Sirocco (fire)
- City of Perth LEMC: Australia Day exercise (hostile act), evacuation centre activation (air crash), and incident management executive team exercise (biological substance)

**North Metropolitan
Emergency Management District**
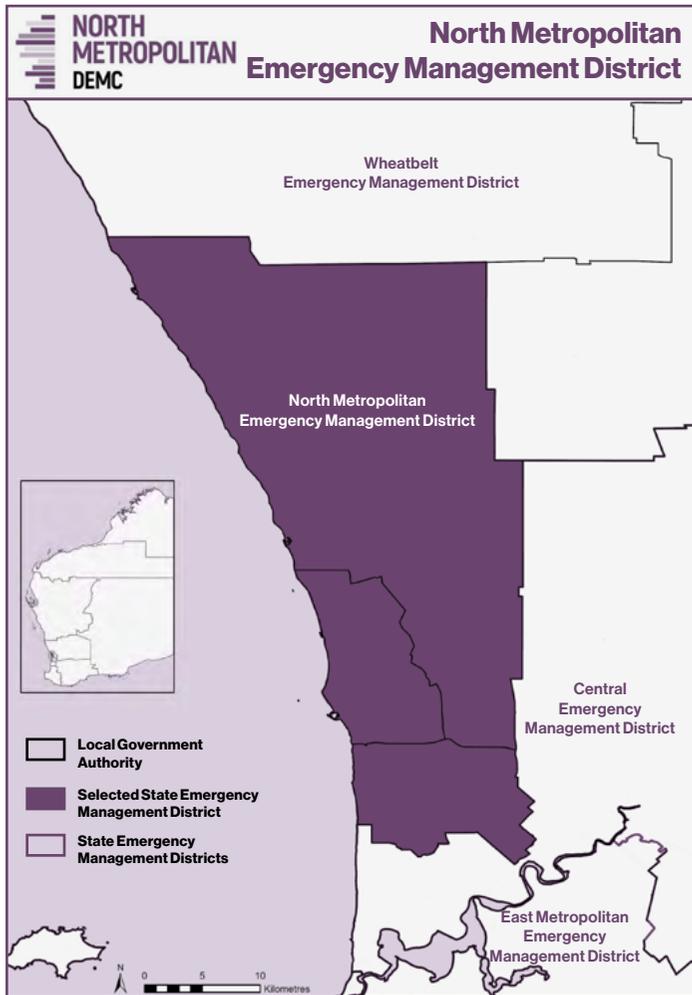
Exercises in 2024-25 (Continued)

- City of Swan LEMC: Big Maps exercise (project resilience) – two workshops conducted in partnership with Disaster Relief Australia (DRA), one with EM stakeholders and the other as a community event, focusing on understanding disaster risk and empowering community resilience (fire and flood, and multiple hazards)
- Western Central LEMC: Heatwave exercise.

Preparedness and information sharing:

- Virtual reality: Enhancing community resilience and preparedness (Cities of Wanneroo and Joondalup LEMC)
- Electric Vehicle Fires and Lithium Batteries presentation and case study (Cities of Wanneroo and Joondalup LEMC)
- State Emergency Management Framework discussion (City of Kalamunda LEMC)
- Lithium-Ion Fires presentation from the Department of Fire and Emergency Services
- Shire of Mundaring LEMC: Western Australian Community Disaster Resilience Strategy Workshop
- DEMC membership supporting local governments engaging in State projects, including the LEMA Improvement Program Working Group
- Contributions to the State Recovery Framework review
- Emergency management-focused training (including activities funded by AWARE grants)
- Cultural Champions meetings
- Local Government Business Continuity planning
- Review of LEMC to align with local governments' community engagement policy
- School Principal Forum
- Aged Care Forum
- Involvement in State emergency management projects, including Community Disaster Resilience Strategy (CDRS) workshops, and State Hazard and Support Plan reviews
- Other EM-focused activities: multicultural communications webinars, Disaster Recovery Funding Arrangements awareness sessions, seniors' emergency preparedness presentations, and community events such as open days and student design competitions
- Conversion of analogue Australian Fire Danger Rating signage to digital format, using a Disaster Ready Fund grant.

