



**SAMOA FIRE AND EMERGENCY SERVICES
AUTHORITY**

ANNUAL REPORT

FINANCIAL YEAR 2024-2025

Locations	<p>Samoa Fire and Emergency Services Authority Station;</p> <p><u>Upolu:</u></p> <ul style="list-style-type: none"> ○ <u>Tauese, Apia</u> ○ <u>Faleata, Tuanaimato</u> ○ <u>Faleolo, Aana</u> <p><u>Savaii:</u></p> <ul style="list-style-type: none"> ○ Maota ○ Asau
Phone Number	20404/20405/8416612
24 hours Emergency Number	911
Website	www.sfesa.ws
Email	fireservice@sfesa.ws
Facebook	Samoa Fire and Emergency Services Authority
Address	<p>Apia Fire Station, Tauese, PO Box 3361, Apia, Samoa</p>

STATEMENT TO PARLIAMENT



SAMOA FIRE AND EMERGENCY SERVICES AUTHORITY

31 October 2025

Afioga Auapa'au Mulipola Aloitafua
Hon. Speaker of Parliament
Legislative Assembly of the Independent State of Samoa
MULINUU

SFESA Annual Report for Financial Year 2024-2025

Honorable,

Pursuant to Section 37(4) of the Fire and Emergency Services Act 2007, I respectfully submit to the Legislative Assembly the Annual Report of the Samoa Fire and Emergency Services Authority for the Financial Year ending 30th June 2025.

Faafetai,

A handwritten signature in black ink, appearing to read 'Seve Te'i Fuimaono'.

Hon. Seve Te'i Fuimaono
Minister for Samoa Fire and Emergency Services Authority

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ACRONYMS

AC	Assistant Commissioner
ACC	Accident Compensation Corporation
AP	Annual Plan
CDCRMIA	Community Disaster and Climate Risk Management, Implementing Agency
CHOGM	Commonwealth Head of Government Meeting
CP	Corporate Plan
DMO	Disaster management office
EMR	Emergency Medical Response
EMT	Emergency Medical Trainees
ERN	Emergency Radio Network
EV	Electrical Vehicle
FD	Finance Division
FENZ	Fire and Emergency New Zealand
FIA	Fire Investigation Analysis
FK	Cabinet Approval
FRV	Figure Rescue Victoria
FY	Financial Year
GGP	Grants Assistance for Grassroots Human Security projects
HART	High Angle Rescue Training
HAZMAT	Hazardous Materials
HR	Human Resource
HRD	Human Resource Division
IAS	International Accounting Standards
IASB	International Accounting Standard Board
IFFD	International Fire Fighter's Day
IFRS	International Financial Reporting Standards
ITD	Information Technology Division
KPIs	Key Performing Indicators
MOA	Memorandum of Agreement
MOF	Ministry of Finance
MOH	Ministry of Health
MOP	Ministry of Police
MOU	Memorandum of understandings
MPE	Ministry of Public Enterprises
MVA	Motor Vehicle Accidents
NECC	National Emergency Call Centre
NEOC	National Emergency Operating Centre
NFA	National Fire Authority in Fiji
OSH	Occupation, safety and health
PAYE	Pay as You Earn
PPD	Policy and Planning Division
PR	Public Relations
PSEAH	Prevention Of sexual Exploitation, abuse and harassment in the work place
PTF	Petroleum taskforce

RFL	Required Fitness Level
SAT	Samoan Tala
SFESA	Samoa Fire & Emergency Services Authority
SNPF	Samoa National Provident Fund
SQA	Samoa Qualification Authority
STA	Samoa Tourism Authority
ToR	Terms of Reference
TOT	Training of Trainers
USD	United States Dollars
UTOS	Unit Trust of Samoa
VAGST	Value added goods and service tax
VERTS	Volunteer Emergency Rescue team Samoa

MADAM CHAIR'S STATEMENT

It is with great pride and honor that I present the Samoa Fire and Emergency Services Authority (SFESA) Annual Report for the Financial Year 2024 -2025. This report provides an overview of the Authority's achievements, progress, and the challenges encountered in our continued efforts to fulfill our mandate and strategic objectives during the year under review.

The 2024-2025 financial year marks the commencement of activities under the Authority's new Corporate Plan FY2024/2025-FY2026/2027. This strategic plan represents a pivotal step forward in defining the Authority's long term vision and strengthening our internal governance and operations to deliver at a reasonable degree of efficiency in alignment with our overall goals across all divisions. It sets a clear direction for the Authority as we continue to enhance our capacity to serve and protect the people of Samoa with integrity and excellence.

The Authority's overarching goal remains steadfast: to protect and save lives and properties. Achieving this mission requires the continued strengthening of partnerships with key stakeholders and development partners whose support remains vital to the success of our programs and initiatives. Equally important are our internal efforts, which focus on the ongoing development of our human resources through targeted capacity development training programs, the acquisition of essential office equipment, strive to improve safe working space and the prioritization of the safety and wellbeing of all personnel.

As the Authority continues to strengthen its internal capacity and external partnerships, it is equally important to recognize the growing operational demands placed upon its services. The increasing number of incidents and emergency occurrences continues to place considerable pressure on the Authority, particularly in relation to staff safety and perhaps at times question the adequacy of resources required to meet the growing demand for our services. While the rise in demand reflects positively on the Authority's visibility and the public's trust in our capabilities, it also highlights the challenges that accompany such mandate.

During the 2024-2025 financial year, the Authority through its Operations Department responded to a total of 6,710 incidents and emergencies. This figure excludes the additional activities undertaken by the Authority's other three (3) departments which further contribute to fulfilling our mandates.

The Authority maintained strong financial management for Financial Year 2024-2025. However, a 25% decrease for cost recoveries was noted. Irrespective of this reduction the Authority surpassed its overall revenue targets and received a surplus of 1.9 million.

As the Authority continues to strengthen its financial position and resource base, attention now turns to the future direction and development of its services. Looking ahead, the Authority envisions continued improvements in the efficiency and effectiveness of its services in collaboration with the general public, strengthen and build partnership with development partners, strengthened resilience to the impacts of climate change and enhanced response times through the planned construction of additional fire stations at strategic locations across Upolu

and Savai'i. These proposed stations are strategically located in areas where land, resources and funding are available, enabling the expansion of services to better cover all regions of Samoa whilst ensuring sustainability with ongoing maintenance can be achieved.

In achieving these goals and maintaining effective governance, the guidance and oversight of the Board of Directors remain vital to the Authority's continued progress.

The Board extends its sincere appreciation to the Management, staff, Samoa and all its development partners for their unwavering dedication, support and commitment towards achieving the Authority's mission and vision.

Soifua ma ia Manuia;



Aiono Meresaini Siasoi- Laulua

CHAIRPERSON

SFESA Board of Directors

COMMISSIONER'S REPORT

I am pleased to present the Samoa Fire and Emergency Services Authority (SFESA) Annual Report for FY 2024/2025.

This report highlights the work undertaken across the Authority's four (4) departments, demonstrating the dedication and professionalism of SFESA staff in fulfilling the functions and responsibilities mandated under the FESA Act 2007, the Corporate Plan 2024/25–2026/27, and the Annual Plan. Despite the challenges encountered during the year, the Authority has continued to make practical progress in achieving its targeted goals and delivering essential services to the people of Samoa.

The report presents key highlights by department and division, illustrating how each contributes to the Authority's overarching mission to safeguard lives, protect property, and preserve the environment.

HIGHLIGHT OF THE YEAR

The following highlights showcase the Authority's key achievements, strategic partnerships, staff development initiatives, and service improvements during FY 2024/2025, celebrating milestones that reflect the dedication and commitment of SFESA to the people of Samoa.

Major Special Operations

- ✘ **Teuila Festival:** 2nd to 6th September 2024: Authority staff diligently performed their regular duties to ensure that fire safety protocols were observed, with particular focus on the night markets, safeguarding the public throughout the festival.

- ✘ **Sinking of HMNZS Manawanui:** 6 October 2024: The Authority played a key role in the rescue operation following the grounding of the NZ Navy ship at Tafitoala. The Emergency Response team successfully rescued all 75 crew members, while the Emergency Medical Response (EMR) division and ambulance team provided immediate medical care and transport as needed, ensuring the safety and wellbeing of all personnel. This operation highlighted the Authority's preparedness and professionalism in managing large scale emergency incidents. It also underscored the need for additional specialized equipment, such as a firefighting boat, to further strengthen the Authority's response capabilities in similar situations, supporting future planning and resource investment.

- ✘ **Commonwealth Heads of Government Meeting (CHOGM):** October 2024: A key event for Samoa and the Authority's crucial role to ensure international and national delegations in addition to our local residents, operate within a safe space at all times. Perhaps one of the biggest challenges observed at the time was the inadequate or non-operating fire alarm systems installed at selected facilities for the CHOGM. The Authority responded by mobilizing adequate emergency resources on standby and increasing its manpower stationed at each building. Moreover, the Authority collaborated effectively with key stakeholders and international partners, including the Ministry of Health, the Samoa Red

Cross Society, and international agencies such as Fire and Emergency New Zealand (FENZ), Fire Rescue Victoria (FRV), and Hato Hone St John.

SFESA served as the focal point of communication, housing the command post for CHOGM, while also providing standby ambulance services at all meeting venues and on site fire safety monitoring. It was a particular honor for the Authority to have members of the EMR team participate in the protective brigade assigned to King Charles and Queen Camilla, reflecting the high level of professionalism and trust placed in SFESA during this major international event.

- ✘ **63rd Independence Day Celebrations:** 1st June 2025: SFESA conducted a two day operational deployment to ensure the safety of the public during the celebrations. Staff were actively engaged in monitoring events, enforcing fire safety protocols, and providing emergency medical standby services, demonstrating the Authority's commitment to safeguarding the community during major national events.

Partnership

- ✘ A Memorandum of Understanding (MOU) between Samoa Fire and Emergency Services Authority (SFESA) and National Fire Authority in Fiji (NFA) was signed on the 07 of April 2025. This agreement focuses on the development and enhancement of fire suppression, fire protection and fire prevention services.
- ✘ A Memorandum of Understanding (MoU) between SFESA and Fire Rescue Victoria (FRV) was signed on 25 July, 2024. This agreement enhances the capabilities and skillset of the Authority through provision of training, assistance and donation of equipment by FRV.

Staff Capacity Building

- ✘ **Second Phase Tactical Trauma Medical Training:** 1 to 10 July 2024: This training formed a key part of the Authority's preparations for CHOGM, ensuring staff were well equipped and trained to respond effectively to any medical emergencies or critical incidents that may arise during the event.
- ✘ **Emergency Medical Trainees (EMT) Level 1 Medical Trauma Training:** 15th to 19th July 2024: Conducted by the Australasian College of Paramedicine, this training aimed to upskill the Authority's Emergency Medical Response staff, enhancing their capacity to respond effectively to medical trauma incidents across Samoa.
- ✘ **EMT Refresher Training program:** August 5th to 9th, 2024 a week long training lead by The NEVADA National Guard with efforts to upskill Emergency Medical Response staff especially in preparation for CHOGM duties.

- ✘ Graduation Ceremony for the forty (40) new recruit Fire Fighters in September 2024
- ✘ Medical Subject Matter Expert Exchange and Global Health Engagement between the Nevada National Guard state Partnership Program and SFESA was held from the 17th – 21st of February 2025

Donated Equipment/vehicles

- ✘ On 24th of August 2024 for four (4) refurbished firefighting trucks, two new flood lights and associated equipment; generously funded by the Embassy of Japan. The estimated value of donated equipment's is USD \$282,309
- ✘ On 25 July 2024, Fire Rescue Victoria (FRV) donated a fire truck to the Samoa Fire and Emergency Services Authority (SFESA), along with additional firefighting equipment as a token of appreciation for their ongoing collaboration and partnership.

Milestones

- ✘ The Cabinet approved the provision of ambulance services to the Authority (FK (25) 07), which clarified the roles of the Authority and the Ministry of Health. Under this arrangement, the Ministry of Health manages patient transfers between hospitals, while SFESA is responsible for all other pre hospital emergency responses within the community.
- ✘ Cabinet officially approved the new organizational structure for the Samoa Fire and Emergency Services on the 4th of April 2025. Adding two new contract positions for the Authority, the Assistant Commissioner for Integrated Emergency Medical Response and Assistant Commissioner for Operational Technical Support Services with the annual salary of WS\$94,624.00
- ✘ On 14 November 2024, Representatives from the New Zealand Government, the Chief of Defence, Air Marshal Tony Davies, Chief of Navy and Admiral Garin Golding delivered a presentation to acknowledge the exceptional efforts undertaken by the Authority for the HMNZS Manawanui NZ Navy Ship.
- ✘ **Certificate Presentation:** On the 3rd March 2025: whereby New Zealand thanked the Authority for the Manawanui Rescue Operation presented that occurred at Tafitoala. IT was noted that without the Authority assistance surely many lives and properties would not have been saved.
- ✘ **International Fire Fighters Day:** Celebrated on May 2nd 2025 under the theme “United for Resilience - Strengthening Partnership for Integrated Emergency Management and Climate Adaptation”. SFESA hosted a one day IFFD Sectorial Conference and invited various key sectors and different organization and a vast of wealth, opinion and knowledge were shared.

The main focus of the conference was to determine whether a separate emergency sector should be established and if it should be led by SFESA. The overall outcome was that all participants agreed SFESA needs to collaborate with the Ministry of Finance (MOF) and conduct further research before a definitive decision can be made. In the meantime, SFESA's contributions and involvement across various sectors will continue to be encouraged.

OUTPUT 1: OFFICE OF THE COMMISSIONER

Following these key highlights, the report now turns to the Office of the Commissioner, the Authority's first output, outlining its strategic leadership, governance functions, and the initiatives undertaken to support the effective delivery of services across all departments during FY 2024/2025.

Team expansion: *Senior Public Relations and Media Officer:* This new position was established within the Office of the Commissioner under the approval organizational structure, effective February 2025. This role is responsible for managing the Authority's public image and communications with the media, relationship stakeholders and the general public, with the primary goal of building and maintaining a positive profile for the Authority.

Audit Division as well as the Project Coordinator entities are under the Office of the Commissioner. Below are some of the key achievements for each.

Audit Division

Consisting of two (2) employees The Audit Division is in charge of making sure the Authority has appropriate internal control mechanisms in place for its operational and financial processes. It guarantees financial governance and ensures adherence to national and international standards. Notable achievements undertaken by this division are;

- ✂ 100% completion of internal audit spot checks and as a result, recommendations put forward have been considered and actioned by the Commissioner and Authority
- ✂ Complete verification of the CHOGM Acquittal Audit Report
- ✂ Completed two (2) Risked Based Audit for FY24/25

The division has strengthened accountability and transparency within the Authority, ensuring sound financial practices and effective risk management, while enhancing overall integrity and operational efficiency.

Project Coordinator Unit

The Project Coordinator overlooks and manages the progression of the various projects outlined in its previous Corporate Plan for 2024 to 2027. Some of these Projects have now been carried forward from the previous Corporate Plan of 2020 to 2024. This role has had an enormous impact in advancement of the projects of the Authority to date. Below are some reported achievement;

- ✂ Drafted Terms of Reference (TOR) for a Feasibility Study, Design and Construction Supervision for SFESA New Headquarters
- ✂ Establishment of a temporary Kitchen for Aana Fire Station
- ✂ Constructed Faleata Carport and Installation of EV Charging Station

- ✂ Sign Land Lease, Land leveling and fencing works for Salelologa Fire Station
- ✂ Coordination of Ground Breaking Event to start Construction on the A’ana Fire Station

The Project Coordinator continues to play a pivotal role in advancing the successful implementation of the Authority’s key infrastructure initiatives. While progress has been made, some projects from the Corporate Plan 2024/2027 there are some difficulties faced by the Authority in securing land for other proposed New Fire Station Locations, delay of completing legal requirements and regulations with relevant 3rd parties; and limited funding support to expedite the Authorities Infrastructure Plan.

