



LEGISLATIVE ASSEMBLY OF THE NORTHERN TERRITORY

WRITTEN QUESTION

Ms Uibo to the Minister for Fire and Emergency Services, Hon Lia Finocchiaro MLA:

Northern Territory Fire and Emergency Service Administration

STAFFING

1. (a) Please advise the number of staff employed in the following categories as of 31 March 2025:

Data provided is as at Pay 20 of 2024-25 (26 March 2025)

Category	FTE	Head Count (Actual)	NT-based	Located outside NT
1. Ongoing Full Time	339.41	341	341	0
2. Ongoing Part Time	0.71	1	1	0
3. Fixed Term Full Time	17.59	18	18	0
4. Fixed Term Part Time	0.95	1	1	0
5. Casual Contract	9.09	31	31	0
6. Executive Contract	4.80	5	5	0
TOTAL	372.55	397	397	0

- (b) Please provide, for each of the six categories above:
the relevant position classifications and the number of staff
employed against each classification.

Data provided is at Pay 20 of 2024-25 (26 March 2025)

Category	Position classification	Head Count (Actual)
Ongoing Full Time		
	District Officer Fire Service	7
	Firefighter Class B	7
	Firefighter Class C	23
	Firefighter Class D	15

	Firefighter Qualified	8
	Firefighter Recruit	34
	Leading Firefighter(Qualified)	17
	Senior Firefighter	68
	Senior Station Officer	27
	Station Officer	42
	Administrative Officer 3	1
	Administrative Officer 4	10
	Administrative Officer 5	14
	Administrative Officer 6	14
	Administrative Officer 7	10
	Executive Officer 2	3
	Professional 2	2
	Professional 3	2
	Senior Administrative Officer 1	8
	Senior Administrative Officer 1X	1
	Senior Administrative Officer 2	8
	Senior Professional Officer 1	2
	Senior Professional Officer 2	1
	Technical 3	9
	Technical 4	5
	Technical 5	1
	Technical 6	2
Ongoing Part Time		
	Administrative Officer 6	1
Fixed Term Full Time		
	NTPS Traineeship	1
	Administrative Officer 2	1
	Administrative Officer 3	2
	Administrative Officer 4	1
	Administrative Officer 5	1
	Administrative Officer 6	3
	Administrative Officer 7	4
	Professional 2	2
	Technical 2	1
	Technical 3	2
Fixed Term Part Time		
	Administrative Officer 4	1
Casual Contract		
	Fire Auxiliary Captain	3
	Fire Auxiliary Level 1	21
	Fire Auxiliary Level 2	7
Executive Contract		
	Executive Officer 4	1
	Executive Officer 2	2
	Executive Officer 1	2
Total		397

- (c) **Where there is a difference between FTE and Headcount (Actual), please provide an explanation for the difference, including any reasons for the use of part-time and casual positions within the overall workforce profile.**

Full Time Equivalent (FTE) = the proportion of an employee's salary payment to that of an equivalent full-time employee in any given fortnight.

Paid Headcount = Headcount is the count of physical people, so a part-time person would count as one.

The NT Government provides opportunities for employees to balance the demands of work with the needs of family and general health and wellbeing. Flexible work practices are used in the Northern Territory Public Service to attract and retain employees. Flexible work arrangements can include flexibility in relation to an employee's hours of work, or mode of employment such as part-time, and leave.

- 2. Please advise the number of staff held against the following categories as of 31 March 2025:**

Category	Number (Head Count)
Resigned	9
Made Redundant	0
Terminated	0
Unattached	71
Classified Redeployee	0
Supernumerary	130

- 3. Please advise the number of staff identifying as Aboriginal and Torres Strait Islander as of 31 March 2025.**

A whole-of-government response to Question 3 will be provided by the Office of the Commissioner for Public Employment.

4. (a) Please advise the number of Frontline staff as FTE as of 31 March 2025 and as a percentage of the Agency's total employment.

Data provided is as at Pay 20 of 2024-25 (26 March 2025)

Category	Number (FTE)	%age of Total Staff*
Frontline	273.29	73

*An administrative error has been identified in the response to this sub-question in Written Question 15 (data as at 9 December 2024). The number of frontline staff as a percentage of total staff should have been 76% (incorrectly reported as 82.65%). The small reduction between reporting periods is attributed to natural attrition, retirement and parental leave.

- (b) Please advise how the Agency determines which staff fall under the category of Frontline.

All Firefighters and Emergency Services employees are classified as Frontline. Civilian employees are not classified as Frontline.

5. Please advise how many staff have been engaged through labour hire, employment agency arrangements and/or consultancy contracts, for what purpose, for what duration and at what cost as of 31 March 2025. Please use the table format presented below for your response.

As at 31 March 2025, there were no staff engaged by NT Fire and Emergency Services (NTFES) through labour hire, employment agency arrangements and/or consultancy contracts.

6. Please advise how many locums have been employed, for what purpose, duration, and at what cost as of 31 March 2025. Please use the table format presented below for your response.

Not applicable

7. (a) How many positions were advertised during the period 24 August 2024 to 31 March 2025?
 (b) Of the total number advertised in 7(a), how many positions had Special Measures applied?

a) Positions advertised	b) Positions advertised with Special Measures applied
51	47

- (c) Please break down the levels of positions that had Special Measures applied.

Classification Level	Total Positions Advertised
Administrative Officer 3	1
Administrative Officer 4	3
Administrative Officer 5	3
Administrative Officer 6	6
Administrative Officer 7	5
Executive Contract Officer 1	1
Executive Contract Officer 2	2
Physical 3	2
Recruit Firefighter	1
Senior Administrative Officer 1	7
Senior Professional Officer 1	1
Senior Professional Officer 2	1
Senior Station Officer	1
Station Officer	10
Technical 3	2
Technical 4	1
Total	47

- (d) How many positions that had Special Measures applied were not able to be filled against these requirements during this period and required contract or backfilling arrangements?