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South and East Metropolitan

2024-25 highlights

Nil.

District Emergency Management Committee meetings

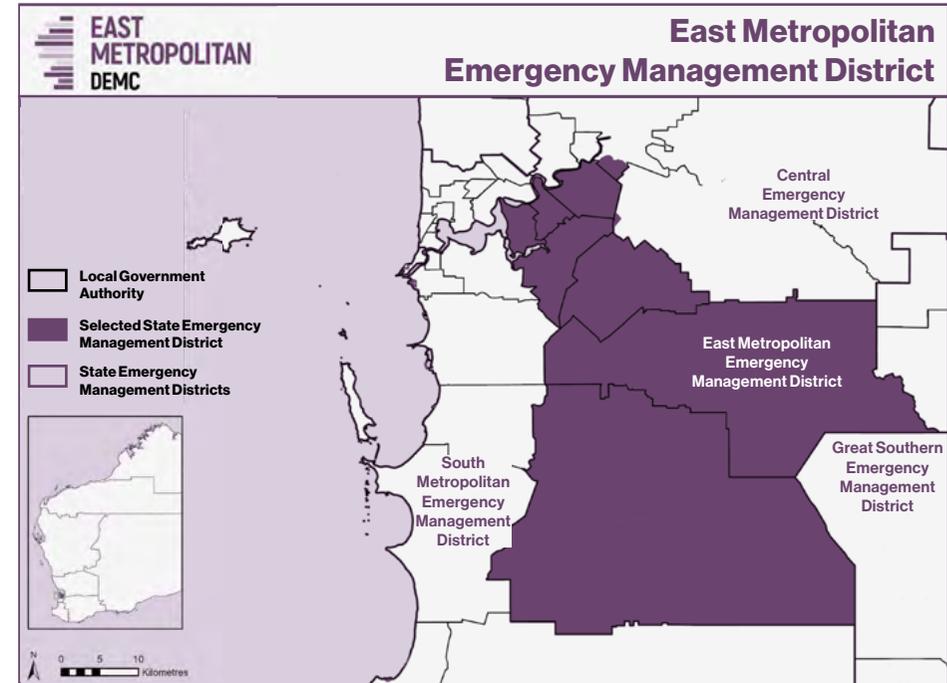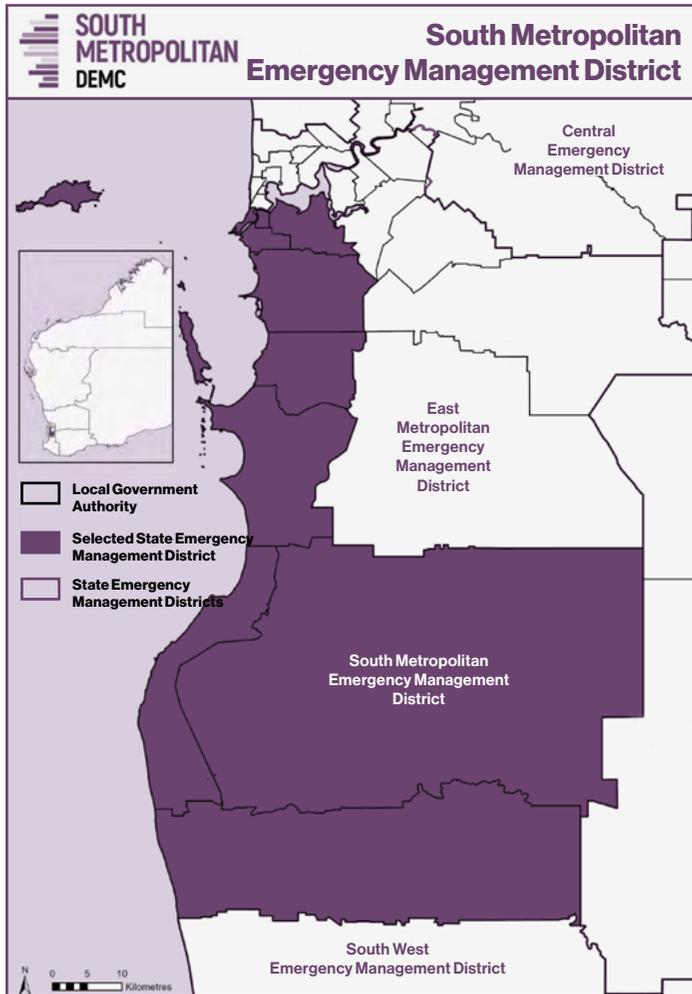|	
7 November (joint with North and Central Metropolitan)	
21 May	