OUTPUT 2: FIRE SUPPRESSION AND EMERGENCY RESPONSES

Fire Suppression and Emergency Response (Operations Department)

The Fire Suppression and Emergency Response Department, commonly referred to as the Operations Department, is one of the core functional departments of the Authority. It plays a critical role in safeguarding lives and properties through its prompt and professional response to all forms of emergencies and incidents.

The Department comprises a total workforce of 164 personnel, consisting of 139 males and 25 females, strategically deployed across five (5) fire stations located in both Upolu and Savaii.

To effectively deliver on its mandate, the Department is organized into four (4) key divisions:

- ✂ Fire Suppression and Emergency Response Division
- ✂ Emergency Medical Response (EMR) Division
- ✂ Training Division
- ✂ Mechanic Division

The Authority has also prioritized the expansion and enhancement of fire stations to strengthen community coverage and emergency response capabilities.

Expansion of Fire Stations

The Samoa Fire and Emergency Services Authority (SFESA) currently operates five (5) fire stations; three (3) located on the island of Upolu and two (2) on the big island of Savaii. In alignment with the Authority’s commitment to enhancing national emergency response capabilities, SFESA is in the process of implementing various new projects. One key project being the construction of a new fire station in Falealili, situated on the southeast coast of Upolu.

This initiative forms part of the Authority’s broader strategic plan to establish additional fire stations across rural and underserved areas, ensuring that communities in these regions receive timely and effective emergency services. One of the major operational challenges faced by SFESA is the considerable distance between existing fire stations and rural villages, which often results in delayed response times by which result in significant damage or complete structural loss.

With plans on establishment of new stations for enhancing coverage, the Authority is now better positioned to deliver on its overall emergency response for forthcoming financial years.

Overall Emergency Responses for FY 24/25

OVERALL RESPONSES FOR FY24/25	
All Fire Responses	367
Other Emergency Responses	431
Ambulance (EMR) Responses	5,912
Total Responses	6,710

During the Financial Year 2024–2025 (FY24/25), the Operations Department responded to a total of 6,710 incidents, representing a 25% increase compared to 5,351 incidents recorded in the previous financial year (FY23/24). This upward trend reflects the growing reach and effectiveness of the Authority’s services to the public.

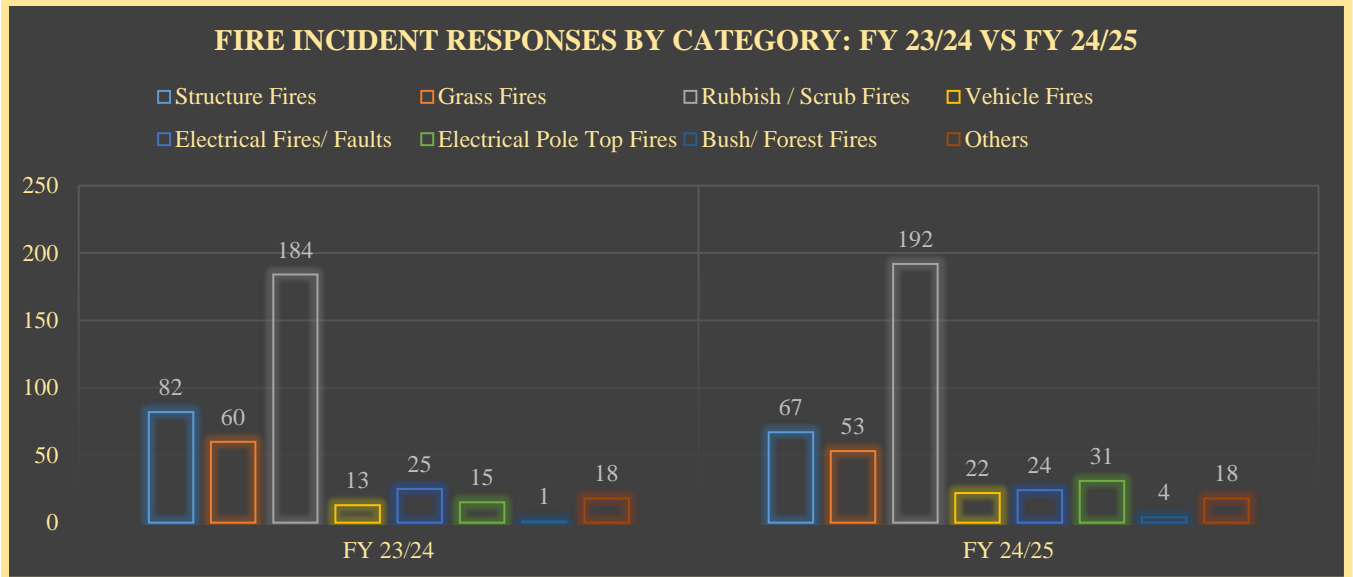
The increase in the number of responses is not solely indicative of a rise in emergency occurrences during the reporting period, but also highlights the public’s heightened awareness and confidence in the services provided by the Authority. The growing reliance on SFESA’s capabilities demonstrates its strengthened presence within communities across Samoa.

Furthermore, this increase in demand emphasizes the importance of aligning operational budgets and resource allocation with the rising number of incident responses. Adequate funding and resource support are essential to sustain effective service delivery and ensure timely responses to emergencies nationwide.

FIRE INCIDENT RESPONSES:

FIRE INCIDENT RESPONSES BY CATEGORY: FY 23/24 VS FY 24/25

FY	Structure Fires	Grass Fires	Rubbish / Scrub Fires	Vehicle Fires	Electrical Fires/ Faults	Electrical Pole Top Fires	Bush/ Forest Fires	Others	TOTAL	Percentage Change
FY 23/24	82	60	184	13	25	15	1	18	398	30.49
FY 24/25	67	53	192	22	24	31	4	18	411	3.27



Fire Incident Responses by Category

Analysis of the Fire Incident Responses by Category graph for the Financial Year 2024/2025 (FY24/25) indicates an overall increase of 3% compared to the previous financial year (FY23/24). The data shows four (4) categories with an upward trend in fire occurrences, highlighting a growing demand for operational readiness and sustained resource deployment.

The Rubbish/Scrub Fire category recorded the highest number of incidents, increasing by 4%, with 411 responses in FY24/25 compared to FY23/24. This persistent trend underscores a recurring challenge for the Authority, as such fires are often preventable yet consume considerable manpower, time, and equipment. The pattern also suggests underlying behavioral and environmental issues, including poor waste management practices and limited public compliance with existing regulations on open rubbish burning.

From an operational perspective, the continued rise in rubbish fires imposes additional strain on the Authority's logistical capacity and budgetary resources. Consequently, this trend highlights the need for enhanced inter-agency collaboration, particularly with the Ministry of Natural Resources and Environment (MNRE), to strengthen regulatory enforcement and community-level prevention efforts. In response, the Authority plans to work with MNRE to intensify public awareness and education programs focusing on:

1. The legal implications of unauthorized rubbish burning
2. The environmental degradation and pollution resulting from such activities
3. The health and safety risks to individuals and communities
4. The potential escalation of small fires into larger incidents
5. The link between open burning and climate change, which exacerbates fire risk conditions

This analytical insight will guide the Authority's future planning, particularly in resource allocation, community engagement and policy advocacy to mitigate the frequency and impact of preventable fire incidents.

Additional fire categories that recorded an increase in incidents responded to by the Fire Suppression and Emergency Response Division include:

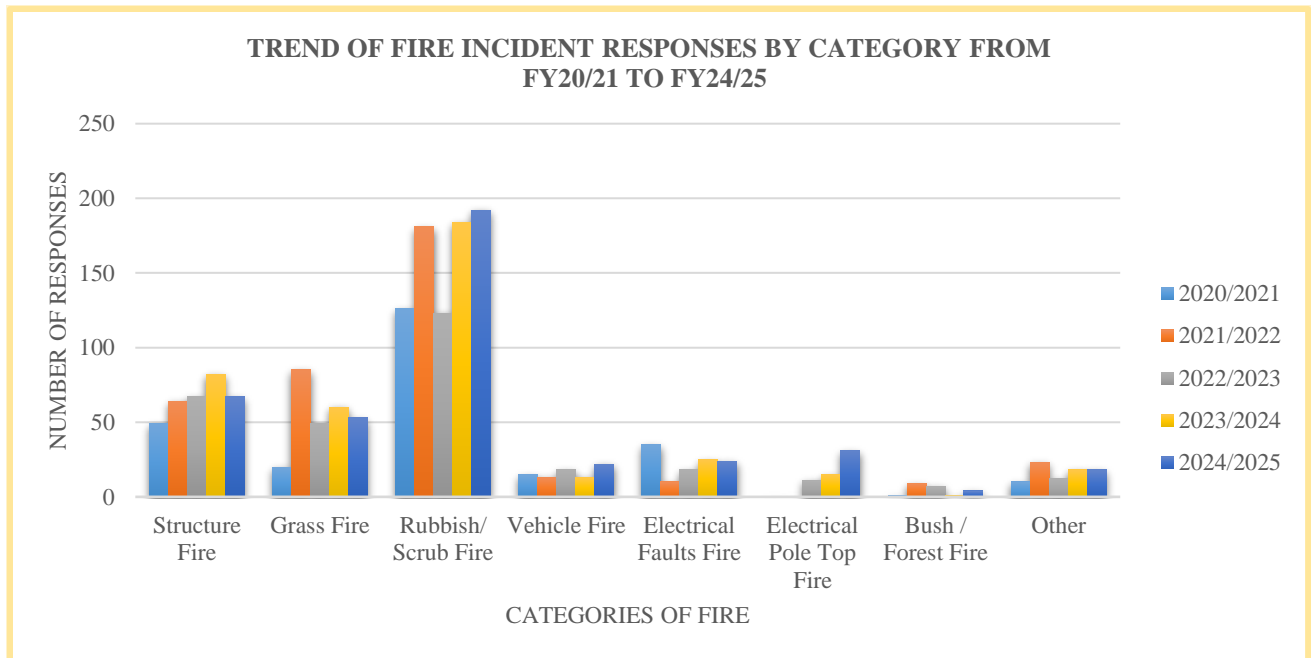
- Vehicle fires, which increased by 69%,
- Electrical Pole Top fires, which increased by 106%, and
- Bush fires, which rose by 75% compared to the previous financial year.

Conversely, several categories recorded a decline in incidents, including Structure fires, Grass fires, and Electric fires/faults. The “Others” category remained unchanged, with a total of 18 incidents in both FY24/25 and FY23/24.

The overall total number of fire incidents for FY24/25 amounted to 411, representing a 3% increase from 398 incidents recorded in FY23/24. This trend indicates a growing demand for the Authority’s services and underscores the need for continued operational readiness, resource allocation, and community engagement to manage fire risks effectively.

FIVE YEAR TREND OF FIRE INCIDENT RESPONSE BY CATEGORY

TREND OF FIRE INCIDENT RESPONSES BY CATEOGRY FROM FY 20/21 TO FY24/25										
FY	Structure Fire	Grass Fire	Rubbish/ Scrub Fire	Vehicle Fire	Electrical Faults Fire	Electrical Pole Top Fire	Bush / Forest Fire	Other	Total	Percentage Changes
2020/2021	49	20	126	15	35	0	1	10	256	-27.48
2021/2022	64	85	181	13	10	0	9	23	385	50.39
2022/2023	67	49	123	18	18	11	7	12	305	-20.78
2023/2024	82	60	184	13	25	15	1	18	398	30.49
2024/2025	67	53	192	22	24	31	4	18	411	3.27



Analysis of the five year trend clearly indicates that the categories of Rubbish/Scrub Fires, Vehicle Fires, Electrical Pole Top Fires and Bush Fires have all experienced a consistent increase in the number of incidents recorded. This information can be utilized by the Authority to better inform the public through their community outreach programs.

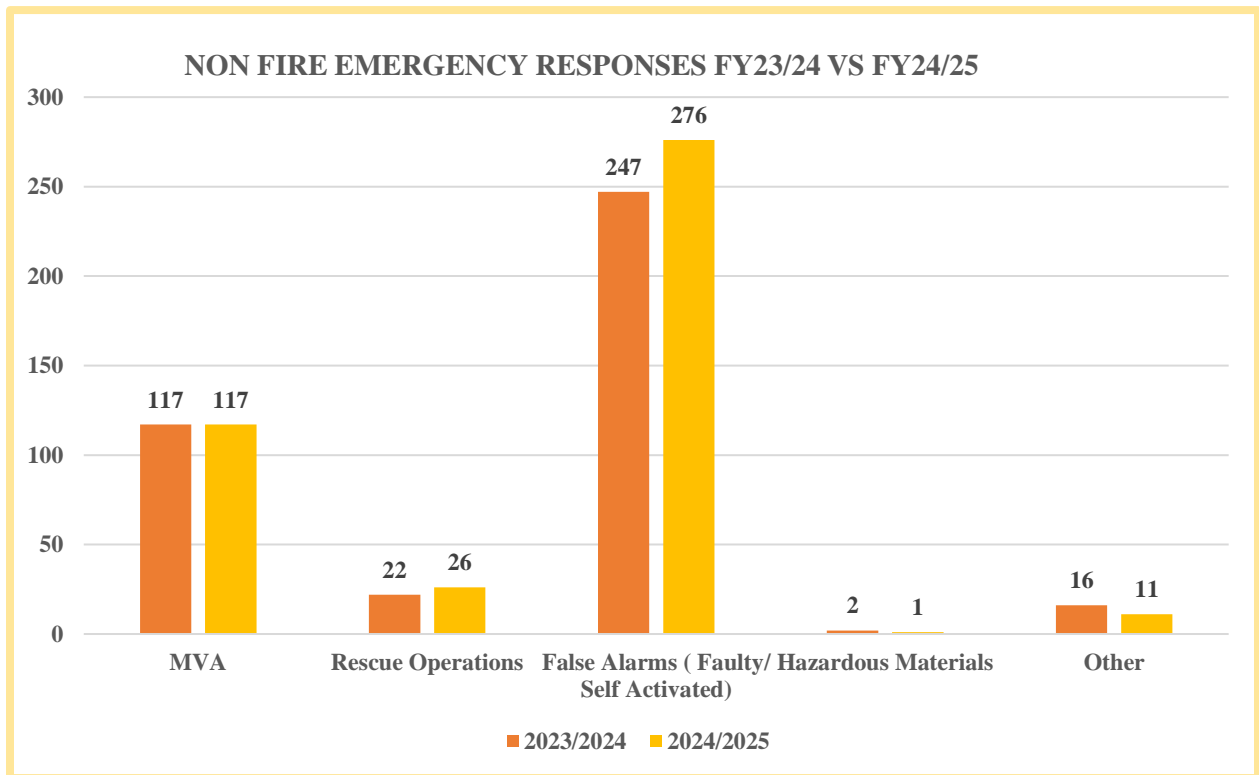
This upward trend reflects the Authority’s ability to deliver timely and effective services, meeting the growing demand for emergency response. However, it also highlights that, with population growth and ongoing development, the likelihood of emergency occurrences is expected to continue rising in the coming years.