Nil. The process for positions that are advertised with special measures is to consider special measures applicants first; if no special measures applicants apply, or no special measures applicants are considered suitable, recruitment panels may assess all other applicants' suitability for the role.

OUTSOURCING

8. (a) For the period 24 August 2024 to 31 March 2025, detail any decision(s) to outsource, contract out or privatise functions that have traditionally been carried out by the Agency.

For the period 24 August 2024 to 31 March 2025, NTFES has not made any decisions to outsource, contract out or privatise any functions during the reporting period.

- (b) Is consideration being given to outsource, contract-out or privatise in financial year 2025/26? If so, provide details.

NTFES has not considered outsourcing, contracting out or privatising any functions in financial year 2025-26.

LEGAL EXPENSES

9. What has been the expenditure on legal advice or related expenses for the period 24 August 2024 to 31 March 2025? Provide details on:
- The matter(s) (designate which are finalised and which are ongoing)
 - The amount paid by matter
 - The amount paid to each outside legal firm or barrister engaged

NTFES, due to confidentiality, will not disclose legal matters and their status.

Please refer to the table below for a breakdown of the expenditure incurred by the NTFES on legal advice or related expenses from 24 August 2024 to 31 March 2024.

Customer/Vendor	No of Payments	Legal Expenses
External law firm	8	58,346
Other legal related expenses	3	172,654
GRAND TOTAL	11	231,000

PROCUREMENT / CONSULTANCIES

10. From 24 August 2024 to 31 March 2025, please detail expenditure on each report and consultancy (excluding annual reports) obtained from outside the NTPS. For each report/consultancy detail:
- Purpose
 - Cost
 - Person or entity engaged
 - Whether the person or entity has their principal place of business in the Northern Territory or elsewhere (if elsewhere, please provide the address of the principal place of business of the person or entity)
 - Whether a report has been tabled in the Legislative Assembly as a result of the report or consultancy
 - Outcomes or key performance indicators for the report or consultancy
 - Whether tenders or expressions of interest were invited prior to work on the report or consultancy being undertaken

Refer to Attachment A.

11. Please advise the number of contracts awarded to business entities with a principal place of business in the NT and outside the NT for the period 24 August 2024 to 31 March 2025 as follows:

Number in the NT	Number outside of the NT
3	3

12. For each of the contracts awarded to business entities with a principal place of business outside of the Northern Territory, please advise the selection criteria on the applicable contract or tender.

Contract	Business Entity	Address	Selection Criteria
Q24-0178	Resilient Projects Pty Ltd trading as Resilient Projects	Garbutt, Queensland	Past Performance 15 Price 20 Local Content 30 Scope Specific 35
Q24-0211	Radlink Pty Ltd as the Trustee for Radlink Unit Trust	Malaga, Western Australia	Past Performance 20 Price 15 Local Content 30 Scope Specific 35
Q24-0218	Swift Marine Australia Pty Ltd	Molendinar, Queensland	Past Performance 20 Price 15 Local Content 30 Scope Specific 35

13. For Tier 3, Tier 4 and Tier 5 procurement activities, how many public tenders were advertised during the period 24 August 2024 to 31 March 2025?

Tier	Number of Procurement Activities
Tier 3	3
Tier 4	0
Tier 5	0
Total	3

14. For Tier 3, Tier 4 and Tier 5 procurement activities, how many contracts or tenders were awarded without undertaking a public tender process during the period 24 August 2024 to 31 March 2025?

None.

15. For each instance identified in the question above, where a public quotation process was not undertaken, including for those with a Certificate of Exemption:

- What is the description of the goods and services contracted?
- What is the value of the goods and services contracted?
- What was the reason for not using the public tender process or for requiring a Certificate of Exemption?
- Who recommended the course of action in c) above?
- Who approved the course of action in c) above?

15(a) to (e) Not applicable.

- 16. Please advise the total number of NTG Corporate Credit Cards within the Agency, including the position titles and levels of the staff holding the corporate credit cards for purchasing goods and/or services as of 31 March 2025.**

Position title	Classification
NT Fire and Rescue Service	Senior Firefighter to District Officer ranks (60) Executive (2)
NT Emergency Service	Area Managers (4) Training and Development Officers (2) Community Engagement Officer (1)
Bushfires NT	Fire Management Officers, Assistant Director Regions, Executive Assistant, Logistics Officer, Manager Assets and Capabilities and other administrative support roles (17)
Administrative / Corporate Support across agency	Finance, Travel, Recruitment and Community Engagement, Executive Assistants and Operational / Volunteer Support Officers including regional roles (16)
TOTAL number of corporate credit cards	102

FOCUS GROUPS / POLLING / SURVEYS

For the period 24 August 2024 to 31 March 2025:

- 17. Please detail expenditure on opinion polls and focus groups, including costs and entities that conducted the work.**

Not applicable. No opinion polls or focus groups were conducted.

- 18. Detail all surveys undertaken in relation to the focus groups and opinion polls above, including their form, the cost and the inducements that were provided to incentivise participation.**

Not applicable. No opinion polls or focus groups were conducted.

- 19. Please provide copies of each survey and the results of each survey.**

Not applicable. No opinion polls or focus groups were conducted.

COMMUNICATIONS AND MARKETING

20. Please detail expenditure on advertising and communications during the period 24 August 2024 to 31 March 2025.

For each advertisement for which an expense was incurred:

- a) What was the purpose/description of the advertisement?
- b) Who was the advertisement placed with, i.e., media outlet, newspaper, television station, digital platform, or other?
- c) What was the total production cost, including, but not limited to, design, commissions, and placement costs?
- d) Were tenders or expressions of interest called? If not, why not?
- e) Did the agency enter into any separate arrangements for advertising placements or advertorials? If so, please provide details of expenditures and media outlets.

For the period 24 August 2024 to 31 March 2025, NTFES spent \$52,183.88 on external advertising and \$46,794.12 on communications (multimedia production, internal marketing).