Local Governments and Local Emergency Management Committees in the South Metropolitan District

Number of local governments	10
Number of Local Emergency Management Committees	9
Local governments with current LEMA	5

Local Governments and Local Emergency Management Committees in the East Metropolitan District

Number of local governments	7
Number of Local Emergency Management Committees	5
Local governments with current LEMA	5

East Metropolitan Emergency Management District

South Metropolitan Emergency Management District

(Map legend:)
- Local Government Authority
- Selected State Emergency Management District
- State Emergency Management Districts

Districts shown on map: Central Emergency Management District, East Metropolitan Emergency Management District, South Metropolitan Emergency Management District, South West Emergency Management District

Exercises in 2024-25:

- City of Cockburn LEMC: Regional HAZMAT desktop exercise, in partnership with the Cities of Rockingham and Kwinana
- Fremantle LEMC: Exercise Piper (air crash)
- City of Kwinana LEMC: Exercise Safe Haven (heatwave)
- City of Mandurah LEMC: Exercise Blackout (electricity supply disruption)
- Shire of Murray LEMC: Murray River flood exercise
- City of Rockingham LEMC: Animal welfare in emergencies, joint local government and Kwinana industries exercise (HAZMAT), and regional HAZMAT
- City of Rockingham: Disaster resilience exercise
- Rottnest Island LEMC: Exercise 1 (rail crash), Exercise 2 (fire), and Exercise 3 (marine search)
- City of Armadale LEMC: Exercise Koomba Keniny (storm)
- City of Belmont and Victoria Park LEMC: Desktop exercise plane crash scenario, and LEMA review workshops
- Canning South Perth LEMC: Severe storm exercise
- City of Cockburn LEMC: Exercise Parallel Lines (Public Transport Authority and the Western Australia Police Force)
- Perth Airport: Exercise Hermes, multi-agency crash exercise (air).

Preparedness and information sharing:

- Community Disaster Resilience Strategy Implementation Project, Department of Fire and Emergency Services.

South West

2024-25 highlights

The district, in collaboration with State Recovery, hosted a Recovery Workshop. The event served as a valuable opportunity to share key recovery information, enhancing understanding of current policies, recovery frameworks, and available state recovery options.

District Emergency Management Committee meetings

15 October   18 March

Local Governments and Local Emergency Management Committees in the South West District

Number of local governments	12
Number of Local Emergency Management Committees	12
Local governments with current LEMA	10
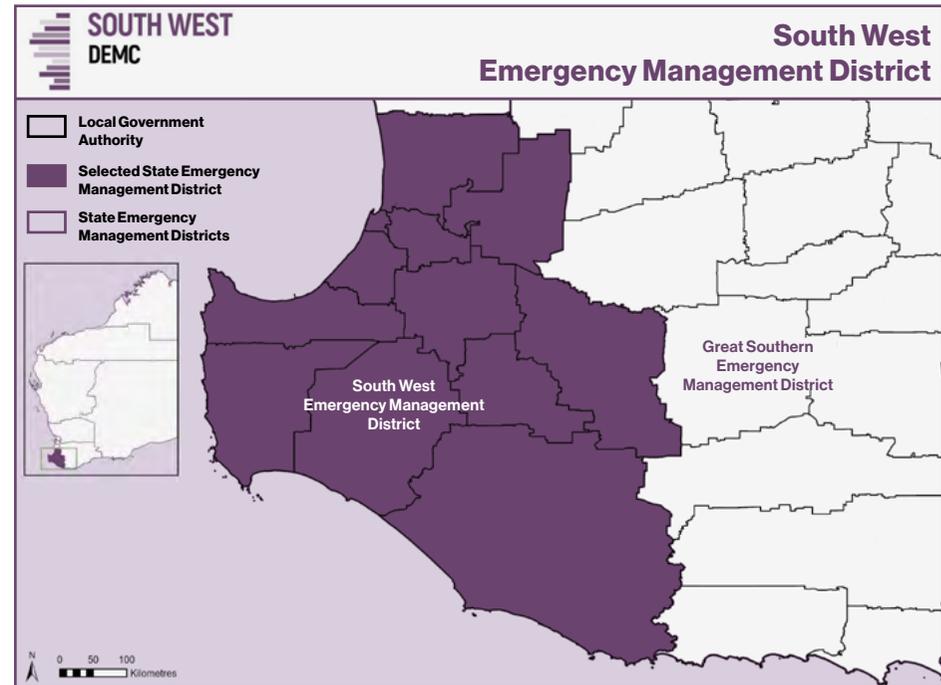
Exercises in 2024-25:

- DEMC Exercise: Augusta complex bushfire
- DEMC Discussion Exercise: Bushfire
- Shire of Augusta Margaret River LEMC: Exercise 1 (fire), and Exercise 2 (not hazard specific)
- Shire of Boyup Brook LEMC: Storm recovery exercise
- Shire of Bridgetown-Greenbushes LEMC: Local operational recovery plan exercise (medium to long-term activity)
- City of Bunbury LEMC: Department of Fire and Emergency Services risk and resilience exercise
- City of Busselton LEMC: Busselton Airport exercise Glide Slope (air crash), Busselton storm exercise, electric vehicle fire exercise, local government recovery exercise, and Bunker Bay exercise MARSAR (marine search and rescue)
- City of Busselton LEMC: Spontaneous volunteers' exercise
- Shire of Capel LEMC: Heatwave recovery exercise
- Shire of Harvey LEMC: Exercise Procela (storm)
- Shire of Nannup LEMC: Basic emergency and evacuation process exercise.

Preparedness and information sharing:

- Tour of Bunbury Outer Ring Road (BORR), now named Wilman Wadandi Highway, for DEMC members to access emerging risks (Main Roads WA)
- Shire of Manjimup LEMC: Community risk workshop as part of the LEMA pilot program
- Seasonal outlook summer 2024-2025 presentation (Bureau of Meteorology).

Great Southern

2024-25 highlights

- Shire of Kojonup HAZMAT Incident Support Group and recovery process from June 2025 (ongoing):
  - recovery of contaminated materials (Department of Water and Environmental Regulation, remediation by petroleum company)
- Shire of Gnowangerup HAZMAT and structure fire resulting in loss of supermarket, recovery process from March 2025 (ongoing):
  - at-risk population supported by the local government, Rapid Relief Team, and Gnowangerup Aboriginal Corporation to access essential food and personal requisites.

District Emergency Management Committee meetings

16 October	19 March

Local Governments and Local Emergency Management Committees in the Great Southern District

Number of local governments	27
Number of Local Emergency Management Committees	22
Local governments with current LEMA	12