In summary, the Authority’s response to fire related incidents has increased, which also implies that staff are increasingly exposed to operational risks during emergency responses. Based on the observed five year trend, the Authority can anticipate either stable or slightly higher numbers of fire related incidents in the near future. This insight is critical for strategic planning, including budget allocation, resource deployment and manpower management, to ensure the continued delivery of high quality services to the people of Samoa.

Furthermore, the Authority should consider reviewing and potentially increasing staff risk and safety allowances or compensation provisions, to adequately reflect the heightened exposure to hazards and ensure the continuous welfare and motivation of personnel involved in frontline emergency response.

NON FIRE EMERGENCY RESPONSES FY2023/2024 VS FY2024/2025

OPERATIONAL READINESS EXERCISES FY23/24 VS FY24/25					
FY	Simulation Exercises	Familiarization Visits/ Booster Tests	Hydrant Inspection	Total	Percentage Change
2023/2024	10	26	14	50	0.78
2024/2025	14	35	238	287	4.74



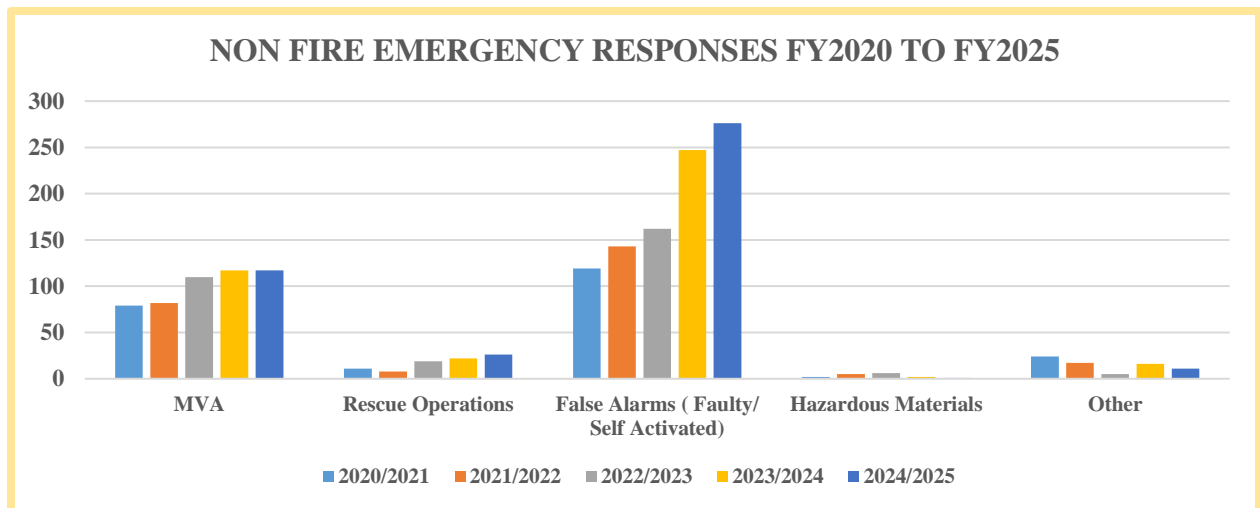
As illustrated in the graph above, the Rescue Operations and False Alarm categories both recorded an increase compared to the previous financial year. Rescue Operations rose by 18%, from 22 to 26 incidents, while False Alarms increased by 12%, from 247 to 277 incidents. This upward trend reflects the ongoing dedication of the Operations Department in fulfilling its mandated functions and maintaining readiness across a variety of emergency situations.

Motor Vehicle Accidents (MVA) remained unchanged during the reporting period, indicating a stable level of response in this category.

Overall, the total number of Non Fire Emergency Responses increased from 404 to 431 incidents, representing a 7% increase in performance for Operations Department. This growth demonstrates the increasing demand for the Authority’s services and the additional operational pressures placed on its staff and resources.

FIVE YEAR TREND FOR NON FIRE EMERGENCIES FROM FY2020 TO FY2024

NON FIRE EMERGENCY RESPONSES FY2020 TO FY2025							
FY	MVA	Rescue Operations	False Alarms (Faulty/ Self Activated)	Hazardous Materials	Other	Total	Percentage Change
2020/2021	79	11	119	2	24	235	-1.67
2021/2022	82	8	143	5	17	255	8.51
2022/2023	110	19	162	6	5	302	18.43
2023/2024	117	22	247	2	16	404	33.77
2024/2025	117	26	276	1	11	431	6.68



The five year trend for Non Fire Emergency Responses indicates a significant increase in the number of incidents recorded. Rescue Operations, False Alarms/Faulty/Self-Activated Alarms, and Motor Vehicle Accidents (MVA) have shown a consistent upward trend over the period. In contrast, Hazardous Materials and the other category have exhibited fluctuations throughout the five years.

Overall, the data highlights a clear increase in non-fire emergencies over the past five years. This trend provides critical insight for the Authority, emphasizing the need for careful strategic planning to ensure preparedness and the consistent delivery of high quality emergency services. While the rise in incidents reflects the growing demand for the Authority’s services, it also underscores the increased risk exposure for staff. The Authority can use this information to strengthen stakeholder engagement and public awareness campaigns, promoting safer practices and ultimately reducing the occurrence of preventable incidents, which in turn would alleviate operational pressure on the organization.

EMERGENCY MEDICAL RESPONSE (EMR) DIVISION:

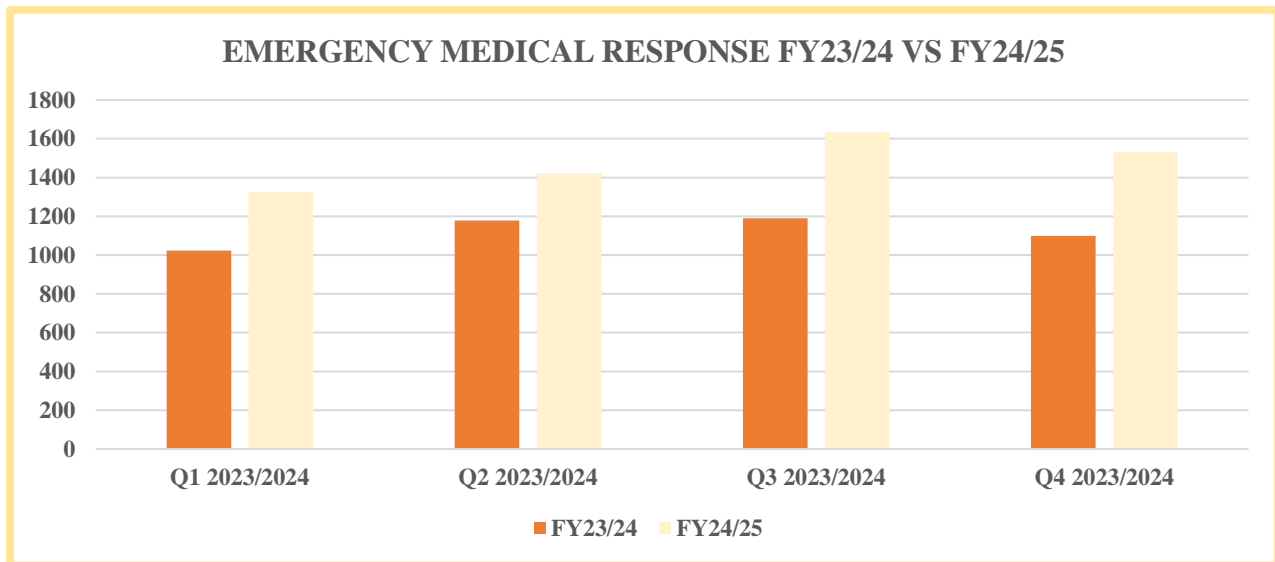
The Emergency Medical Response (EMR) Division is one of the core divisions within the Authority. The Ambulance Service, which provides pre hospital emergency care, operates 24 hours a day, seven days a week, offering assistance to all types of medical emergencies.

Under the newly approved Organizational Structure, this division will transition into an independent department, separating from the Operations Department under which it currently operates. This change is driven by the increasing public demand for EMR services, reflecting its growing role and importance within the Authority. The transition aims to strengthen the delivery of high quality, professional emergency medical care to the public at all times.

Ambulance services are now available at all five (5) stations, ensuring nationwide accessibility. The table and graphs presented below illustrate the steady increase in demand for EMR services over the reporting period.

EMERGENCY MEDICAL RESPONSE FY23-24 VS FY24-25

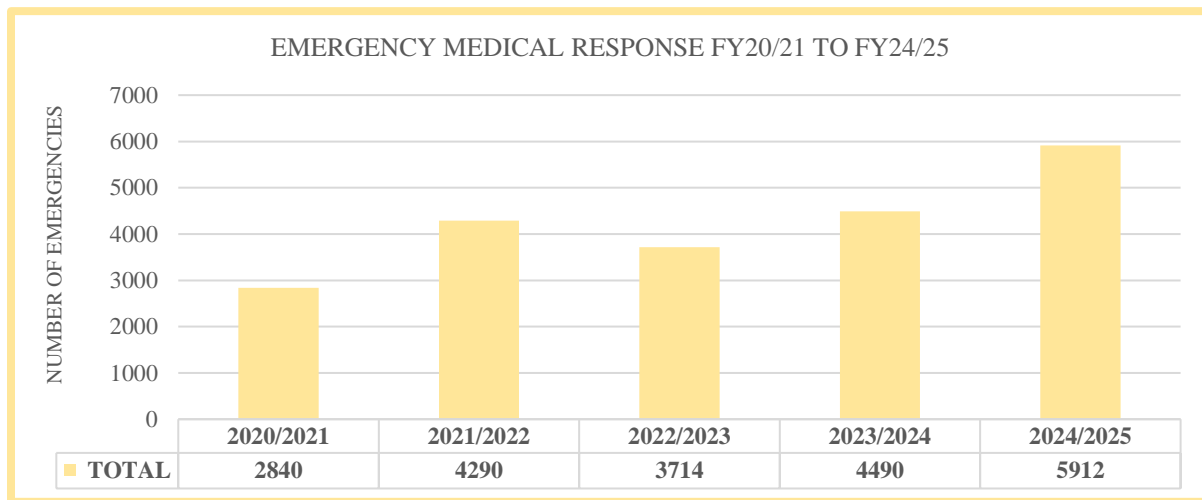
EMERGENCY MEDICAL RESPONSE FY23/24 VS FY24/25						
FY	Q1 2023/2024	Q2 2023/2024	Q3 2023/2024	Q4 2023/2024	TOTAL	Percentage Change
FY23/24	1023	1178	1190	1099	4490	21%
FY24/25	1325	1422	1636	1529	5912	32%



The graph clearly illustrates a continuous upward trend in incidents requiring ambulance services. A comparative analysis between the two financial years highlights a substantial increase of 32%, with total emergency medical responses rising from 4,490 in FY23/24 to 5,912 in FY24/25. This consistent growth across all four quarters signifies a heightened demand for emergency medical services nationwide.

The increase reflects the public’s growing reliance on the Authority’s Emergency Medical Response (EMR) Division, emphasizing both the critical role and the capacity challenges faced by the team. This trend underscores the need for ongoing investment in personnel, vehicles, and medical equipment to maintain efficiency and ensure timely, quality pre hospital care delivery across all stations.

EMERGENCY MEDICAL RESPONSE FY20/21 TO FY24/25						
FY	Q1	Q2	Q3	Q4	TOTAL	Percentage Change
2020/2021	677	606	689	868	2840	51.06
2021/2022	916	955	1257	1162	4290	-13.43
2022/2023	892	800	923	1099	3714	20.89
2023/2024	1023	1178	1190	1099	4490	31.67
2024/2025	1325	1422	1636	1529	5912	-100.00



Analysis of the five year trend for Emergency Medical Responses (EMR) shows a general increase in the number of medical responses. Although a 13% decrease was observed in FY22/23, the overall trend continues to rise over the years to date. This indicates that public awareness and understanding of the Authority’s work are improving. Given the high demand for EMR services, it is essential that the quality and standards of these services remain both effective and efficient.

Supplementary emergency medical response activities

In addition to responding to emergency medical incidents, the Ambulance Team also supports national and significant public events by providing standby services. These include official meetings with high profile guests, school sports tournaments where injuries may occur, and medical transfer requests for patients requiring specialized care particularly the elderly or those needing hospital to home transport or vice versa.

These additional responsibilities further demonstrate the critical role of the Emergency Medical Response Division, extending beyond emergency callouts to ensure public safety and continuous medical support across various community and national functions. The growing demand for these services places additional operational pressure on the Authority, reinforcing the need for adequate resourcing, workforce planning, and equipment upgrades to sustain quality service delivery.

1. Parliament Sitting in May 2025
2. Independence Day
3. Congregational Christian Church of Samoa Annual Conference- Malua
4. Regional / International Rugby Leagues for both islands
5. Soccer Tournament
6. EMR participated with mock runs and motorcade runs for CHOGM in October 2024
7. Commonwealth Heads of Government Meeting (CHOGM 2024)
8. Taumeasina Event Operation in April 2025
9. Assisted Samoa Victim Support Group Program held at Apia Park
10. Standby at Concerts held at Tuanaimato

For the Financial Year 2024/2025, a total of 95 patient transference were recorded under the Ambulance Services.

While the Emergency Medical Response Division continues to experience growing demand for ambulance services, the Authority also responds to unplanned community emergencies and ad-hoc incidents that require immediate intervention. These include situations such as assisting families with children locked in cars, providing aid to individuals injured in accidents, or retrieving lost property in challenging circumstances. Highlighting these responses demonstrates the Authority's flexibility, community engagement, and commitment to public safety, ensuring that staff are prepared to support the people of Samoa in a wide range of emergency situations.

OTHER COMMUNITY HELP RESPONSES:

In addition to routine emergency services, the Authority provides critical support for a variety of ad-hoc community incidents that do not fall under standard fire, medical, or formal rescue categories. These responses demonstrate the flexibility and dedication of SFESA staff in ensuring public safety across all situations.

Examples of such interventions include assisting families with children locked in cars, attending to individuals injured in accidents or unusual incidents such as shark attacks, and retrieving lost property in challenging or hazardous locations. While some of these incidents, such as assisting a child locked in a car, may technically be classified as rescues, they are recorded under Other Community Help Responses due to the nature of the intervention and the relatively low risk involved compared to formal rescue operations.

Documenting these responses highlights the Authority's commitment to the community and emphasizes the broad scope of services provided beyond conventional emergency response, reinforcing the importance of readiness, coordination, and resource allocation. Some of these activities are;

- ✘ Responding to incidents where vehicles were accidentally locked with keys inside, including cars where children were unintentionally locked inside.
- ✘ Assisted overweight patients into ambulances and transferal between the Hospital and their Homes.
- ✘ Retrieved cellphones for tourists that had fallen into gaps between seawall rocks.
- ✘ Removed trees and debris for family whose roads were blocked during bad weather.
- ✘ Respond to gas leaks call from Avele College and disconnected hose from gas cylinder and called Gas Company to take over with assistance on issue.
- ✘ Retrieve body of suicidal victim from a tree.
- ✘ Assisted families living near lakes and riverbanks by removing large trees and debris that were causing flow blockages.