Refer to below table for a response to 20 (a) to (e) regarding external advertising expenditure, noting that for pre-Machinery of Government transfer of accounts costs, a partial answer is provided only as the amount of administrative effort required to respond is excessive and would result in undue diversion of resources from service delivery

Purpose/description of ad (a)	Who was the ad placed with (b)	Total production cost (c)	Tenders/EOI called (d)	Separate arrangements (e)
2024 Top End Bushfire Season Communications Plan and associated social media advertising, and recruitment advertising	Atomic Search Pty Ltd (Social media advertising, radio, television, direct digital advertising)	\$42,087.77	No. Atomic holds the whole-of-government contract to manage advertising bookings.	No
Come and Try Day 2025	Facebook	\$400.00	No. Tier 1.	No
NT Emergency Management Symposium 2024 / A5 Recruitment Flyers	Zip Print	\$1,705.00	No. Tier 1.	No
Other (pre-Machinery-of-Government transfer of accounts – five transactions)	Supporting details are with prior agency	\$7,991.11	Supporting details are with prior agency	Supporting details are with prior agency
TOTAL		\$52,183.88		

TRAVEL

21. Please provide the total expenditure and itemised details of travel, including, but not limited to, travel-related costs such as accommodation, travel allowance, entertainment, car rental, meals and incidentals, in each Agency and authority during the period 24 August 2024 to 31 March 2025 broken down to:
- International Travel
 - Interstate Travel
 - Intrastate Travel

Total travel expenditure including airfares, accommodation, travelling allowance, taxi vouchers, incidentals:

Travel type	Total expenditure (incl travel related costs)
International travel	\$7,995
Interstate	\$268,504
Intrastate*	\$686,917

*excludes \$1.973M air charters associated with the wildfires and aerial support / water bombing / fire mitigation provided through Bushfires NT.

22. In the case of international travel identified in response to the question above, please provide the purpose, itinerary, persons and costs involved in each trip.

Travel date from	Travel date to	Purpose	Traveller	Destination	Cost
20/07/24	25/08/24	International deployment to suppress wildfires in Canada	Assistant Chief Fire Officer	Vancouver, Canada	\$6,509
04/02/25	13/02/25	Major Fire Appliance Replacement Program – build inspection	District Officer, Special Operations Command / Station Officer, Operations Research and Development	Wellington, New Zealand	\$1,486

23. Please provide itemised details and costs of all travel undertaken by the Minister that was paid for by the Agency or authority, including travel on charters during the period 24 August 2024 to 31 March 2025.

Nil.

HOSPITALITY / FUNCTIONS AND EVENTS

24. Please provide full details of all official hospitality provided for the period 24 August 2024 to 31 March 2025.

In relation to each occasion where official hospitality was provided:

- a) What was the purpose of the hospitality?**
- b) How many guests attended?**
- c) How many Ministers attended?**
- d) How many Ministerial staff attended?**
- e) How many MLAs attended?**
- f) How many Public Sector employees attended?**
- g) What was the total cost incurred?**

Purpose (a)	Guest numbers (b)	Ministers (c)	Ministerial staff (d)	MLAs (e)	Public Sector employees (f)	Total cost (g)
NTFRS Welcome Morning Tea Squad 50	20	0	0	0	20	\$180.00
NTES Unit Officers Conference - Morning Tea and Networking Dinner	13	0	0	0	13	\$718.14
NT Emergency Planning Framework Working Group	13	0	0	0	9	\$174.76
Yulara Fire Station – 25 th anniversary - Volunteer Appreciation BBQ	30	0	0	0	30	\$190.75
NT Emergency Management Symposium	200	1	0	0	166	\$26,181.82

Bushfires NT volunteer appreciation events (Darwin, Katherine, Tennant Creek, Alice Springs)	456	0	0	1	56	\$13,266.20
Bushfires Council NT meeting	9	0	0	0	9	\$495.45

GRANTS, SPONSORSHIPS, DONATIONS AND INCENTIVES

25. Please detail expenditure on grants, sponsorships, donations and incentives paid by your Agency (including the recipient of each payment) during the period 24 August 2024 to 31 March 2025, including agency budget totals to administer such programs.

GRANTS (totalling \$548,772)

Purpose	Grant recipient	Amount
Bushfires NT equipment subsidies	32 Bushfires NT brigade/volunteer applicants.	\$36,272
Items below are Commonwealth funded through the Disaster Ready Fund		
Northern Territory Flood Warning Systems - support accessibility and useability of relevant and timely flood data to support critical decision-making to end-users and improve an understanding of flood risk across the Northern Territory.	Department of Lands, Planning and Environment	\$92,500
Enhanced Tri-service Communications in Regional & Remote Regions of the NT - implement APX Next Generation radios across all regional and remote Police and Fire Stations.	NT Police Force managed project (since Tri-Service separation)	\$162,000
Sustainable Disaster Relief Food Solutions in Northern Australia - provide regional and remote infrastructure to coordinate the efficient distribution of food to communities in the event of a natural disaster, increasing resilience capacity and capability for vulnerable people living in remote and isolated communities.	Foodbank NT	\$230,000

Emergency Services Communications Network - trial satellite / drones internet connectivity to assess disaster sites and obtain critical incident information, to enhance information capabilities for emergency management responses.	NT Police Force managed project (since Tri-Service separation)	\$28,000
---	--	----------

SPONSORSHIPS (totalling \$8,000)

Purpose	Grant recipient	Amount
NT volunteer awards <i>Sponsorship for the Emergency Service volunteer of the year award - a dedicated and passionate individual with exceptional volunteer achievement, (which may include volunteer management), within an emergency service, whose significant contribution and enthusiasm for volunteering is an inspiration to others.</i>	Volunteering SA and NT Inc	\$5,000
Festival of Women <i>Naming rights for the Women in Emergency Services panel, and event partner acknowledgement across the entire event</i>	Forrest PR	\$3,000

- 26. Please detail the funds utilised to distribute awards and sponsorships in the period 24 August 2024 to 31 March 2025, and to what activities. Please list details of any contract periods as part of any arrangement.**

Refer to response to question 25 (sponsorship section).