Great Southern Emergency Management District
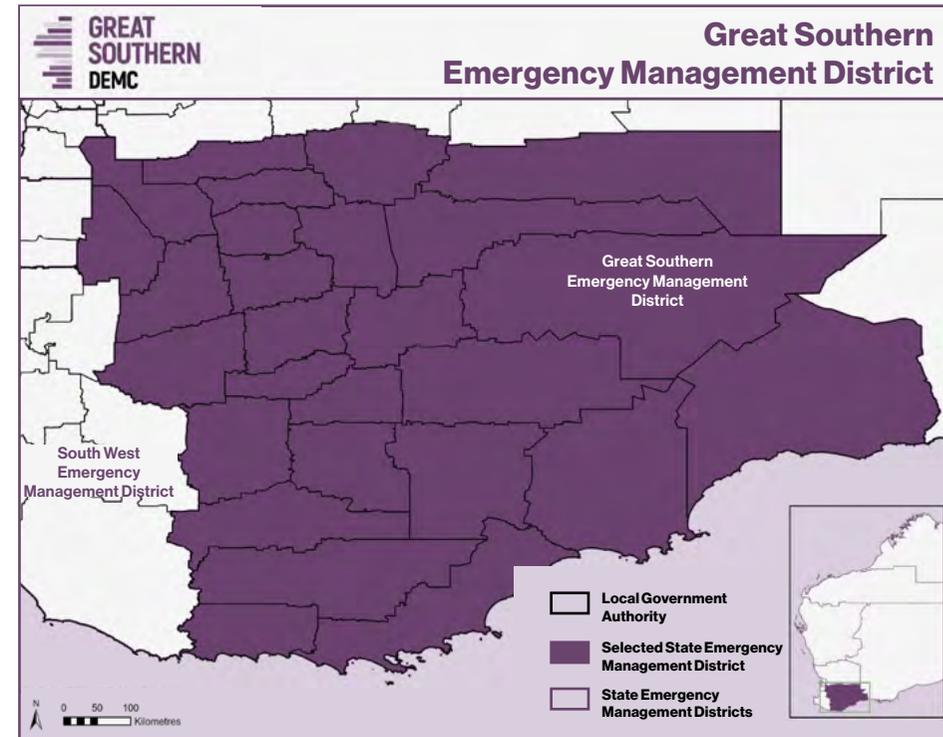
Exercises in 2024-25:

- DEMC Exercises: Albany and Brookton regional bushfire exercise
- City of Albany and Shire of Boddington LEMC: Department of Fire and Emergency Services (DFES) risk and resilience exercise
- City of Albany LEMC: Storm incident exercise
- Shire of Brookton LEMC: Department of Communities recovery centre exercise and DFES regional exercise
- Shire of Corrigin LEMC: Exercise Weebill (conducted by Water Corporation), and initial actions exercise
- Shire of Cranbrook LEMC: Exercise 1 (fire)
- Shire of Denmark LEMC: Evacuation centre mobilisation, Exercise Leavers Alive (road crash), and primary school evacuation exercise (fire)
- Dumbleyung/Kent/Lake Grace LEMC: Chemical substance and fire recovery test exercises
- Katanning/Woodanilling LEMC: Recovery exercise impact statements (fire)
- Shire of Kojonup LEMC: Small town fire threat exercise
- Pingelly/Wandering LEMC: Emergency response; command, control, and coordination exercise (storm), and recovery exercise to test arrangements
- Shire of Plantagenet LEMC: LEMA review exercise
- Shire of Ravensthorpe LEMC: Exercise 1 (fire), Exercise 2 (ISG/ recovery exercise in a storm/ natural hazard scenario), Exercise 3 (hostile act), and Exercise 4 (fire)
- Shire of West Arthur LEMC: LEMA test exercise.

Preparedness and information sharing:

- Natural Hazards ISG Exercise developed for local government, delivered by DFES with the Shire of Ravensthorpe LEMC
- Community Disaster Resilience Strategy Workshops held in Albany and Boddington
- Local risk workshops for the Shires of Kent, Lake Grace, and Dumbleyung
- WA Country Health Service Wheatbelt Emergency Preparedness and Management Subcommittee heatwave exercise for staff and invited Wheatbelt, Goldfields, and Great Southern District Emergency Management Advisors
- Department of Education (DoE) desktop bushfire exercise with school Principals, DoE regional office and Incident Support Unit, DFES, and the Department of Communities
- Shire of Broomehill-Tambellup post-fire incident review noted by the DEMC.