While responding to both emergency incidents and ad hoc community requests remains a core function of the Authority, maintaining high levels of operational readiness is essential to ensure that staff can continue to provide timely and effective services. The Authority conducts a range of Operational Readiness Exercises, including simulation drills, hydrant inspections, and booster familiarization visits, to enhance staff preparedness, improve response times, and ensure all resources are fully functional when incidents occur. These exercises complement the Authority's daily operations and help strengthen the overall efficiency and effectiveness of emergency response across Samoa.

OPERATIONAL READINESS EXERCISES:

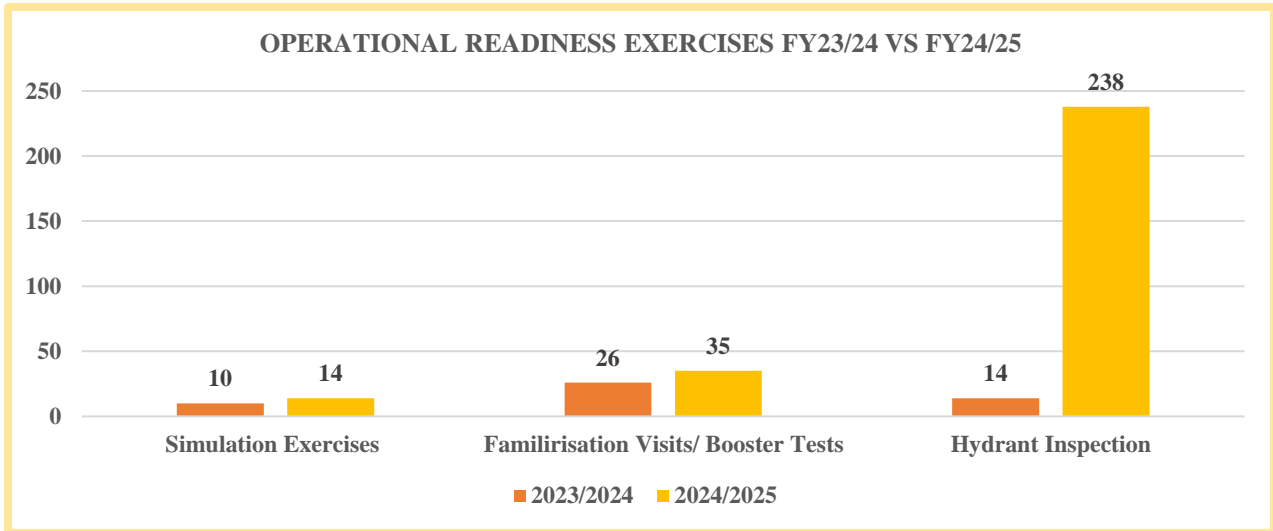
In previous Annual Reports, Operational Readiness Exercises were reported together with Fire Emergency Responses. To enhance clarity and focus, these activities have now been separated in this report to better highlight the Authority's preparedness initiatives and operational capabilities.

The Operational Readiness Exercises aim to strengthen the Authority's readiness, timeliness, and overall preparedness for various incidents. The main activities include:

1. Simulation Exercises/Drills
 - ✘ Conducted with businesses and organizations to ensure staff are familiar with emergency protocols. These drills also test evacuation plans and overall organizational preparedness in the event of a fire or other emergency.
2. Familiarization Visits/Booster Tests
 - ✘ Carried out to ensure staff know the locations of booster equipment and that it is functioning correctly. These activities enhance staff readiness and operational efficiency during actual emergencies.
3. Hydrant Inspections
 - ✘ Conducted to ensure staff are aware of hydrant locations and operational status. This ensures that during a fire, personnel can quickly access water sources and respond effectively.

Overall, these exercises are critical in strengthening the Authority's operational capabilities, ensuring staff are well prepared, and improving the efficiency and effectiveness of emergency responses.

OPERATIONAL READINESS EXERCISES FY23/24 VS FY24/25						
FY	Simulation Exercises	Familiarization Booster Tests	Visits/	Hydrant Inspection	Total	Percentage Change
2023/2024	10	26		14	50	0.78
2024/2025	14	35		238	287	4.74

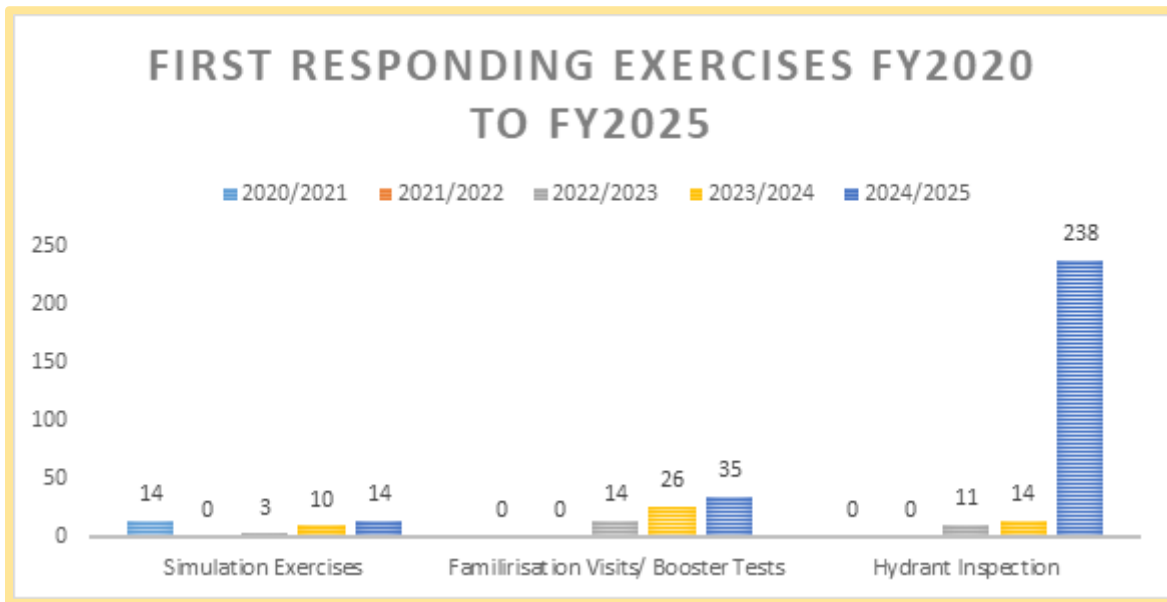


Operational Readiness Exercises for FY 2024/25 recorded an increase across all activity areas. Simulation Exercises rose from 10 to 14, Familiarization Visits/Booster Tests increased from 26 to 35, and Hydrant Inspections saw a significant jump from 14 to 238. This represents a remarkable 474% increase in hydrant inspections compared to the previous financial year.

The substantial rise in hydrant inspections is primarily attributed to the resolution of a long standing coordination issue between the Authority and the Samoa Water Authority (SWA). In previous years, limited collaboration and access to site maps hindered inspection activities. With this issue now resolved, the Authority has been able to conduct a comprehensive review and inspection of hydrants across its operational areas, ensuring improved preparedness and resource accessibility during fire emergencies.

FIVE YEAR TREND FOR OPERATIONAL READINESS EXERCISES FY 2020-2025

OPERATIONAL READINESS EXERCISES FOR FY2020 TO FY2025					
FY	Simulation Exercises	Familiarization Visits/ Booster Tests	Hydrant Inspection	Total	Percentage Change
2020/2021	14	0	0	14	-0.17
2021/2022	0	0	0	0	-1.00
2022/2023	3	14	11	28	1.00
2023/2024	10	26	14	50	0.78
2024/2025	14	35	238	287	4.74



The five (5) year trend of Operational Readiness Exercises show an increasing trend for all activities. This achievement not only strengthens the Authority’s operational readiness but also directly contributes to reducing response times, enhancing community safety, and improving the overall efficiency of fire suppression efforts across Samoa.

TRAINING DIVISION:

The Training Division plays a critical role in ensuring that all staff members, particularly those in the Operations Division, are physically fit, knowledgeable, and well prepared to perform their designated duties. The division is also responsible for conducting refresher courses and new trainings to build the capacity of operational staff and enhance the quality and efficiency of emergency response services.

For the Financial Year 2024/25, the Training Division completed the following activities:

- ✘ 249 physical training sessions conducted for all operational staff across the five stations.
- ✘ Three month training program for 40 new recruits, culminating in graduation on 20 September 2024.
- ✘ November 2024: Collaborative Training of Trainers (TOT) training with the Samoa Water Authority (SWA) under the partnership with APTC. ON Basic Trainings, Fire Suppression and HAZMAT training.
- ✘ February 2025: Participation in Tactical Trauma Training conducted by the Nevada Guard.
- ✘ March 2025: Engagement in joint exercises and partnership programs between MNRE and Nevada at USAR, Faleata. It formulated EMR Official documents, which was launched in the IFFD 2025.
- ✘ Disaster Emergency Response Plan review, conducted by the Disaster Management Office (DMO) for two days, with participation from the Operations Department.

These activities demonstrate the division's commitment to enhancing operational readiness, improving response capacity, and ensuring staff are equipped with the skills and knowledge necessary to respond effectively to emergencies.

The comprehensive training activities conducted during FY 2024/25 have significantly contributed to enhancing the operational readiness and effectiveness of the Authority's staff. Physical fitness sessions, specialized trainings, and collaborative exercises have not only improved staff capabilities but also strengthened coordination, preparedness, and response efficiency across all stations. These initiatives ensure that personnel are equipped with the necessary skills and knowledge to manage a wide range of emergencies while maintaining high professional standards.

Building on the foundation of well trained and prepared operational staff, the Authority also relies on the Mechanics Team to ensure that all emergency vehicles and equipment are fully operational. The next section highlights the critical role of the Mechanics Division in maintaining the fleet and supporting overall service delivery for both fire suppression and emergency medical operations.

MECHANIC DIVISION:

The Mechanics Division is responsible for the maintenance, repair, and servicing of all Authority vehicles, fleets, and emergency equipment. This ensures the operational availability and reliability of SFESA's resources, enabling the Authority to meet increasing service demands efficiently.

The division faces challenges such as the maintenance of aging fleets and the added pressure from the expansion of staff and equipment to meet new developments. To address these demands, the division now operates with seven (7) dedicated staff members responsible for the upkeep and readiness of all vehicles and equipment.

Key achievements for FY 2024/25 include:

- ✘ Approval of the Annual Maintenance Plan to guide scheduled servicing and repairs.
- ✘ Completion of 48 weekly vehicle checks and 58 quarterly maintenance services.
- ✘ 303 mechanical defect repairs completed during the financial year.

- ✘ 23 rescue boat repairs, ensuring marine emergency readiness.
- ✘ 39 driving tests conducted for SFESA employees to maintain operational competency.

These accomplishments highlight the division’s critical role in supporting SFESA’s operational capacity, ensuring that all emergency response resources are reliable, safe, and effective in fulfilling the Authority’s mandate.

The high number of mechanical defects further underscores the Authority’s need for additional new vehicles and equipment, highlighting the importance of increased budget allocations as well as strengthened partnerships with donor agencies to support resources where government funding may be insufficient.

Operational Department Summary

The Operational Department is the backbone of the Authority, delivering fire suppression, emergency medical response, rescues, and community support across Samoa. During FY 2024/25, the Department responded to a growing number of incidents, reflecting increased public demand and the expanding role of the Authority in safeguarding lives, property, and the environment.

Rising trends in fire, non fire emergencies, and ambulance responses highlight the need for well-trained, prepared, and equipped staff. Operational Readiness Exercises, training programs, and fleet maintenance conducted by the Mechanics Division ensure that resources are operational; however, the high number of mechanical defects underscores the need for fleet renewal, strategic planning, and strengthened partnerships to secure new resources for future operational demands.

Key takeaway: The Department’s performance demonstrates commitment, flexibility, and community focus, while also emphasizing the importance of forward planning and resource investment to meet increasing service demand and ensure continued effectiveness and staff safety.

OUTPUT 3: FIRE SAFETY, AWARENESS AND PREVENTION SERVICES DEPARTMENT

Fire Safety and Emergency Preventions Department

The Fire Safety and Emergency Preventions Department, formerly known as the Fire Safety, Awareness and Prevention Department, comprises of four (4) divisions that work collaboratively to ensure the efficient execution, coordination and delivery of departmental functions.

The four (4) divisions are:

1. Awareness & Prevention Division
2. Compliance Division
3. Communication Division
4. National Emergency Call Centre (NECC)

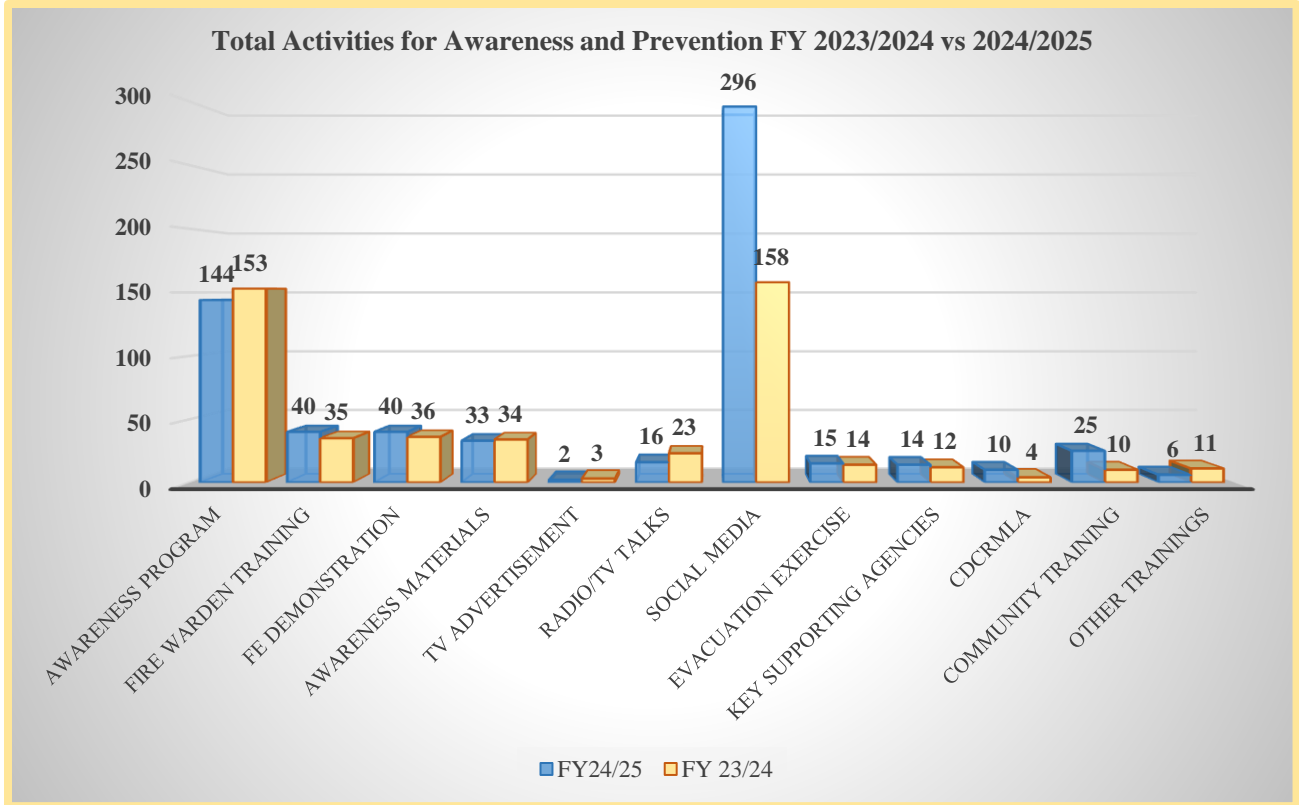
The following sections provide an overview of each division, beginning with the Awareness and Prevention Division

AWARENESS AND PREVENTION DIVISION OVERVIEW

The Awareness & Prevention Division is responsible for conducting awareness program in schools and local communities, industrial warden training sessions to raise awareness in work places and prevention awareness programs for the public and communities, focusing on how to manage, prevent and minimize the impacts of fire related emergencies or incidents. Promoting and ensuring the consistent practice of preventive measures remains a key priority of the Division’s awareness initiatives.