- 27. Indicate which awards and sponsorships were managed by Regional Offices. What is anticipated for the 2025/26 financial year?**

None.

- 28. Please detail the amounts paid on grants, donations and incentives to non-Government organisations for the period 24 August 2024 to 31 March 2025, including to which organisation and the services to be provided?**

Refer to response to question 25.

MEDIA MONITORING SERVICES

- 29. Provide expenditure details on media monitoring services for the period 24 August 2024 to 31 March 2025 (including entities engaged and who utilises the service).**

A whole-of-government response to Question 29 will be provided by the Department of the Chief Minister and Cabinet.

INFRASTRUCTURE PROJECTS

- 30. How many projects have been submitted or are in the process of being submitted to Infrastructure Australia or Northern Australia Infrastructure Facility (NAIF) to be considered for the Infrastructure Priority List?**
- 31. Please provide details of newly committed projects for the period 24 August 2024 to 31 March 2025.**
- 32. Please provide details of contracts awarded to interstate firms, the purpose of the contract, the cost, and why a territory firm was not chosen.**

A whole-of-government response to Questions 30 to 32 will be provided by the Department of Logistics and Infrastructure.

GOVERNMENT LEASED BUILDINGS

- 33. What is the total annual power bill of each Government building owned/leased/used by each Department for the period 24 August 2024 to 31 March 2025?**

Total power bill for the reporting period for the locations identified in the below table is \$636,631.70.

Location	Address	Cost
Berrimah Fire Station	Lot 4241, 265 Berrimah Road, Wishart NT 0822	124,150.41
Palmerston Fire Station	Lot 6574, 41 Howard Springs Road, Howard Springs NT 0835	97,970.99
Darwin Fire Station	Lot 5765, 32 Iliffe Street, Woolner NT 0820	96,434.90
Alice Springs Fire Station	Lot 7728, 7728 Telegraph Terrace, Alice Springs NT 0870	62,795.08
Marrara Fire Station	Lot 5825, 25 Abala Road, Marrara NT 0812	59,527.36
Katherine Fire Station	Lot 3479, 17 Chardon Street, Katherine East NT 0850	35,907.64
Old Palmerston Fire Station	Lot 41, S/46 Emery Avenue, Woodroffe NT 0830	32,201.74
Bushfires NT Headquarters	Lot 2900, 2645 Stuart Highway, Acacia Hills NT 0832	28,081.66
38 locations below \$20,000 including MOG transfer	38 locations below \$20,000 including MOG transfer	99,561.92
Total	Total	636,631.70

34. What is the total annual leased space of each Government building used by each Agency/authority and at what cost for the period 24 August 2024 to 31 March 2025?

A whole-of-government response to Question 34 will be provided by the Department of Corporate and Digital Development.

35. How much Government owned or leased premises or office space is currently under-utilised (at less than 100 per cent occupied) or vacant?

A whole-of-government response to Question 35 will be provided by the Department of Corporate and Digital Development.

FEES AND CHARGES

36. Please detail the statutory or legislative fees and charges levied by your Agency/authority, the revenue raised in the 2024/25 financial year and whether any of these fees and charges were increased following the 2024 election.

Attachment B outlines all NTFES fees and charges.

Total NTFES fees and charges revenue for the period 24 August 2024 to 31 March 2025 as per the table below:

Standard Class Description	Amount
Unwanted Alarm Charges*	\$1,003,732
NTFRS Report*	\$171,770
Fire Engineering Design Review*	\$27,286
NTFAST Connection Fees*	\$1,395
Fire Alarm Monitoring Fees*	-\$5,444
Total	\$1,198,739

Items highlighted with an (*) are subject to the Territory Revenue Unit regime.

On 1 July 2025, the Revenue Unit will increase from \$1.41 to \$1.45 following gazettal on the 20 March 2025.

INTERNAL AUDITS

37. How many internal audits and financial investigations were conducted in the period 24 August 2024 to 31 March 2025?

Internal audits	Financial Investigations
2	0

38. What were the terms of reference or focus for each investigation?

Internal audit/investigation	Terms of Reference or focus
Official Travel Audit Plan 2024	<p>Review and assessment of intra, interstate and international travel recorded in the Travel Request Information System (TRIPS) undertaken by employees during the period of 1 April to 30 August 2024 to align with policy updates. Focusing on:</p> <ul style="list-style-type: none"> ○ Approval processes (accountability) ○ justification and supporting documents (benefits) ○ private travel associated with official travel ○ travel allowance payments (including meals) ○ class of travel and accommodation (Value for Territory) ○ notification process for international travel ○ timeliness and accuracy of travel acquittals.
Value for Territory Audit 2024	<p>To review and assess NTFES compliance with the Value for Territory Accountability Framework as mandated under the Buy Local Plan and Procurement Rules.</p> <ul style="list-style-type: none"> ○ Procurement was randomly selected from 1 January 2024, and for Bushfires NT, from 10 September 2024 to year end 31 December 2024 <p>Procurement was tested against the NTG procurement rules for compliance.</p>

39. Please provide details of any fraud, anomalies, breaches of financial legislation or Northern Territory Government policy and procedures exposed by the audits and financial investigations.

Official Travel Audit Plan 2024

Following NTFES' transition to a stand-alone agency in April 2024, and as a mechanism to ensure accountability, the agency committed to undertaking comprehensive reviews of its systems and policies and processes.

The audit conducted between September and December 2024 aimed to identify areas for improvement and recommended best practice measures for implementation.

Based on the audit sample reviewed, instances of non-compliance and breaches were identified in the following areas:

1. Travel documentation:

81% of movements lacked sufficient documentation to substantiate the necessity of travel.

2. Approval timeframes:
64.5% of requests did not meet the required minimum processing timeframe allowed by policy.
3. Movement Requisition Acquittal:
48% of movement requisitions were not acquitted within the required timeframe.
4. Delegate approvals:
64% did not have the correct level of delegate approval. However, 80% of these did include the correct approval as an attached memorandum.
5. Overpayments, personal benefit, private vehicle travel:
 - 13% were overpaid meal allowance, where meals were received as part of the travel
 - 6.4% were overpaid kilometre allowance due to overestimated distances
 - 3.2% resulted in the accrual of frequent flyer points for personal benefit
 - 6.4% acquitted additional time within the TRIPS movement.