State Emergency Management Framework

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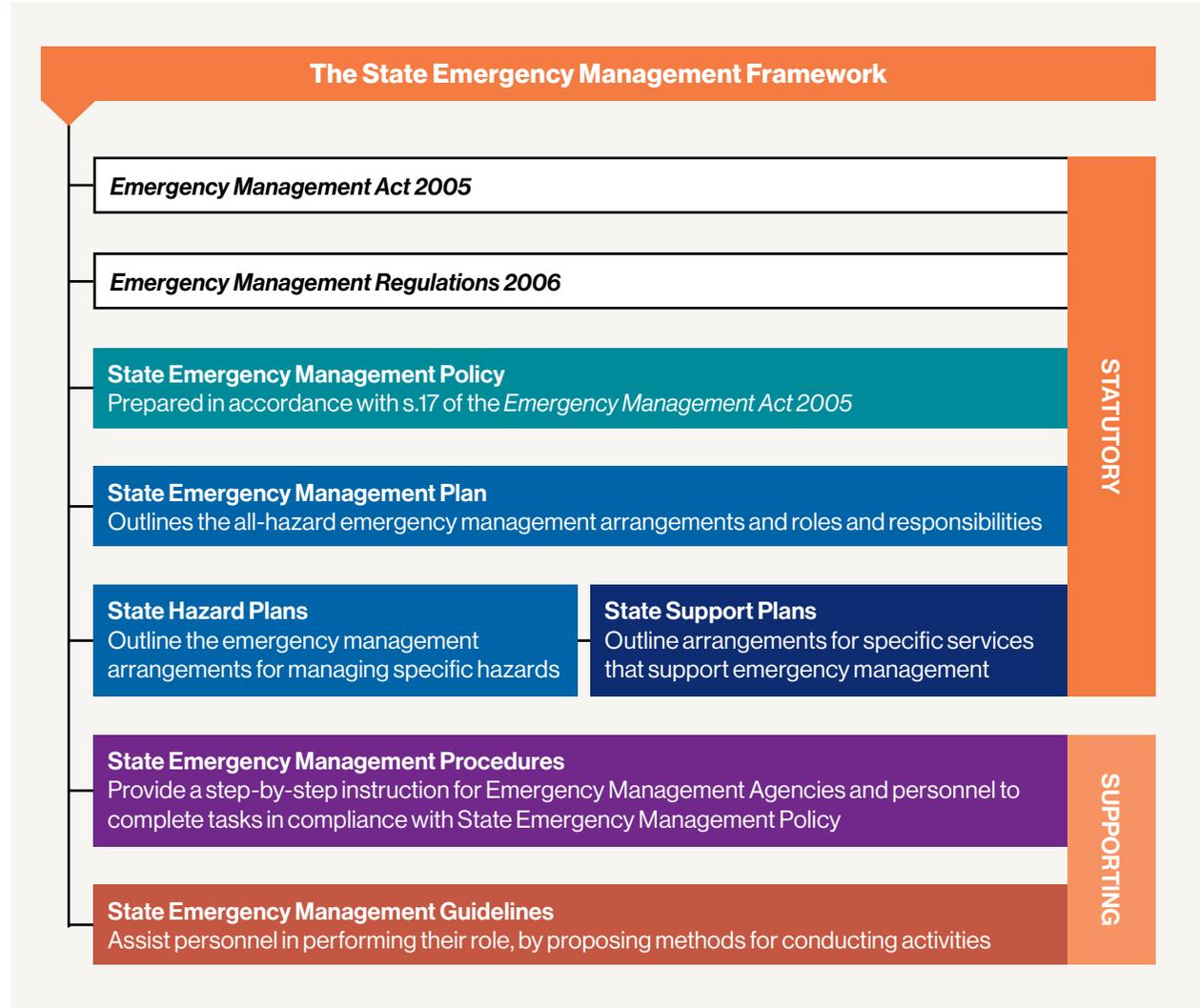
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Overview

In Western Australia, the contemporary and coordinated structure of emergency management is built on the State Emergency Management Framework.

Emergency management in Western Australia works well because of a collaborative effort between multiple organisations and individuals and all levels of government. The State Emergency Management Framework prescribes how prescribes how these key stakeholders work together to maintain community safety and coordinate effective action before, during, and after an emergency.

The structure of the State Emergency Management Framework is depicted in **Figure 5**. It comprises essential resources such as legislation, policy, plans, procedures, guidelines, and governance arrangements that support all aspects of emergency management: prevention, preparedness, response, and recovery, also known as PPRR.

Figure 5: The State Emergency Management Framework.