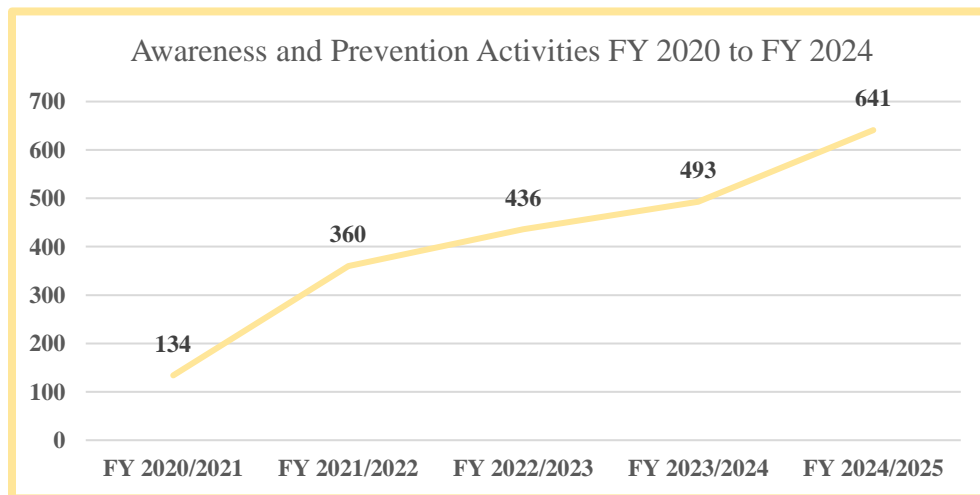
As reflected in the table below, there was a notable increase in the number of completed activities for FY2024/2025 compared to the previous financial year. A total of six hundred and forty one (641) activities were recorded this financial year; representing a 30% increase from four hundred ninety three (493) activities in FY2023/2024. This growth demonstrates the Division’s ongoing commitment to improving its outreach and performance each year. The increase in awareness and outreach programs also indicates that a larger audience was reached across communities.

Total Activities for Fire Safety Awareness and Prevention FY2023/2024 TO FY2024/2025													
Period	Awareness Program	Fire Warden Training	FE Demonstrations	Awareness Materials	TV Advertisement	Radio/TV Talks	Social Media	Evacuation Exercise	Key Supporting Agencies	CDCRMLA	Community FW/SR Training	Other Trainings	TOTAL
FY 2023-2024	153	35	36	34	3	23	158	14	12	4	10	11	493
FY2024-2025	144	40	40	33	2	16	296	15	14	10	25	6	641
% Change	-5.9	14.3	11.1	-2.9	-33.3	-30.4	87.3	7.1	16.7	150	150	-45.4	30



Analysis of the illustrations provided indicates a notable 87% increase in social media activities during FY2024/2025. This strategy continues to prove effective in reaching a wider audience, particularly in today’s technology-driven environment. In addition, activities such as Community Training, Evacuation Exercises, Fire Warden Training, Fire Extinguisher Demonstrations, key supporting agencies and CDCRMIA also recorded increases compared to the previous financial year. Other activities showed either a slight decrease in comparison to FY2023/2024. The overall progress and performance of this Division are further illustrated in the five year trend that follows.

FIVE (5) YEARS TREND FOR AWARENESS AND PREVENTION ACTIVITIES



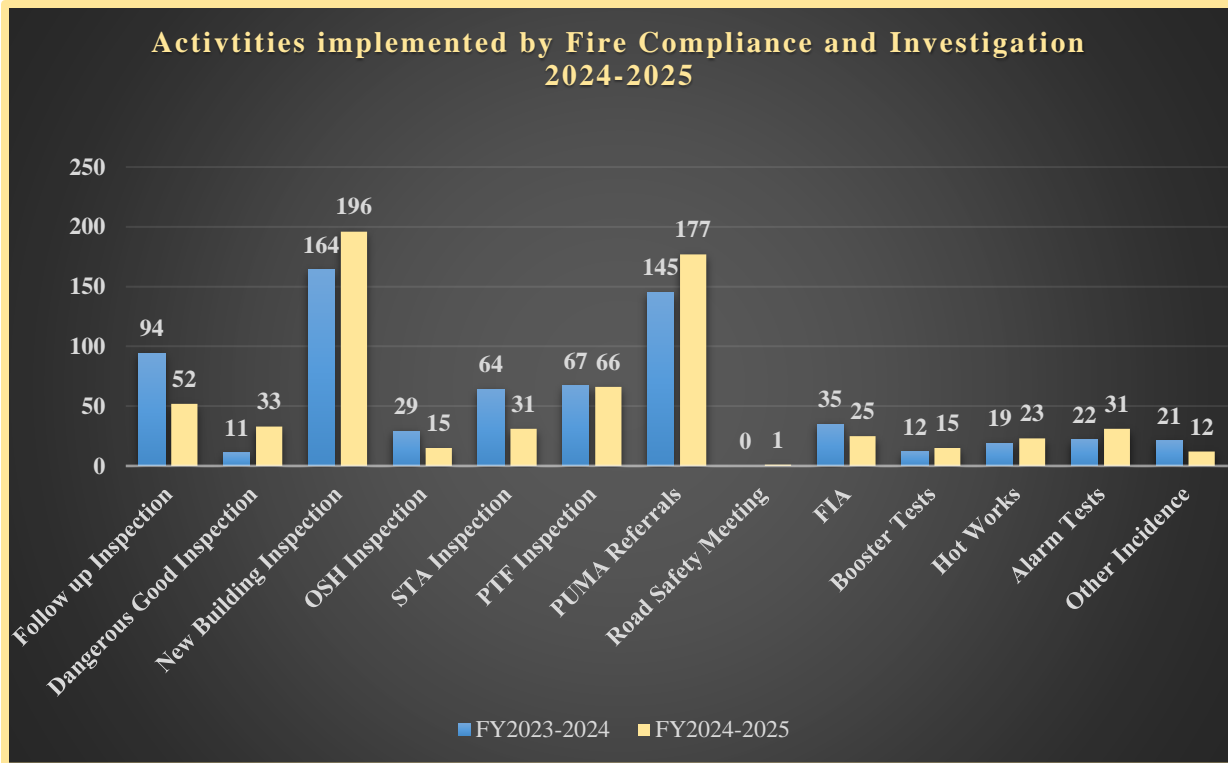
Overall, the upward trend in number of activities implemented by this Division highlights the tremendous dedication to reach diverse audiences and improve performance from year to year.

Complementing the efforts of the Awareness & Prevention Division, the Compliance Division plays a crucial role in enforcing fire safety standards and ensuring adherence to relevant laws and regulations.

COMPLIANCE DIVISION OVERVIEW

The Compliance Division monitors and enforces fire safety standards and protocols, implementing a range of activities and programs as outlined in the table below. In FY2024/2025, the Division carried out thirteen (13) different activities, completing a total of six hundred seventy seven (677) activities. This represents a slight decrease of 1% compared to the six hundred eighty three (683) activities completed in the previous financial year.

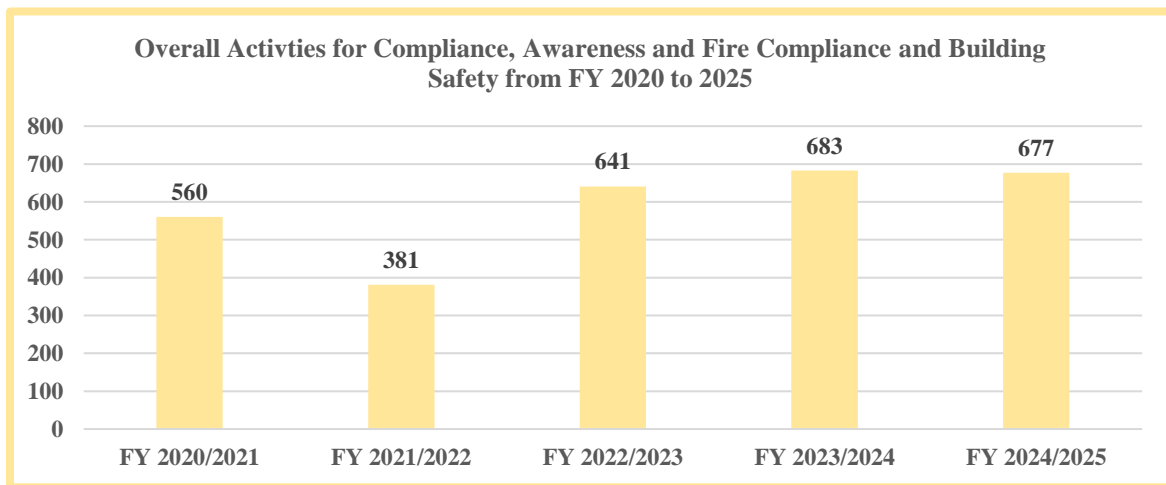
Total Activities for Fire Compliance and Investigation : FY2023/2024 TO FY2024/2025														
Period	Follow up Inspection	Dangerous Good Inspection	New Building Inspection	OSH Inspection	STA Inspection	PTF Inspection	PUMA Referrals	Road Safety Meeting	FIA	Booster Tests	Hot Works	Alarm Tests	Other Incidence	TOTAL
FY2023-2024	94	11	164	29	64	67	145	0	35	12	19	22	21	683
FY2024-2025	52	33	196	15	31	66	177	1	25	15	23	31	12	677
% Change	-44.7	200	19.5	-48.3	-51.6	-1.5	22.1		-28.6	25	21.1	41	-42.9	-0.8



Although results vary across different activities, it is important to note that the majority of those showing a decrease are led by SFESA stakeholders, with the Authority playing a supporting role. Consequently, the number of activities implemented in these cases is largely beyond the direct control of the Authority.

The table above shows that the most significant increase for financial year 2024/2025 financial is the Dangerous Goods Inspections, which rose by 200%. This was followed by OSH Inspections with a 48% increase and Follow up Inspections with a 45% increase. Road Safety Incidents recorded no percentage change for the same period.

FIVE (5) YEARS TREND FOR COMPLIANCE DIVISION



The five year trend reflects an overall increasing pattern, with the exception of the slight 1% decrease in the current financial year. Nevertheless, the completion of six hundred seventy-seven (677) activities represents a commendable effort by the Division.

While the Compliance Division focuses on enforcing fire safety standards, the Communication Division provides essential technical support to ensure that the Authority's emergency communication system operate reliably. This includes the maintenance and repair of office radios, the national emergency radio network and vehicles.

COMMUNICATION DIVISION

The Communication Division under the newly approved structure will be transferred to Fire Suppression and Emergency Response (Operations). The Communication Division undertakes critical maintenance and operational support functions, ensuring that the base office and responding crews can effectively communicate updates during emergency situations.

During FY2024/2025, the Communication Division carried out a range of maintenance and operational support activities to ensure reliable emergency communication across all stations. Key activities include:

- ✘ Installation of a new base radio at the Fire Base for improved monitoring capabilities.
- ✘ Completion of quarterly routine vehicle radio checks for all five stations.
- ✘ Upgrading of bar lights, beacons and sirens as required for SFESA responding vehicles.
- ✘ Conducting 14 maintenance sessions for the Emergency Radio Network (ERN) covering both Upolu and Savaii.
- ✘ Ongoing maintenance of the newly installed fire alarm panel.

These activities demonstrate the Division's commitment to maintaining operational readiness and ensuring effective communication at all times. Overall, the Division's maintenance and operational support activities in FY2024/2025 have ensured that communication systems remain reliable and fully functional, contributing directly to the Department's efficiency and readiness during emergency responses.

Building on the Communication Division's work to maintain reliable radio and alarm systems, the National Emergency Call Centre receives and dispatches 911 calls and ensure timely emergency response across all stations.

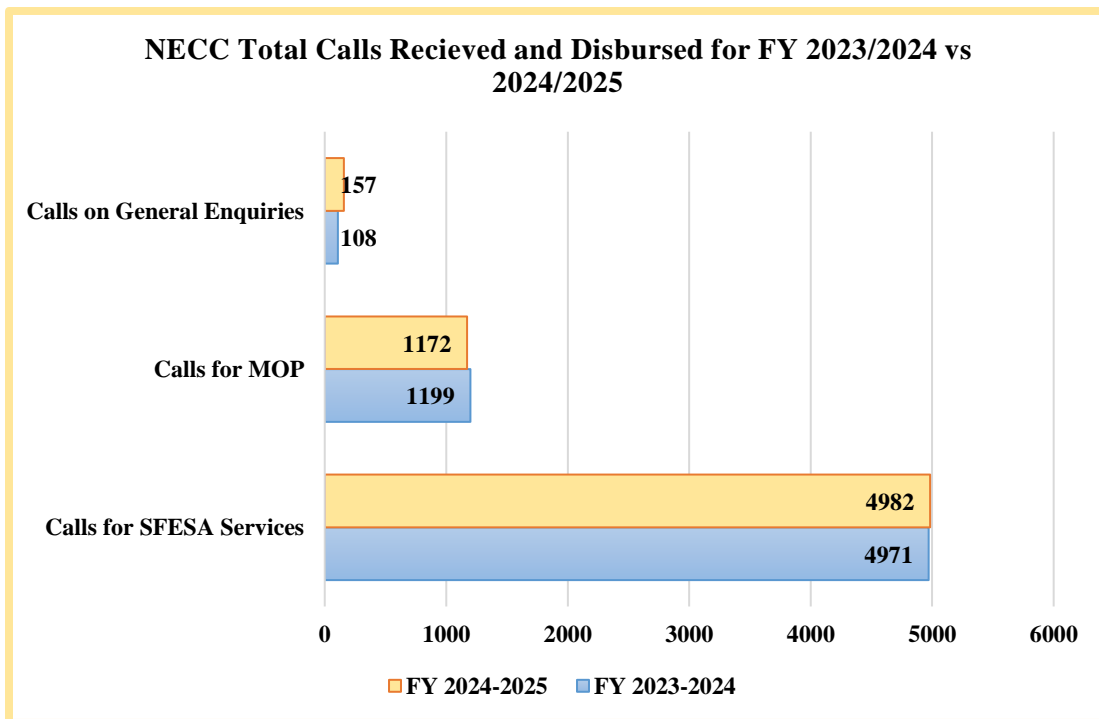
NATIONAL EMERGENCY CALL CENTER (NECC)

The National Emergency Call Centre (NECC) currently operates as an extension of the Communication Division, providing a 24/7 service to the public. The NECC is responsible for answering and dispatching all emergency calls received through the 911 helpline. Under the new approved Structure currently being implemented NECC will be transferred under the Operations or Fire Suppression and Emergency Response Department.