Implemented actions

The audited period relates to the shared corporate service travel function provided by the NT Police Force to the agency.

NTFES has now established a direct internal travel function and governance structure that sits within the Finance team and has updated and strengthened the agency Travel Policy.

Financial Delegations have been updated and provided to delegates to ensure they are aware of their responsibilities.

The most significant change to date to delegations since NTFES separated from the former tri-service is a mandated, upfront maximum 50% travel allowance payment prior to travel, rather than 100% prior payment. This reduction in upfront maximum travel allowance seeks to ensure greater scrutiny during travel acquittal from the traveller and delegate and anticipated improvements to overall travel governance.

Value for Territory Audit 2024

As a mechanism to ensure accountability, the agency committed to undertaking the annual Value for Territory (VFT) Audit in line with the Value for Territory Accountability Framework.

The VFT audit evaluates the procurement activities for NTFES from 1 January 2024 to 31 December 2024, including the transition of Bushfires NT into the agency after the 2024 Northern Territory General Election, joining NTFES from 18 October 2024.

NTFES consists of the Strategy and Performance Division who conducted this audit, and the agency's three operational arms:

- NT Emergency Service (NTES)
- NT Fire and Rescue Service (NTFRS)
- Bushfires NT (BFNT)

The procurements reviewed under the VFT audit includes all procurement tiers and was conducted using the NTG procurement rules. The NTFES VFT audit was undertaken in accordance with the [Value for Territory Assessment Framework](#), and uses VFT terminology as specified in the Framework terminology guide.

Based on the audit sample reviewed, instances of non-compliance and breaches were identified in the following areas:

Tier 1 compliance needs improvement with 27 (54%) of the 50 transactions examined having one or more non-compliances with the Procurement Rules. 40% of staff involved with these Tier 1 transactions have not completed procurement training.

Of the 13 Tier 2-5 procurements reviewed, two were found to be non-compliant. In one procurement, significant non-compliances were identified, including payments made to panel contractors that were out of scope of the original request for tender. In the other procurement, minor non-compliances were identified that related to internal procurement policy breaches.

Implemented actions

Financial and Procurement Delegations have been updated and distributed to inform staff of their financial and procurement delegated authority in support of stronger governance and compliance. Other actions underway include mandating the requirement to complete procurement training across the agency and promoting the use of the whole-of-government online contract management tool (Trax).

40. How many agencies have been referred to existing bodies, e.g. Auditor-General/Independent Commission Against Corruption (ICAC), and how?

Agencies would not be privy to details of referrals made to Independent Statutory Officers.

41. How many have been resolved? Please detail the agency referred to, the date of referral and the date resolved, including those with multiple referrals.

Agencies would not be privy to details of referrals made to Independent Statutory Officers.

BOARDS / ADVISORY BODIES

42. Please detail all boards and advisory bodies in your Agency in 2024/25, also providing the following information:

a) The Terms of Reference, if changed since the election.

Board/Committee	ToR changed since election (Y/N)
Bushfires Council of the NT	N
Alice Springs Regional Bushfires Committee	N
Arnhem Regional Bushfires Committee	N
Barkly Regional Bushfires Committee	N
Savanna Regional Bushfires Committee	N
Vernon Arafura Regional Bushfires Committee	N

b) The current members and when they were appointed

Formal processes for the appointment of new members on the Bushfires Council of the NT and the 5 Regional Bushfires Committees are underway. Interim appointments will be made pending the formal appointment process being completed.

43. The number of times the Board met during the period 24 August 2024 to 31 March 2025

Board/Committee	No. of meetings during the period 24 August 2024 to 31 March 2025
Bushfires Council of the NT	2
Alice Springs Regional Bushfires Committee	1
Arnhem Regional Bushfires Committee	1
Barkly Regional Bushfires Committee	2
Savanna Regional Bushfires Committee	1
Vernon Arafura Regional Bushfires Committee	1

REVIEWS AND INQUIRIES

44. Details of all reviews and inquiries completed or commenced since 24 August 2024, also providing the following information:
- The Terms of Reference
 - The criteria for selection of all panel members
 - The composition, qualifications and state or Territory of residence of the persons undertaking the review/inquiry
 - The cost of the review/inquiry
 - How the information was/is accumulated to contribute to the review/inquiry
 - If completed, when, the outcome and whether the report has been tabled in the Legislative Assembly
 - If not completed when this is expected

No reviews or inquiries have been completed or commenced since 24 August 2024.

WORKPLACE HEALTH AND SAFETY

45. Please provide the number, nature and cost of reportable safety issues for the period 24 August 2024 to 31 March 2025.

For the period 24 August 2024 to 31 March 2025:

Reportable safety issues	Number	Cost
Notifiable incidents reported to NT WorkSafe under section 35 of the <i>Work Health and Safety (National Uniform Legislation) Act 2011</i>	0	Nil
Number of incidents that led or could have led to a physical or psychological injury, illness or disease, or where property and/or equipment was damaged (excludes hazards and near misses)	47	Due to the variety of injury management programs provided to employees of this agency, the amount of administrative effort required to respond is excessive and would result in undue diversion of resources from service delivery.

46. Please detail the number of stress-related matters and claims for the period 24 August 2024 to 31 March 2025.

There was one workers compensation claim submitted (and accepted) for NTFES during the period 24 August to 31 March 2025 attributed to psychosocial harm.

REGIONAL OFFICES

47. Please detail expenditure on staff located in regional offices across the Territory. Include the number of staff, their functions and outcomes achieved since 24 August 2024. What are the locations for which they are responsible?

Refer to below table for a summary of paid staff (head count) data as at Pay 20 of 2024-25 (26 March 2025).

NTFES is comprised of a mix of corporate and frontline (paid and volunteer) staff, including three operational arms – NT Emergency Service, NT Fire and Rescue Service and Bushfires NT.