The State Emergency Management Framework

Emergency Management Act 2005

Emergency Management Regulations 2006

State Emergency Management Policy
Prepared in accordance with s.17 of the *Emergency Management Act 2005*

State Emergency Management Plan
Outlines the all-hazard emergency management arrangements and roles and responsibilities

State Hazard Plans
Outline the emergency management arrangements for managing specific hazards

State Support Plans
Outline arrangements for specific services that support emergency management

State Emergency Management Procedures
Provide a step-by-step instruction for Emergency Management Agencies and personnel to complete tasks in compliance with State Emergency Management Policy

State Emergency Management Guidelines
Assist personnel in performing their role, by proposing methods for conducting activities

STATUTORY

SUPPORTING

Updating the Framework

To ensure that the State Emergency Management Framework remains contemporary and to uphold the emergency management principle of fostering continuous improvement, the SEMC approved amendments to the Framework throughout the year.

Regular review and changes to the Framework are required to make sure that it maintains accuracy and reflects current practices. Once SEMC approves the updates, the amendments are made available on the SEMC website and are communicated to emergency management stakeholders.

In 2024-25, the State Emergency Management Policy Branch, in collaboration with Emergency Management Agencies, emergency management committees and other key stakeholders, initiated and completed the following reviews to the State Emergency Management documents and functions:

Reviews initiated:
• Recovery framework and arrangements
• Local Emergency Management Arrangements (LEMA) Improvement
• State Hazard Plan – Fire
• State Hazard Plan – HAZMAT Annex B Space Re-entry Debris (SPRED)

• State Support Plan – Freight and Supply Chain (Interim Plan draft development)
• State Hazard Plan – Cyber Security (Interim Plan draft development)
• Western Australia Pandemic Arrangements.

Reviews completed:
• State Hazard Plan – Energy Supply Disruption comprehensive review
• State Hazard Plan – Maritime Environmental Emergencies targeted review
• State Hazard Plan – Human Biosecurity comprehensive review
• State Support Plan – Animal Welfare in Emergencies comprehensive review
• State Support Plan – Emergency Relief and Support targeted review
• Local Recovery Guideline, LEMA Guideline and resources accessibility standard review
• State Hazard Plan – Fire and State Hazard Plan – Severe Weather targeted reviews.

Full details of document amendments can be found on the SEMC website under Emergency management review schedule and document amendments. [8]

[8] https://www.wa.gov.au/government/document-collections/emergency-management-review-schedule-and-document-amendments#amendments-made-in-2024

State Emergency Management Plans

The State Emergency Management Committee (SEMC) oversees the preparation of emergency management plans for Western Australia.

The overarching State Emergency Management Plan documents the all-hazard emergency management arrangements for Western Australia.

State Hazard Plans provide details on how a specific hazard will be managed and the roles and responsibilities across the PPRR spectrum. A hazard is an event, situation or condition that may cause harm and are defined in the *Emergency Management Act 2005* and prescribed in the *Emergency Management Regulations 2006*. Hazards are managed by Hazard Management Agencies (HMAs), with support from relevant Emergency Management Agencies. The current arrangements for these hazards are consolidated into 16 State Hazard Plans, as detailed in **Table 1**.

Functions and services including emergency relief and support, emergency public information, and animal welfare in emergencies, support emergency management arrangements across all hazards. State Support Plans (**Table 2**) outline the strategic arrangements for specific functions and services that support emergency management in Western Australia.

The SEMC directs the relevant HMAs or responsible agencies to develop, maintain, review, and exercise their State Hazard and Support Plans. During the review process, key stakeholders are invited to provide their input on a draft plan, and then it is circulated for consultation across the emergency management sector. After considering feedback, the SEMC approves the final version of the plan, which is then published on the SEMC website.

The State Emergency Management Policy, State Emergency Management Plan, State Hazard Plans, and State Support Plans, along with the local emergency management arrangements developed by local governments, all underpin the emergency management arrangements for Western Australia.

Minimising the impacts of an emergency on Western Australian communities is a shared responsibility. Our cooperative statewide efforts mean Western Australia is better able to withstand and recover from emergencies.

Table 1: State Hazard Plans, responsible agencies and review dates.