In FY2024/2025, a total of 6,311 calls were answered and dispatched, representing a 1% increase compared to 6,278 calls in FY2023/2024. The illustrations below highlight that SFESA continues

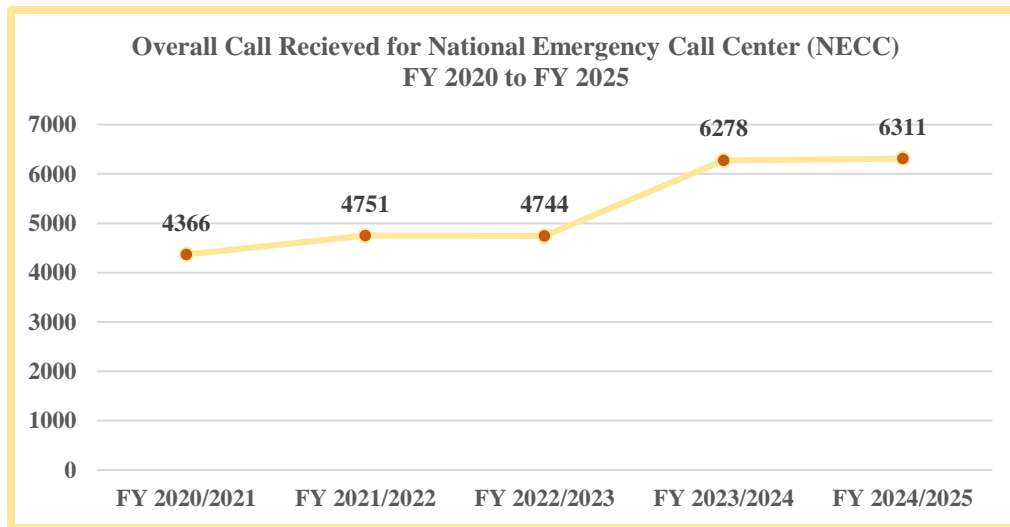
to be the organization with the highest number of dispatched calls, reflecting the increasing demand for the Authority’s services during emergency situations.

NECC TOTAL CALLS RECEIVED FY 2023/2024 VS 2024/2025				
PERIOD	CALLS FOR SFESA SERVICES	CALLS FOR MOP	CALLS ON GENERAL ENQUIRIES	TOTAL
FY 2023-2024	4971	1199	108	6278
FY 2024-2025	4982	1172	157	6311



Examining the NECC data over the past five years provides insight into trends in call volume, highlighting patterns in demand and the Authority’s sustained emergency response performance.

FIVE (5) YEAR TREND FOR NECC



Analysis of the five year trend for 911 calls received and dispatched reveals a consistent upward trajectory, with noticeable surges in demand for emergency assistance. This trend also reflects increased public awareness of the helpline and the services offered by the Authority. Consequently, it underscores the importance of maintaining and continuously improving the telephone and call transfer systems to ensure timely and efficient emergency response.

During FY2024/2025, the Department demonstrated strong performance across its four divisions, each contributing to the Authority's mission of fire safety and emergency response. The Awareness & Prevention Division successfully increased community outreach, completing 639 activities to educate the public on fire prevention. The Compliance Division maintained high standards through 677 activities, ensuring fire safety regulations were monitored and enforced. The Communication Division carried out essential maintenance of radios, sirens and the emergency alarm network, supporting operational readiness across all stations. Meanwhile, the National Emergency Call Centre (NECC) managed 6,311 911 calls, reflecting both the growing demand for emergency services and the Authority's effectiveness in timely response. Collectively, these efforts underscore the Department's commitment to preparedness, public safety, and continuous improvement in service delivery.

Key Takeaway: During the financial year, the Fire Safety Department played a crucial role in enhancing community safety through effective fire prevention programs, public education and strengthened emergency communication systems. These combined efforts have improved coordination, compliance and public awareness across Samoa.

Having reviewed the performance and contributions of the Department's operational divisions, the following section highlights the role and activities of the Corporate Services Department, which provides essential administrative, financial and support functions that enable the Authority to operate efficiently.

OUTPUT 4: CORPORATE SERVICES DEPARTMENT

The Department comprises four (4) key divisions that collectively play a pivotal role in ensuring the effective implementation of institutional policies, standards and governance frameworks. These divisions are responsible for establishing and maintaining the systems, processes and protocols necessary to support the Authority's operational efficiency and good governance. The four divisions are:

- ✘ Human Resources Division (HRD)
- ✘ Information Technology Division (ITD)
- ✘ Policy and Planning Division (PPD)
- ✘ Finance Division (FD)

Among the four divisions, the Human Resources Division plays a central role in managing and developing the Authority's most valuable asset; its people.

Human Resources Division

The Human Resources Division plays a vital role in ensuring that the personnel needs of the Authority are effectively managed and supported. The Division also prioritizes staff safety through the provision of appropriate uniforms and safety gear.

Comprising five (5) dedicated staff members, HRD is responsible for a wide range of functions, including:

- ✘ Preparing and submitting staff timesheets for each pay period
- ✘ Managing recruitment and selection processes
- ✘ Monitoring and updating staff leave records
- ✘ Procuring and distributing staff uniforms and safety equipment
- ✘ Overseeing employee compensation, benefits, and attendance systems
- ✘ Coordinating staff training and professional development
- ✘ Monitoring the performance management system
- ✘ Providing HR policy advice and support

Key achievements for FY 2024/2025 include

- ✘ Successful recruitment and selection of 40 new firefighters (in collaboration with the Training Division)
- ✘ Procurement of staff and volunteer uniforms for the CHOGM event
- ✘ Strengthening HR capacity through local and overseas training opportunities

These achievements highlight the Division's ongoing commitment to building a skilled, safe and motivated workforce. Moving forward, priorities include implementing a workforce planning strategy, developing career pathways and establishing succession plans to further strengthen the Authority's human resource management framework.

Alongside workforce management, the Information Technology Division ensures that the Authority's systems and digital operations remain secure and up to date.

Information Technology Division

The Information Technology Division consists of three (3) staff members responsible for maintaining and upgrading the Authority's technological systems. Their work includes regular computer and laptop maintenance, website updates, server and data backups and the setup of new equipment.

Key achievements for FY 2024/2025 include:

- ✘ Maintenance of all office phone extensions and direct lines
- ✘ Implementation of remote data backup for all servers
- ✘ Ongoing network and server maintenance
- ✘ Installation of Kaspersky Antivirus for all computers

These initiatives have strengthened the Authority's IT infrastructure, ensuring secure data management, reliable communication and efficient operations.

The Division is based at the Faleata Fire Station which poses challenges in providing timely IT support due to limited transport and distance from the main Apia Station. Expanding the team and allocating a dedicated vehicle will help the Division better meet the Authority's growing technological needs.

Building on the technological advancements achieved by the Information Technology Division, the Policy and Planning Division focuses on strengthening the Authority's strategic direction, policy framework and overall institutional performance.

Policy and Planning Division

The Policy and Planning Division (PPD) comprising four (4) staff members, is responsible for developing and managing the Authority's strategic documents, annual plans and key Authority reports. The Division also oversees the monitoring and evaluation of Authority performance.

Key achievements of the Division for FY 2024/2025 include:

- ✘ Preparation and submission of the Annual Report for FY 2023/2024
- ✘ Completion of all four (4) Quarterly Reports for FY 2023/2024
- ✘ Preparation of the Authority's Annual Plan for FY 2025/2026
- ✘ Preparation and submission of Full Annual Review 2023/2024
- ✘ Preparation and Submission of Mid Term Review of Corporate Plan 2021-2024
- ✘ Coordination of the handover ceremony for fire trucks and equipment donated by the Embassy of Japan through the Grant Assistance for Grassroots Human Security Project (GGP)

In the absence of a designated legal consultant, the Division has also provided interim legal support, including reviewing and providing comments on contracts, Memorandums of Understanding (MOUs) and Agreements (MOAs) as well as assisting with the review of the SFESA Act 2007.

Additionally, the Division supports project implementation and donor engagement, including the preparation of funding proposals such as those submitted to the Embassy of Japan. These efforts have enabled the Authority to secure essential equipment and resources to enhance service delivery.

Through its combined roles in policy development, planning, legal support and project management the PPD continues to guide the Authority's strategic direction and strengthen its operational capacity to meet current and future needs.

To support the effective implementation of policies and strategic initiatives, the Finance Division ensures sound financial management, accountability and the prudent use of the Authority's resources.

Finance Division

The Finance Division is entrusted with managing all financial and budget related matters of the Authority, ensuring smooth operations and responsible resource management. Comprising ten (10) staff members, the Division oversees:

- ✘ Preparation and consolidation of financial accounts in accordance with International Accounting Standards (IAS) and updated International Financial Reporting Standards (IFRS)
- ✘ Monitoring and reporting on accounts receivable, accounts payable, cash receipts and payments
- ✘ Consolidation and submission of budget proposals to the Ministry of Finance (MOF)
- ✘ Continuous improvement of payroll processes and protocols
- ✘ Providing budgetary advice and monitoring expenditures
- ✘ Management of the Authority's assets including buildings, vehicles, equipment's, furniture and computers

The Division's efforts provide a solid financial foundation supporting effective decision making and the Authority's strategic objectives. A detailed summary of this fiscal year's financial performance is included in the accompanying report, further illustrates the sound financial management procedures the Authority practices.

OVERVIEW OF FINANCIAL PERFORMANCES AND RESULTS

Government Grant

Government Grant:	2024-2025	2023-2024	Increase	
	14,261,102.00	13,703,377.00	4%	557,725.00

The Government of Samoa's annual grant to the Authority was \$14.26 million has increased by 4% or equivalent to \$557,725 tala compared to last FY 2023/2024.

Revenues/Cost Recovery

FY 2020-2021	FY 2021-2022	FY 2022-2023	FY 2023-2024	FY 2024-2025
\$710,656	\$639,932	\$954,541	\$918,821	\$691,122

Output Collections			
Out Names	Actual	Budget	Variance
Turn out to Fire and reports	35,324.00	15,000.00	20,324.00
Evacuation drills and Simulation exercise	17,163.00	12,576.00	4,587.00
Building plans	156,102.00	125,160.00	30,942.00
ACC Contributions	-	200,000.00	
Insurance levies	172,077.00	120,000.00	52,077.00
Investment & Other income	263,754.00	-	263,754.00

The Authority's total cost recoveries and revenues for FY2024/2025 reached \$691,122 tala, representing 25% fall which equivalent to \$227,699 tala decline from previous FY2023/2024. The Authority had managed to receive a return on investment through its Promissory Unit with total value of \$65, 00. Despite this significant reduction, the Authority has surpassed all its revenue collection target for the FY. Also, the Authority had received more Fire levies compared to targeted value while at the same time, the Authority was able to collect \$418,000 tala from ACC during the FY which assisted in funding of ambulance vehicles.

Expenditures

Expenditure Category	Actual	Budget		2023-2024	
Personnel	9,043,815.00	10,681,068.00	-15%	7,670,852.00	18%
Operation and maintenance	3,031,574.00	2,633,452.00	15%	4,255,428.00	-29%
Capital	1,208,227.00	-		930,756.00	30%
Transaction on Behalf	530,677.00	709,952.00	-25%	674,529.00	-21%
TOTAL	13,814,293.00	14,024,472.00	-1%		
Less: Cost recovery	691,122.00	472,736.00	46%		
Total	13,123,171.00	13,551,736.00			

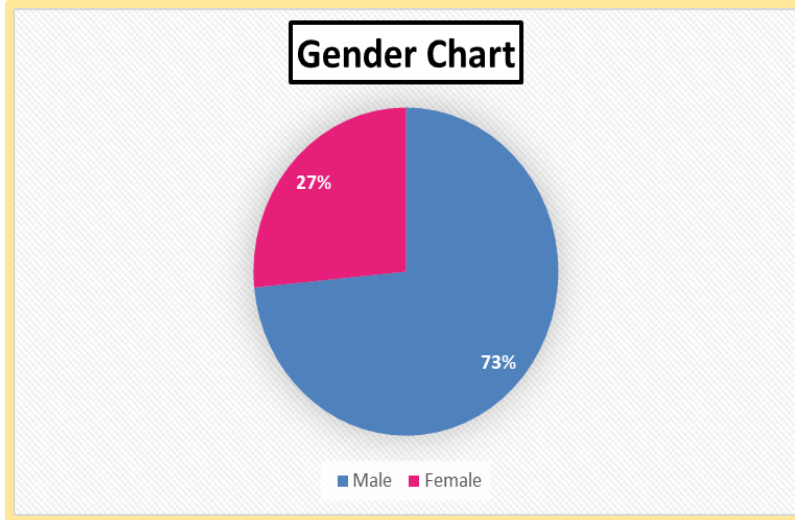
Financial Performance for the FY24/25 reflects a positive impact upon actual total expenditure a budgeted values. However, few items on the statement were not included in the annual budget such as fixed assets, etc. According to reported figures, Personnel remained manageable throughout the FY24/25 as the actual accumulated balance is 15% less than budgeted amount regardless it has increased by 18% compared to previous FY23/24. The Actual Transactions on behalf of state shows 25% lower than budget and 21% declined compared to previous FY23/24. However, the Capital and Operational expenditure reflects a higher demand than forecasted where both category had surpassed the budgeted line by 100% and 15% respectively. According to last FY23/24, the Capital had increased by 30%.