NTFES’ purpose is to protect life, property and the environment, and to support community resilience through the delivery of best practice fire and emergency management.

Since 24 August 2024, NTFES has continued to successfully establish itself as a standalone agency as a result of the separation from the former police, fire and emergency services tri-service.

Region	Headcount	Cost
Barkly	9	\$679,266
Big Rivers	10	\$1,245,001
Central Australia	64	\$5,805,483
East Arnhem	14	\$719,358
Greater Darwin	299	\$28,791,160
Top End	1	\$805,693
Territory Wide apportionment (Executive, firefighter training, Disaster Relief Fund, DCDD and DLI services free-of-charge, NTPF shared services, Workers Compensation, other)		\$21,794,849
Total	397	\$59,840,811

PROCUREMENT / CONSULTANCIES

(a) to (g)

Purpose (a)	Cost (b)	Person/entity engaged (c)	Principal place of business in NT / elsewhere (d)	Report tabled in LA (e)	Outcomes/ KPIs (f)	Tenders/EOIs invited prior (g)
<p>Detailed Site Investigation of the Alice Springs Fire Station.</p> <p>On 14 September 2021, the Northern Territory Environmental Protection Agency issued a Notice under Section 48 of the Waste Management and Pollution Control Act 1998 to the Northern Territory Fire and Rescue Service and required an environmental audit program to be undertaken.</p>	\$142,622.40	CARDNO (NT) PTY LTD	Northern Territory	No	Sample testing has been completed.	Tier 3 quotation
Provision of NT Emergency Planning Framework	\$131,516.00 (previously reported contract value) Amount spent \$59,780.00	Resilient Projects Pty Ltd	Garbutt, Queensland	No	<p>This project is funded through the Northern Territory Risk Reduction Program and is anticipated to be completed by late May, culminating in the delivery of a comprehensive Strategic Planning Framework.</p> <p>Throughout its development, the project has involved extensive stakeholder engagement with key entities identified within the Territory Emergency Plan, spanning</p>	Tier 3 quotation

Purpose (a)	Cost (b)	Person/entity engaged (c)	Principal place of business in NT / elsewhere (d)	Report tabled in LA (e)	Outcomes/ KPIs (f)	Tenders/EOIs invited prior (g)
					<p>the broader emergency management sector. The resulting Framework will serve as a high-level strategic planning document, delineating the Northern Territory's emergency management arrangements and articulating the roles and coordination of emergency partners across the phases of preparedness, response, and recovery.</p> <p>Designed as a companion document to the Territory Emergency Plan, the Framework will be formally endorsed by the Territory Emergency Management Council.</p>	
Fire Engineering Design (FED) Consultant	<p>\$56,162.86</p> <p>The amount listed is the total cost of</p>	BASIC EXPERT PTY LTD	Victoria	No	NTFRS does not have a qualified Fire Engineer on staff and this contract enables NTFRS on a case-by-case basis, as an identified stakeholder, to review and	Engaged under current period contract.

Purpose (a)	Cost (b)	Person/entity engaged (c)	Principal place of business in NT / elsewhere (d)	Report tabled in LA (e)	Outcomes/ KPIs (f)	Tenders/EOIs invited prior (g)
	32 reviews over the period.				<p>provide comment on any proposed FED performance solutions submitted when proposed building works cannot meet the Deemed to Satisfy requirements of the National Construction Code (NCC) and relevant Australian Standards. Each is conducted as a single anonymised review in-line with Australian Fire Engineering Guidelines third party review process (C1V4 of the NCC), and Schedule 4 of the NT Fire and Emergency Regulations.</p> <p>The outcome of each FED submission is that the NTFRS, as a key stakeholder, can be in a position to accept or reject the proposed performance solutions based on the comments and recommendations provided by industry subject matter experts. This greatly assists the accountability and quality</p>	

Purpose (a)	Cost (b)	Person/entity engaged (c)	Principal place of business in NT / elsewhere (d)	Report tabled in LA (e)	Outcomes/ KPIs (f)	Tenders/EOIs invited prior (g)
					assurance of the building permit and occupancy certificate process under the <i>NT Building Act</i> and Regulations, further strengthening the service delivery of the NTFRS.	
Remote Piloted Aircraft Operating Certificate (ReOC)	\$90,933.08	SKYMAX	Northern Territory	No	<p>ReOC issued to NTFES.</p> <p>RPAS (Remotely Piloted Aircraft Systems), commonly known as drones, are increasingly used by firefighting agencies to improve the efficiency and effectiveness of fire management. The previous Tri-Service had a ReOC to operate RPAS commercially.</p> <p>The ReOC is awarded by the Civil Aviation Safety Authority (CASA). With the Machinery of Government changes, NTFES was created and as such a new ReOC needed to</p>	Ordered under existing government contract (multi-agency).

Purpose (a)	Cost (b)	Person/entity engaged (c)	Principal place of business in NT / elsewhere (d)	Report tabled in LA (e)	Outcomes/ KPIs (f)	Tenders/EOIs invited prior (g)
					be registered with CASA to allow NTFES to continue to operate RPAS. The consultant assisted in re-establishing the capability as well as all the associated instruments, training, maintenance and governance to CASA standards.	
<p>Review emergency response and recovery activities and provide actionable recommendations relevant to:</p> <ul style="list-style-type: none"> • Notification planning and operational phases • Command and control of all operations • Adequacy of communication and physical infrastructure available for emergency management operations. 	\$13,034.61	Australasian Fire & Emergency Service Authorities Council (AFAC)	Victoria	No	The second consultation draft of the AFAC After Action Review for the 2023 Northern Floods is currently in progress, following comprehensive feedback from the emergency management sector on the initial draft.	<p>No tenders or expressions of interested were invited as NTES is a financial member of the Australasian Fire and Emergency Service Authorities Council (AFAC).</p> <p>AFAC offers after-action reviews and other assurance activities to its members, utilising AFAC's network of</p>