State Hazard Plan	Hazard	Hazard Management Agency	Last comprehensive review completed	Comprehensive review required
Animal and Plant Biosecurity	Animal or Plant Pest or Disease	Director General, Department of Primary Industries and Regional Development	2021	August 2026
Collapse		Fire and Emergency Services Commissioner	2021	December 2026
Crash Emergency	Air Crash	Commissioner of Police	2024	March 2029
	Road Crash	Commissioner of Police		
	Rail Crash Passenger	Public Transport Authority		
	Rail Crash Freight	Arc Infrastructure Pty Ltd		
Earthquake		Fire and Emergency Services Commissioner	2021	December 2026

State Emergency Management Plans

State Hazard Plan	Hazard	Hazard Management Agency	Last comprehensive review completed	Comprehensive review required
Energy Supply Disruption	Electricity Supply Disruption / Gas Supply Disruption / Liquid Fuel Supply Disruption	Coordinator of Energy	2024	August 2029
Fire		Fire and Emergency Services Commissioner	2019	August 2025
HAZMAT	Chemical, Radiological, or Other Substance	Fire and Emergency Services Commissioner	2024	May 2029
HAZMAT Annex A Radiation Escape from a Nuclear Powered Warship		Commissioner of Police [9]	2021	March 2026

[9] The transfer of HMA responsibilities for this hazard from the Commissioner of Police to the Fire and Emergency Services Commissioner is underway.

State Hazard Plan	Hazard	Hazard Management Agency	Last comprehensive review completed	Comprehensive review required
HAZMAT Annex B Space Re-entry Debris (SPRED)		Commissioner of Police	2020	**March 2026**
Heatwave		Director General, Department of Health	2022	**October 2027**
Hostile Act		Commissioner of Police	2021	**August 2026**
Human Biosecurity	**Biological Substance** / **Human Epidemic**	Director General, Department of Health	2025	**March 2030**
Maritime Environmental Emergencies	**Marine Oil Pollution** / **Marine Transport Emergency**	Chief Executive Officer, Department of Transport [10]	2021	**December 2026**

[10] From 1 July 2025, known as the Department of Transport and Major Infrastructure, following public sector reform.

State Emergency Management Plans

State Hazard Plan	Hazard	Hazard Management Agency	Last comprehensive review completed	Comprehensive review required
Search and Rescue Emergencies	Land Search / Marine Search	Commissioner of Police	2023	August 2028
Severe Weather	Cyclone / Flood / Storm	Fire and Emergency Services Commissioner	2023	December 2028
Tsunami		Fire and Emergency Services Commissioner	2021	December 2026

Table 2: State Support Plans, responsible support organisation or group, and review dates.

State Support Plan	Support Organisation or Group	State Support Plan last review date	State Support Plan review date
Animal Welfare in Emergencies	Department of Primary Industries and Regional Development	2025	March 2030
Emergency Public Information	Public Information Reference Group	2024	May 2026
Emergency Relief and Support	Department of Communities	2023	October 2028
Freight and Supply Chain	TBA	-	TBA

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Remuneration of Members

Name	Position	Type of Remuneration	Period of Membership	Gross Remuneration 2024/2025
Ms Emma Cole	Chair*	Per annum	Part-year*	$34,309.71
Mr Brett Chaloner	Chair (incoming)**	Per annum	Part-year	N/A
Mr Barry Winmar	Deputy Chair	Per annum	Part-year	$24,588.95
Mr Rhys Williams	Former Deputy Chair	Nil	Part-year	$22,110.99
Ms Melissa Pexton	Executive Officer	Nil	Full year	
Mr Darren Klemm AFSM	Member	Nil	Part-year	
Mr Col Blanch APM	Commissioner of Police	Nil	Part-year	
Dr Andrew Robertson CSC PSM	Member	Nil	Full year	
Mr Richard Sellers	Member	Nil	Part-year	
Ms Emily Roper PSM	Former Member	Nil	Part-year	
Mr Nick Sloan	Member	Nil	Full year	
Mr Stuart Smith	Member	Nil	Full year	
Mr Mike Rowe	Member	Per annum	Full year	
Ms Julie Waylen	Independent Member	Per annum	Full year	$31,768.50
			Total	**$112,778.15**

* Ms Cole's term as the State Emergency Management Committee Chair ended on 22 June 2025. Due to holding dual roles, she was remunerated for part of the financial year (1 July to 31 December 2024).

** Mr Chaloner was appointed to the State Emergency Management Committee on 23 June 2025.