SFESA STAFF PROFILE

STAFFING LEVEL BY DIVISION		
DEPARTMENTS	2025	2024
<i>Executive Management</i>	4	4
<i>Fire Suppression and Emergency Response</i>	165	137
<i>Fire Safety, Prevention and Awareness</i>	29	29
<i>Corporate Services</i>	22	22
<i>Office of the Commissioner</i>	6	4

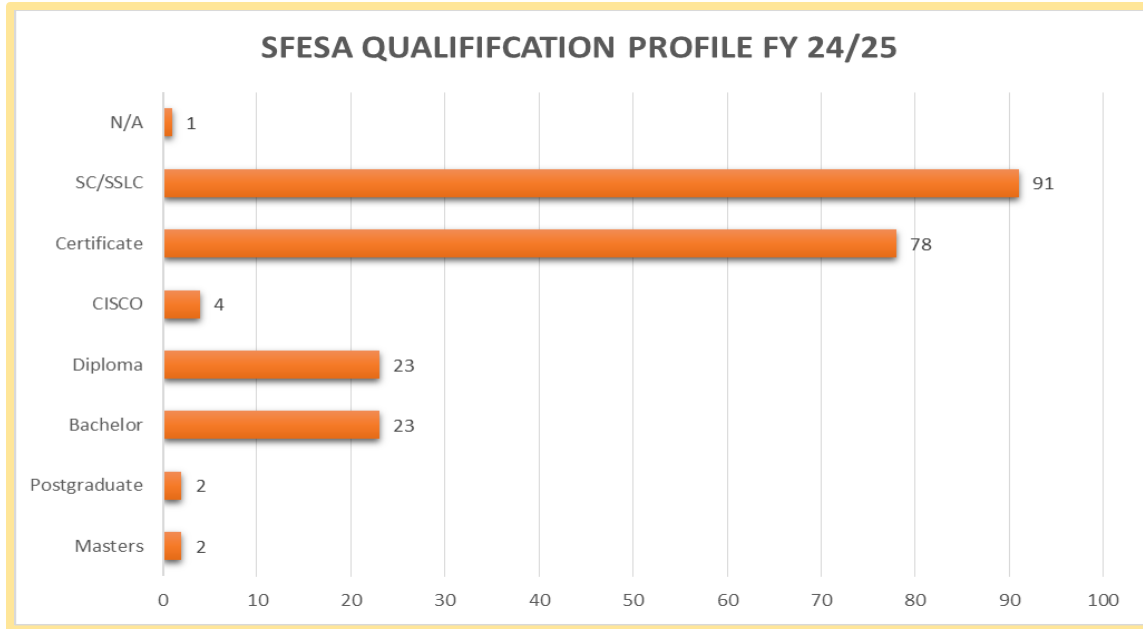
STAFFING LEVEL BY LOCATIONS		
STATION LOCATIONS	2025	2024
<i>Apia Station</i>	84	77
<i>Faleata Station</i>	75	66
<i>Aana Station</i>	22	12
<i>Maota Station</i>	29	26
<i>Asau Station</i>	16	15
Total Staff	226	196

STAFFING LEVEL BY GENDER		
Gender	2025	2024
Male	166	143
Female	60	53
Total Staff By Gender	226	196



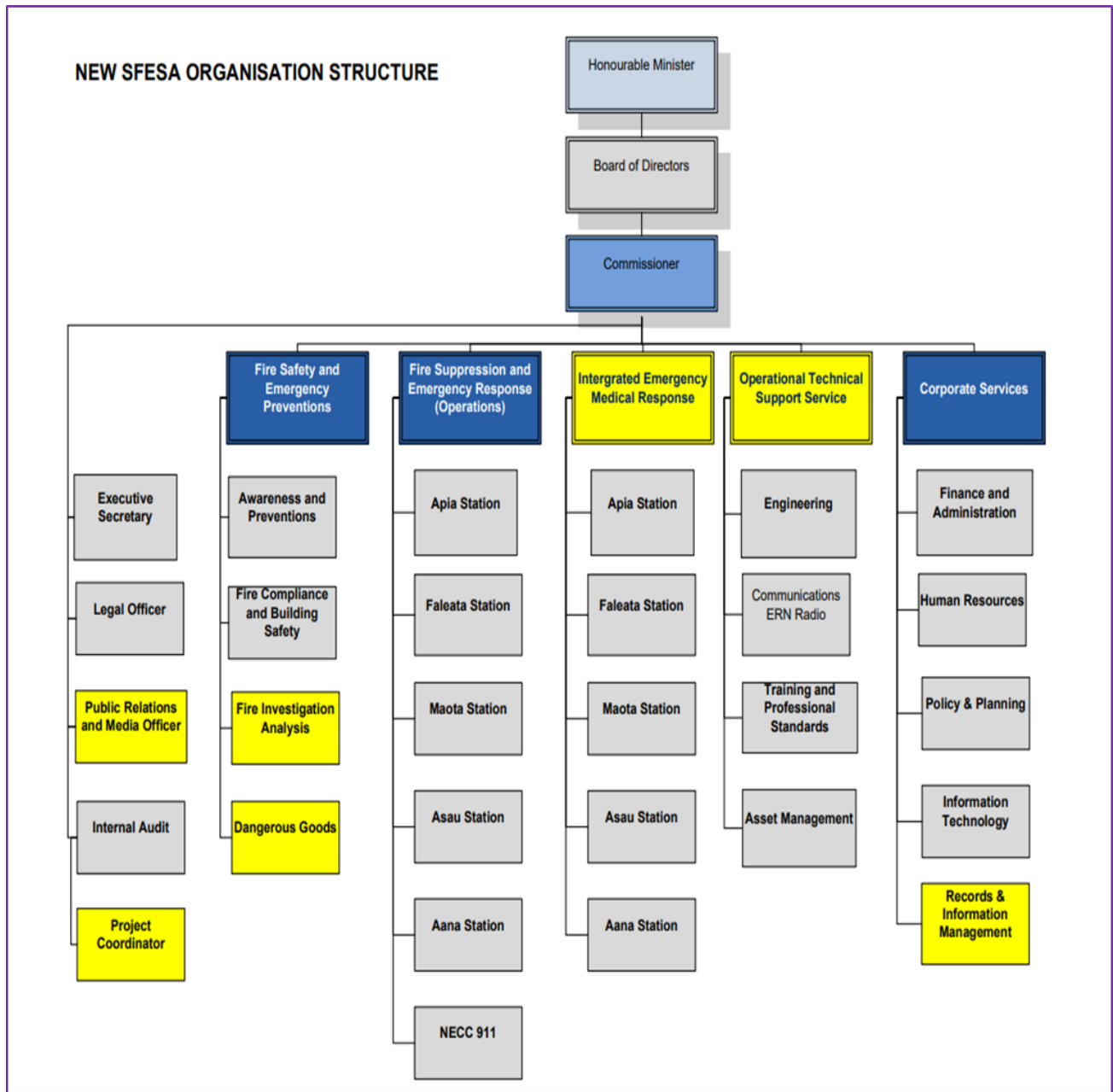
STAFF CAPACITY BUILDING FOR FY 24/25

TRAINING AND WORKSHOPS ATTENDEND	COUNTRY	Training Provider	DATE
Prevention of Sexual Exploitation Abuse & Harassment (PSEAH) in the Workplace Training	Samoa	APTC	08/07/2024
Emergency Medical Technician (EMT) Course Level 1	Samoa	Australian College of Paramedicine	14/07/2024 - 19/07/2024
EMT Refresher Training	Samoa	Nevada National Guard	05/08/2024 - 09/08/2024
Environment and Emergency Training	Fiji	UN Office for the Coordination of Humanitarian Affairs	24/11/2024 - 29/11/2024
High Angle Rescue Training (HART)	Samoa	SFESA	02/12/2024 - 13/12/2024
Tactical Trauma (EMT Refresher) Training	Samoa	Nevada National Guard	17/02/2025 - 21/02/2025
Health and Management Training	Japan	Japan International Cooperation Agency	15/01/2025 - 01/02/2025
Women's Leadership in Tsunami Based Disaster Risk Reduction Training	Fiji	UN Institute for Training and Rewards	03/04/2025 - 07/04/2025



Analysis show that only 1 staff has no noted qualification while majority of the Authority staff hold certification and qualification from different colleagues and universities. Only 2 staff member hold master’s degree and this shows the high level of qualification obtained by the staff of the Authority.

ORGANIZATIONAL STRUCTURE



This is the newly approved SFESA organizational structure, with the new departments and divisions highlighted in yellow. Implementation of these changes will occur in phases, depending on workload, staff capacity, existing policies and budget availability to fully realize all updates to the organizational structure. The first prioritized change is the establishment of the Integrated Emergency Medical Response Department, with the position of Assistant Commissioner set to be advertised within the current financial year.

CORPORATE PLAN UPDATE

This marks the first year of the Corporate Plan (FY 2024/25-2026/27). The overall performance of each department is summarized. It is important to note that the majority of these activities are systematic and ongoing throughout the lifespan of the Corporate Plan. Therefore, if an activity is only partially achieved in a given year, it will be reflected as not fully achieved its overall target by the end of the Plan period, and the outcome will be categorized accordingly.

Goal	Number of activities	Remaining activities	Completion rate	Key highlights
Goal 1: To ensure effective SFESA governance framework and administration through monitoring of SFEA's core functions and provision of sound advice to the Minister through the Board.	32	32	0%	Majority of yearly target are achieved, however 99% of listed activities are ongoing activities that need to be conducted on a yearly basis in order for its completion rate to be fully identified. For example, annual report submission every year by due date. Careful monitoring needs to be in place to ensure continuous progression of these activities within the next two years of the CP. It is important to note yearly targets were achieved but these are ongoing activities that completion is marked at the of the CP
Goal 2: To be proficient and prepared in providing quality services for all fire and emergency responses to the people of Samoa	21	17	19%	Out of 21 planned activities, 17 remain ongoing, reflecting 19% progress. Majority of activities met their yearly targets but are not marked as complete, as they must be conducted annually to achieve the overall CP target. This means majority of AP FY 24/25 activities were achieved but majority of the same achieved activities need to be conducted for the forthcoming two years of the CP to be marked as an overall achievement for the CP.
Goal 3 : Provide quality non maleficent pre hospital care services for the Samoan Community	7	5	29%	Out of 7 activities, 5 remain ongoing, reflecting a 29% achievement rate. Some activities met their yearly targets but are not marked as complete, as they must be conducted annually to achieve the overall CP target.
Goal 4: Effective proactive fire	44	42	5%	Of the 44 activities planned under this goal, 42 remain ongoing, resulting in 5%

safety prevention, preparedness and emergency recovery awareness programs and Effective communication during emergencies via national emergency call center and emergency radio network				progress to date. Most activities have achieved their yearly targets, but continued implementation over the next fiscal years is required to reach full CP completion.
Goal 5: To improve Corporate Services Governance and performance through Human Resource, Policy and Planning, finance and Information technology services	50	48	4%	Of the 50 activities planned for Goal 5, 48 remain ongoing, resulting in 4% progress to date. Ongoing implementation across the remaining fiscal years will be necessary to meet the overall CP targets.
Total	154	144	6%	Overall, 6% are activities that no longer need any attention or resources drawn to it. However, majority of the noted activities are ongoing or continuous activities that need strong monitoring to ensure its completion at the end of the CP

SFESA BUDGETED KPI'S

There is a total of 3 outputs for the Authority. The budgeted KPIs for this Financial Year per outcome are listed below;

Output 1: Office of the Commissioner

	Baseline Data	2024-25	OUTCOME
Performance Measure/Indicator	Baseline (Base Year)	Budget Standard or Target	
Staff Monthly Meetings (Including all staff and middle management)	10	12	6: Partially achieved
Executive Meetings (fortnightly) Updates for dialogue and discussion with Staff	20	24	7 : partially achieved
SFESA Monthly Board Meetings to update each Output reports	12	12	12: achieved
Search & Rescue Training Facility - Completion of Tender for Construction, Evaluation and Construction	1	-	Not achieved
Percentage level of Involvement to any Government affiliations	100%	100%	100%
Coordinate Tender Evaluations for SFESA Projects	6	4	3 : Partially achieved
Conduct Site Visits for Projects approved	15	10	Achieved
Percentage of staff participation in policy and strategic planning consultation and completed training for these policies and strategic plans. Target (NEW)	80%	80%	Partially achieved
Number of policies, reports and strategic documents developed, review and successfully implements enduring compliance with governance standards (NEW)	13	13	9: Partially achieved

Recruitment of Senior PR/Media Officer/ Senior OSH Officer, Senior Network Officer and IT Administrator to further strengthen the Authority External Stakeholders requirements	0	0	1
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Output one has a total of ten (10) activities and only three (3) were achieved, one (1) not achieved and six (6) were partially achieved, remaining work was done but the target was not fully met. Overall, improvement in monitoring for output one (1) will help ensure these targets are completely met at the end of the financial year.

Output 2: Operations Department

	Baseline Data	2024-25	Outcome
Performance Measure/Indicator	Baseline (Base Year)	Estimated Actual	
Total responses for all fire related emergencies within the financial year 25/26 (Structure, Rubbish, Bush, Grass, Vehicles, Boats, Electrical, Chemical, LPG & Aircraft)	300	398	367: Partially achieved
Total of all rescue operations within the financial year 25/26 (MVA, Land Rescue, Sea Rescue, Confine Space Rescue, USAR & Animal Rescue)	100	155	431: Achieved
Total of all emergency medical response (EMR) within the financial year 25/26	4000	4499	5912: Achieved
Number of HAZMAT (Hazardous Materials) emergency responses within the financial year 25/26	4	2	2: Achieved
Number of in house trainings within the financial year 25/26 (On Shift, Refresher, Live Fire, EMT, Recruit, VERT, First Aid, Overseas Trainings, Physical Trainings, RFL, Joint	300	349	achieved

Trainings, Driving Tests, Stakeholders/Partnerships)			
Number of mechanical services and maintenance works within the financial year 25/26	400	451	458: achieved
Recruitment of Fire Fighters and Technical Operation Staff to strengthen responding crews to emergency incidents.	40	20	40: achieved

Output 2 with a commendable performance achieved six (6) of its budget KPIs, except for one (1) that was partially achieved. This is regarding numbers of for incidents which is outside the Authority control.

Output 3: Fire Safety and Emergency Prevention Department

Performance Measure/Indicator	Baseline (Base Year)	Estimated Actual	Comments
Number of safety and prevention awareness programs in schools and local communities	100	120	144: achieved
Industrial/warden training programs conducted to raise awareness within work places	20	25	40: achieved
Fire Extinguisher demonstrations conducted for all industrial workplaces, Govt Ministries and local communities	20	25	40: achieved
Evacuation and Simulation Exercise	12	15	15: Achieved
Design & Published Awareness material	12	16	16: achieved
Utilization of Social Media platforms.	20	24	24: achieved
Delivered CDCRM Program	2	2	25: achieved

Incorporation of key supporting agencies during simulation exercise	12	12	12: achieved
Revenue collected from Awareness Program	\$12,578.00	\$12,578.00	17,648.86: achieved
Number of new building inspections carried out	120	180	196: achieved
Number of follow up Inspections.	120	180	achieved
Abatement notices issued for all non-complaint buildings	1	1	achieved
Attend all task force meetings and inspections.	6	6	achieved
Number of Booster and Hydrant testing.	12	15	achieved
Numbers of Building Permits issued	60	70	achieved
Numbers of Hot works Permit Issued	20	25	achieved
Inspections of storage and dangerous goods/Hazardous materials.	20	24	33: achieved
FIA is conducted for all structural fire incidences immediately	12	24	achieved
Expected Revenue collected from building permit.	\$100,000.00	\$125,160.00	\$177,235.87: achieved
1% Insurance Levy	\$100,000.00	\$100,000.00	\$214,917.79: achieved
Fire Safety and Awareness staff member to complete a Fire Safety & Emergency Course.	2	4	achieved
12 ERN Maintenance service	12	12	achieved
Refresher Trainings for NECC Staff completed	4	4	0: not achieved

All emergency calls dispatched	6000	6000	6311: achieved
Specialized Communication Equipment second phase Standalone Repeater, Power Supplies and Spare Batteries	1	1	achieved

Fire Safety Department overall has a total of 25 budgeted KPI's, all 24 were achieved with majority exceeded its annual target. Only one was not achieved. An overall outstanding performance by output 3.

CAPITAL PROJECTS

Renovation of the mechanic office: project aimed at enhancing operational efficiency and promoting staff well-being. It includes the construction of an additional storage room specifically designed to store all the spare parts of emergency vehicles and fire trucks, ensuring that essential components are readily available during critical times. It will also provide an adequate shelter for staff engaged in maintenance activities, allowing them to work comfortably and safely. By investing in this project, SFESA not only prioritizes the health and safety of its personnel but also strengthens its overall operational capability. The upgraded mechanic office will play a vital role in supporting the Authority's mission to maintain a high level of readiness in emergency response situations.

Electrical vehicle charging Station carport at Faleata station: for the e-vehicles from the government. This has assisted the Authority exclusively during the CHOGM camp at Faleata station. By investing in this project, SFESA not only prioritizes the health and safety of its personnel but also strengthens its overall operational capability. The new charging carport will play a vital role in supporting the Authority's mission to maintain a high level of readiness in emergency response situations

Electrical upgrade and rewiring: executed for Maota and Asau Fire stations. This project was a must to enhance power points and updating of Distribution boxes for the effectiveness of operations in both stations. Project commenced in December 2024 and was completed early January 2025 with a total cost of \$49,400.55 tala.