Purpose (a)	Cost (b)	Person/entity engaged (c)	Principal place of business in NT / elsewhere (d)	Report tabled in LA (e)	Outcomes/ KPIs (f)	Tenders/EOIs invited prior (g)
						senior emergency managers.
Workplace investigation	\$6,600.00	Centred Solutions	Northern Territory	No	Investigation finalised, resulted in commencement of disciplinary proceedings against one employee (ongoing).	Tier 1 sourced from Across Government Contract AGC21-265.
Firemapper enhancement	\$3,300.00	Fire Front Solutions Pty Ltd	New South Wales	No	Firemapper capability enhancement to capture data in a database to support the National Bushfire History Project.	No tenders or expressions of interest were invited as the work completed was conducted by Firefront Solutions who offer the Software as a Service (SaaS) Firemapper application.
Develop organisational structure for new NT Fire and Emergency Services agency	\$1,950.00	Hatch Solutions	Northern Territory	No	Feedback provided by then Interim Commissioner and CEO, Andrew Warton, stated that the work on the project was responsive, considered and timely and marks an historic part of the new organisation's journey and an outcome that will be relied	Tier 1 sourced from Across Government Contract AGC21-265.

Purpose (a)	Cost (b)	Person/entity engaged (c)	Principal place of business in NT / elsewhere (d)	Report tabled in LA (e)	Outcomes/ KPIs (f)	Tenders/EOIs invited prior (g)
					upon.	
People Matter Survey Special Report	\$2,100.00	Ipsos Public Affairs	New South Wales	No	Report output from the last NT Government People Matter Survey to understand staff engagement and results focussing on Fire and Bushfires NT Staff.	No tenders or expressions of interest were invited, as Ipsos host the data for the People Matter Survey, and we required them to customise their previous reports.
Workplace investigation	\$10,670.00	Olivia E Campbell	Northern Territory	No	Investigation not finalised-provider became unavailable to finish. Outsourced to a new provider and investigation material from this consultant was provided to new provider. Matter is ongoing but one disciplinary proceeding has commenced and a second employee has been stood down.	Tier 1 sourced but not from Across Government Contract.
Recruitment scribe	\$2,924.95	WerkSmart	Northern Territory	No	Merit selection recruitment documentation	Tier 1 sourced but not from Across Government

Purpose (a)	Cost (b)	Person/entity engaged (c)	Principal place of business in NT / elsewhere (d)	Report tabled in LA (e)	Outcomes/ KPIs (f)	Tenders/EOIs invited prior (g)
						Contract.
Barkly Complex Fires Review	\$7,120.00	Australasian Fire & Emergency Service Authorities Council (AFAC)	Victoria	No	Review report with recommendations to improve future fire management practices.	<p>No tenders or expressions of interest were invited as Bushfires NT is a financial member of the Australasian Fire and Emergency Service Authorities Council (AFAC).</p> <p>AFAC offers after-action reviews and other assurance activities to its members, utilising AFAC's network of senior emergency managers.</p>

REVENUE UNIT \$ 1.41

NT FIRE AND EMERGENCY SERVICE FEES AND CHARGES**DEPARTMENTAL ABN 84 085 734 992**

NOTE: FOR NT GOVERNMENT DEPTS WITH THE SAME ABN Number as Fire and Emergency Services, the "TAX CODE" CHANGES from S10 TO G00 AND NO GST IS CHARGED

SERVICE	TYPE	DESCRIPTION OF CHARGE	DURATION/ UNIT COST	LEGISLATIVE REFERENCE	REVENUE UNIT	FEE PAYABLE ex GST	GST	FEE PAYABLE inc GST	TAX CODE	STD CLASS	SERVICE	CODING	DATE OF LAST REVISION
Provision of customised uniform clothing and footwear:													
	Uniform clothing and footwear	to all entities, Darwin and Alice Springs			Cost + 10%	Cost + 10%	YES	(Cost + 10%) x 10% GST	S10	166919	FES	24 XXX XXX 166919	1/01/2010
1. Attendance at a fire or other emergency of NTFRS member or equipment under Section 43 of the Fire and Emergency Act													
1.1	Member (Fire)	(a) Incident Commander (above rank of Station Officer)	per hour or part hour		61	\$86.00	NO	\$86.00	N00	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Member (Fire)	(b) Station Officer	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	50	\$70.00	NO	\$70.00	N00	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Member (Fire)	(c) Fire Fighter Class A, B, C or D	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	45	\$63.00	NO	\$63.00	N00	131146	FIRE	24 XXX XXX 131146	1/07/2011
1.2	Equipment	(a)(i) Pump appliance up to 1000 litres per minute per hour	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	115	\$162.00	YES	\$178.20	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(a)(ii) Pump appliance between 1000 and 3000 litres per minute	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	172	\$242.00	YES	\$266.20	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(a)(iii) Pump appliance over 3000 litres per minute	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	230	\$324.00	YES	\$356.40	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(b) Aerial appliance	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	287	\$404.00	YES	\$444.40	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(c) Emergency tender	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	172	\$242.00	YES	\$266.20	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(d) Vehicle not otherwise specified	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	57	\$80.00	YES	\$88.00	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
1.3	Equipment	(a) Portable Pump	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	69	\$97.00	YES	\$106.70	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(b) Breathing apparatus	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	51	\$71.00	YES	\$78.10	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(c) Fully encapsulating chemical suits	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	34	\$47.00	YES	\$51.70	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(d) Foam generator	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	23	\$32.00	YES	\$35.20	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(e) Length of fire hose	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	5	\$7.00	YES	\$7.70	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
	Equipment	(f) Salvage sheet	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	5	\$7.00	YES	\$7.70	S10	131146	FIRE	24 XXX XXX 131146	1/07/2011
2. Attendance in response to an alarm or call where there is in fact no fire or emergency													
	Unwanted Alarm	Attendance in response to a unwanted alarm	per attendance	Fire Service Regulations Schedule, Section 43(6)	924	\$1,302.00	NO	\$1,302.00	N00	134115	FIRE	24 R99 999 134115	1/07/2011
3. Preparation of NTFRS report													
3.1	Report	(a) Preparation fee for building with floor area of up to 700 m2	each	Fire Service Regulations Schedule, Section 43(6)	406	\$572.00	YES	\$629.20	S10	134131	FIRE	24 R99 999 134131	1/07/2011
	Report	(b) Preparation fee for building with floor area of between 700 m2 and 1,100 m2	each	Fire Service Regulations Schedule, Section 43(6)	730	\$1,029.00	YES	\$1,131.90	S10	134131	FIRE	24 R99 999 134131	1/07/2011
	Report	(c) Preparation fee for building with floor area of between 1,101 m2 and 1,500 m2	each	Fire Service Regulations Schedule, Section 43(6)	893	\$1,259.00	YES	\$1,384.90	S10	134131	FIRE	24 R99 999 134131	1/07/2011
	Report	(d) Preparation fee for building with floor area of between 1,501 m2 and 2,000 m2	each	Fire Service Regulations Schedule, Section 43(6)	978	\$1,378.00	YES	\$1,515.80	S10	134131	FIRE	24 R99 999 134131	1/07/2011
	Report	(e) Preparation fee for building with floor area of over 2,000 m2, plus	each	Fire Service Regulations Schedule, Section 43(6)	1,021	\$1,439.00	YES	\$1,582.90	S10	134131	FIRE	24 R99 999 134131	1/07/2011
	Report	for each 100 m2 over 2,000 m2	100 m2	Fire Service Regulations Schedule, Section 43(6)	8	\$11.00	YES	\$12.10	S10	134131	FIRE	24 R99 999 134131	1/07/2011
3.2	Inspection Fee	(a) Inspection Fee if the inspection takes two hours or less, plus	two hours	Fire Service Regulations Schedule, Section 43(6)	264	\$372.00	YES	\$409.20	S10	134132	FIRE	24 R99 999 134132	1/07/2011
	Inspection Fee	(b) for each hour or part thereof after the first two hours	one hour increments	Fire Service Regulations Schedule, Section 43(6)	132	\$186.00	YES	\$204.60	S10	134132	FIRE	24 R99 999 134132	1/07/2011
3.3	Travel	For each kilometre travelled in excess of 100 km	per km	Fire Service Regulations Schedule, Section 43(6)	1	\$1.00	YES	\$1.10	S10	134132	FIRE	24 R99 999 134132	1/07/2011
3.4	Reinspection	For each hour or part hour of reinspection	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	312	\$439.00	YES	\$482.90	S10	134132	FIRE	24 R99 999 134132	1/07/2011
4. Reassessment of NTFRS Report													
	Reassessment	For each hour or part hour	per hour or part hour	Fire Service Regulations Schedule, Section 43(6)	156	\$219.00	YES	\$240.90	S10	134131	FIRE	24 R99 999 134131	1/07/2011
5. Alternative Solution meeting													
	Meeting	For each meeting	each	Fire Service Regulations Schedule, Section 43(6)	406	\$572.00	YES	\$629.20	S10	134133	FIRE	24 R99 999 134133	1/07/2011
6. Fire engineering design review													
	Review	(a) Level 1	each	Fire Service Regulations Schedule, Section 43(6)	397	\$559.00	YES	\$614.90	S10	134134	FIRE	24 R99 999 134134	1/07/2011

SERVICE	TYPE	DESCRIPTION OF CHARGE	DURATION/ UNIT COST	LEGISLATIVE REFERENCE	REVENUE UNIT	FEE PAYABLE ex GST	GST	FEE PAYABLE inc GST	TAX CODE	STD CLASS	SERVICE	CODING	DATE OF LAST REVISION
Review		(b) Level 2	each	Fire Service Regulations Schedule, Section 43(6)	652	\$919.00	YES	\$1,010.90	S10	134134	FIRE	24 R99 999 134134	1/07/2011
Review		(c) Level 3	each	Fire Service Regulations Schedule, Section 43(6)	1,304	\$1,838.00	YES	\$2,021.80	S10	134134	FIRE	24 R99 999 134134	1/07/2011
7. Search of ILIS or NTFRS database by member													
Search		For each search undertaken	each	Fire Service Regulations Schedule, Section 43(6)	33	\$46.00	YES	\$50.60	S10	134135	FIRE	24 R99 999 134135	1/07/2011
Fire Alarm Monitoring System Fees													
Connection Fee		New connection to fire alarm monitoring system (NTFAST) on connection	per connection	written agreement when customer is connected to the NTF&RS alarm monitoring system	330	\$465.00	YES	\$511.50	S10	131145	FIRE	24 XXX XXX 131145	1999
Annual Monitoring		Annual monitoring of fire alarm system (NTFAST)	per annum	written agreement when customer is connected to the NTF&RS alarm monitoring system	1,920	\$2,707.00	YES	\$2,977.70	S10	134114	FIRE	24 R99 999 134114	1999
CODES FOR OTHER RECEIPTS													
Miscellaneous revenue													
Miscellaneous revenue		Unclaimed Money					NO	0	N00	166211		24 R99 999 166211	
		Sale of Unclaimed Property					NO	0	N00	166212		24 R99 999 166212	
		Monies seized and/or forfeited (Liquor Act)					NO	0	N00	166213		24 R99 999 166213	
		Fees charged under Information Act				\$30.00	NO	30	N00	166311		24 JAJA01 166311	
		VOQ & R&R House Accommodation Alice Springs (for other Regional Commands, contact BSA)					YES	0	S10	166913		24 XXX XXX 166913	
		Reimbursement of Employee Expenses					YES	0	S10	166921		24 XXX XXX 166921	
		Recovery of Damages					YES	0	S10	166922		24 XXX XXX 166922	
		Provision of complete traffic history report			50	\$70.00	NO	\$70.00	N00	131142		24 XXX XXX 131142	
		Other Miscellaneous Revenue					VARIABLE		N00 or S10	166911		24 XXX XXX 166911	

REGISTER FEE AND CHARGES - VARIATIONS DURING YEAR

Description