Structure repair: was done for the Aana station. Other projects are in progress where phase 1 for the Technical Adviser was completed and settled during the quarter.

Procurement of various essential assets: including plants and equipment, furniture and fittings, as well as computers and software vital for both office and field operations.

Capital items: includes 3 cabinets for the Secretary office, a new camera set and laptop set was purchased for the new role – senior public relation officer. Two new air con units for Aana Station. Two billboards were bought under the Fire Safety division for Savaii and Vaitele. In addition, 2 laptops and 3 PC sets for the Fire safety, 2 PC sets for Finance division and a PC set for the AC1.

In summary, all projects were mainly needed to improve the overall workflow and improve a healthy and safe working environment for the staff. Whereas Capital items were necessary to meet new additional new positions and replace old equipment's that were no longer functional.

FUTURE RISK/CHALLENGES AND UNCERTAINTIES

While SFESA has made significant progress in the first year of the Corporate Plan, several risks and uncertainties remain that could impact the achievement of planned activities and overall strategic goals in the coming years. These risk derive from current challenges faced by the Authority hindering progression of its targeted goals.

1. **Staffing and Capacity:** Increased demand on services, reflected in rising emergency responses, coupled with the planned establishment of new rural stations and highlights the need for additional staff to maintain timely and effective operations.
2. **Resources, Equipment's and Infrastructure:** The aging fleet and equipment pose a risk to operational efficiency if no budget is allocated for replacements, while limited and outdated office space restricts the creation of new positions needed to support expanded services. The Need for a new office space has been raised for the past few financial years with no noticeable change to date.
3. **Phased Organizational Changes:** The Authority needs to roll out and implement as many changes as it can feasibly manage, ensuring that the new structure is effectively established and that Corporate Plan activities can be delivered as planned.
4. **Inter-Agency Dependencies:** Effective emergency response and community programs rely on coordination with other agencies, and the availability of donor support and equipment. Any gaps in collaboration or delays in donor contributions could reduce operational effectiveness.
5. **Ongoing Activities:** Many activities are multi-year and carried forward, potentially affecting overall goal completion. The Authority can address this by prioritizing critical activities, monitoring progress closely and allocating resources to ensure timely completion in subsequent years.

FUTURE OUTLOOK

This FY is the first for the new Corporate Plan FY 24/25-26/27. Building on the progress made in FY 2024/25, the Authority aims to strengthen service delivery, expand capacity and continue the phased implementation of the Corporate Plan. Key priorities and focus areas for the next financial year include:

1. **Enhanced Emergency Response Capacity**
 - ☒ Expansion of rural coverage through the commissioning of new fire stations.
 - ☒ Recruitment and deployment of additional staff to meet increased demand on emergency services.
 - ☒ Continued training and capacity development programs to ensure operational readiness.
2. **Implementation of Organizational Changes**
 - ☒ Phased rollout of the newly approved SFESA organizational structure

- ✘ Strengthening departmental coordination to improve efficiency and delivery of Corporate Plan activities.
3. Resource and Infrastructure Development
 - ✘ Upgrading aging fleet, equipment and communication systems, subject to budget allocation and donor support.
 - ✘ Addressing office space constraints to accommodate new positions and expanded services.
 4. Fire Safety, Prevention and Public Engagement
 - ✘ Expanding public awareness campaigns and fire safety inspections, particularly in schools, workplaces and rural communities.
 - ✘ Continued strengthening of the Communication and NECC divisions to improve emergency coordination and response times.
 5. Monitoring and Evaluation
 - ✘ Strengthening reporting mechanisms to track the implementation of ongoing and yearly activities.
 - ✘ Prioritizing critical activities to ensure timely completion and alignment with overall Corporate Plan goals.
 - ✘ Improvement monitoring and planning for the Authority
 6. Inter-Agency and Donor Collaboration
 - ✘ Enhancing coordination with key stakeholders and improve resource allocation
 - ✘ Engaging donor partners to secure necessary support, equipment and technical assistance for operational sustainability.
 - ✘ Actively seeking sectoral acknowledgment and inclusion, building on the outcomes of the IFFD, to ensure integrated and collaborative approaches across all emergency services and community safety initiatives.

FY 2025/26 will focus on consolidating first year achievements, addressing identified risks and resource gaps and ensuring that the Authority is fully equipped to deliver on its Corporate Plan commitments. Strategic initiatives will continue to emphasize proactive service delivery, institutional strengthening and community safety.

In light of the identified risks and uncertainties, the Commission remains steadfast in fulfilling its mandate through strategic foresight, prudent management and continuous adaptation to emerging challenges. Strengthened internal systems, enhanced coordination with key stakeholders and a commitment to evidence based decision making will ensure sustained progress toward organizational goals and national development priorities.

The Authority wishes to acknowledge with sincere appreciation the continued support and partnership of our donor agencies, development partners, and Public Bodies and government ministries. We also extend our gratitude to the Board for its leadership and guidance, and to the staff for their unwavering dedication, professionalism and collective effort throughout the year.

In conclusion, this Annual Report demonstrates the Authority's resilience, accountability and ongoing commitment to delivering impactful results for the people we serve.

Soifua ma ia Manuia,



Tanuvasa Oloapu Petone Mauga
Commissioner
SFESA

SAMOA FIRE & EMERGENCY SERVICES
AUTHORITY

FINANCIAL STATEMENTS FOR THE YEAR
ENDED

30TH JUNE 2025

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- 3 Certification by Directors
- 4 Statement of Financial Performance
- 5 Statement of Financial Position
- 6 Statement of Changes in Equity
- 7 Statement of Cash Flows
- 8 Notes to the Financial Statements

Certification by Directors

Samoa Fire & Emergency Services Authority For the year ended 30 June 2025

We certify that the attached financial statements for Samoa Fire and Emergency Services Authority for the year ended 30 June 2025, comprising of the statement of financial position, statement of comprehensive income, statement of changes in equity, statement of cash flows and notes forming part of the financial statements:

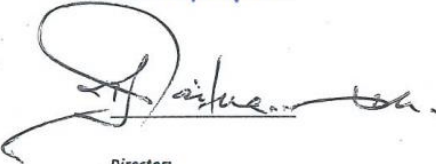
- give a true and fair view of the matters to which they relate; and
- have been prepared in accordance with International Financial Reporting Standards; and
- comply with the Public Finance Management Act 2001 in relation to the form or content of financial statements made under the Public Bodies (Performance and Accountability) Act 2001 and Fire and Emergency Service Act 2007.

We are not aware of any circumstance which would render any particulars included in the financial statements to be misleading or inaccurate.

We authorize the attached financial statements for issue on behalf of the directors of Samoa Fire and Emergency Services Authority.



Director:
Samoa Fire and Emergency Service Authority
Date 31/10/25



Director:
Samoa Fire and Emergency Service Authority
Date 31/10/25

Statement of Financial Performance

Statement of Financial Performance

Samoa Fire & Emergency Services Authority

For the year ended 30 June 2025

	NOTES	2025	2025 OVERALL BUDGET	VARIANCE	2024
Income					
Government grant	3	14,261,102	14,261,102	0 ↓	13,703,377
Insurance Fire Levies		172,077	120,000	(52,077) ↓	183,390
Service revenue	4	383,489	152,736	(230,753) ↓	302,618
ACC Levies Income		200,000	200,004	4 ↑	200,000
Deferred Income amortisation	15	402,434	198,384	(204,050) ↓	213,573
Dividend Income		65,000	-	(65,000) ↓	177,614
Interest income		25,426	-	(25,426) ↓	54,984
Total Income		15,509,529	14,932,226	(577,303)	14,835,555
Expenses					
Operating expenses	5	1,057,158	1,219,416	162,258 ↑	630,678
Administrative expenses	6	2,505,093	2,123,988	(381,105) ↓	3,732,680
Personnel cost	7	8,949,315	10,586,568	1,637,253 ↑	7,467,548
Board allowances	16	94,500	94,500	0 ↓	93,116
Depreciation	12	950,886	-	(950,886) ↓	736,017
Total Expenses		13,556,952	14,024,472	467,520	12,660,039
Surplus		1,952,577	907,754	(1,044,823)	2,175,516

Statement of financial position

Statement of Financial Position

Samoa Fire & Emergency Services Authority

As at 30 June 2025

	NOTES	30 JUN 2025	30 JUN 2024
Assets			
Current Assets			
Cash and cash equivalents	8	4,086,283	2,249,484
Account receivables		58,060	13,883
Trade and other receivables	11	1,256,144	1,650,468
Prepayments		-	64,993
Term deposits	9	1,239,885	2,218,848
Equity investments	10	5,771,066	5,257,585
Sales Tax		1,574,302	1,114,583
Total current assets		13,985,740	12,569,843
Non-Current Assets			
Property, plant and equipment	12	6,415,611	5,284,404
Total assets		20,401,351	17,854,247
Liabilities			
Current liabilities			
Account payables		131,325	108,666
Trade and other payables	13	38,819	101,632
Provisions	14	1,685,482	1,904,081
Allowance and employee benefits		483,659	324,046
Total Current liabilities		2,339,284	2,438,425
Non-Current liabilities			
Deferred income	15	2,632,384	1,821,309
Total Non-Current liabilities		2,632,384	1,821,309
Total liabilities		4,971,669	4,259,733
Net Assets		15,429,683	13,594,513
Equity			
Capital		1,149,523	1,149,523
Accumulated funds		13,380,676	11,545,506
Asset Revaluation Reserve		899,484	899,484
Total Equity		15,429,683	13,594,513

Statement Of changes in equity

Statement of Changes in Equity

Samoa Fire & Emergency Services Authority
For the year ended 30 June 2025

	2025	2024
Equity		
Opening Balance	13,594,513	11,413,845
Increases		
Profit for the Period	1,952,577	2,175,516
Retained Earnings	(117,407)	5,152
Total Increases	1,835,169	2,180,668
Total Equity	15,429,683	13,594,513

Statement of Cash Flow

Statement of Cash Flows

Samoa Fire & Emergency Services Authority For the year ended 30 June 2025

	2025	2024
Operating Activities		
Cash receipts from customers	14,818,912	14,694,529
Payments to suppliers and employees	(12,700,536)	(11,352,604)
Net Cash Flows from Operating Activities	2,118,377	3,341,924
Investing Activities		
Proceeds from investments	1,100,083	93,982
Payment for property, plant and equipment	(873,376)	(1,325,974)
Payment for investments	(508,285)	(1,623,443)
Other cash items from investing activities	-	(7,573)
Net Cash Flows from Investing Activities	(281,578)	(2,863,009)
Net Cash Flows	1,836,799	478,916
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of financial year	2,249,484	1,770,568
Net change in cash for financial year	1,836,799	478,916
Cash and cash equivalents at end of financial year	4,086,283	2,249,484

Notes to the Financial Statements

Samoa Fire & Emergency Services Authority

For the year ended 30 June 2025

1. General information

The Samoa Fire & Emergency Services Authority (SFESA) was established in July 2006. During that time, it was operated as part of the Ministry of Police & Prisons for two years until 30 June 2008. On the 1st of July 2008, the Authority became independent and operated on its own except for its payroll, which was processed and monitored by the Ministry of Finance.

Its core functions are set out in Section 4 of the Fire & Emergency Service Act 2007, which are to provide fire suppression and prevention services throughout the independent state of Samoa. Any other functions conferred on to the Authority by or under this Act or any other Act or as directed by the Board of Directors and/or Minister.

2. Summary of significant Accounting Policies

Set out below is a summary of significant accounting policies adopted by the Authority in the preparation of its financial statements.

a) Statement of Compliance.

The financial statements are prepared in accordance with International Financial Reporting Standard, issued by International Accounting Standard Board (IASB).

b) Basis of preparation

The financial statements are prepared on the basis of historical cost except for buildings at which have been revalued.

c) Functional and presentation currency

The financial statements are presented in Samoan Tala (SAT\$), which is the Authority's functional currency and all values presented in Samoan Tala have been rounded to the nearest Tala.

d) Bad and doubtful debts provisions

Collectability of trade receivables is reviewed on an ongoing basis. A provision is raised for any doubtful debt based on a general review of the outstanding amounts at the end of the reporting period. Bad debts are written off against the provision for doubtful debts in the period in which they are identified as unrecoverable.

e) Grants, Aids in assistance, donations and capitalization

1. *All items which are intended for the support and financing of the Authority's operations and received in cash are taken to statement of comprehensive income*
2. *All items which are received in the form of depreciable assets, are charged to deferred income in the year of receipt and will be amortized according to the estimated useful life of the asset.*
3. *All items that are received in the form of depreciable assets from the Government of Samoa are capitalized.*

f) Property, plant and equipment

Property, plant and equipment are depreciated at rates estimated to write off the assets over their useful lives. Straight line method is used to depreciate all fixed assets of the Authority.

Building	2%
Furniture and fittings	20%
Plant & equipment	20%
Motor vehicles	20%
Computer equipment	20%
Billboards	20%

g) Cash and cash equivalents

Cash and cash equivalents in the statement of financial position comprise of petty cash and cash at bank.

h) Income tax

SFESA is a public authority and so is exempted from income tax under Section 17 (1) of the Income Tax Act 2012.

i) Value added on goods and services tax (VAGST)

All mounts are shown VAGST exclusive except for trade receivables and trade payables or otherwise stated.

j) Valuation of UTOS investments

International Accounting standards (IAS) has updated its standard on disclosure of financial instruments whereby UTOS investments are classified and measured either under the amortized cost basis or the fair value basis.

UTOS convertible notes and UTOS promissory notes are measured using the amortized cost basis. However, UTOS unit investments are measured using the fair value method with any gains/(losses) recorded in the Statement of Financial Performance.

Fair value is the price that would be received to sell as asset in an orderly transaction between the market participants at the measurement date. Therefore, fair value is the purchase price less the exit fee.

k) Trade and other receivables

Trade and other receivables are recorded at expected realization value after providing for bad and doubtful debts. At the end of each reporting period, the carrying amounts of accounts and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognized immediately in the statement of comprehensive income.

l) Trade and other payables

Trade and other payables are recognized at cost and represent liabilities for goods and services provided to the Authority before the end of the financial year that are unpaid and arise when the Authority becomes obliged to make future payments in respect of the purchase of these goods and services.

m) Employee Benefits

• **Salaries and wages, annual leave and long service leave and other entitlements**

Liabilities for employees' entitlements to salaries and wages, annual leave, long service leave and other current employee entitlements (that are expected to be paid within twelve months) are accrued at undiscounted amount and calculated at amounts expected to be paid as at reporting date. Liabilities for other employee entitlements, which are not expected to be paid or settled within twelve months of reporting date, are accrued in respect of all employees at the present value of future amounts expected to be paid.

• **Superannuation contributions**

The Authority contributes towards the National Provident Fund, a defined contribution plan in accordance with local legislation and to which it has no commitment beyond the payment of contribution. Obligations for contributions to the defined contribution plan are recognized immediately in the statement of comprehensive income.

	2025	2024
3. Government grant		
Grant	14,261,102	13,703,377
Total Government grant	14,261,102	13,703,377

The Authority received a total grant of \$14.26 million tala from the Ministry of Finance for the Financial year ended 30 June 2025.

	2025	2024
4. Service Revenue		
Building Plan/Permit Consents	156,102	78,444
False Alarms	35,147	21,591
Hot Works Permit	1,305	2,576
Simulation & Warden Training	17,163	15,859
Structure Fire Confirmation Report	177	-
Other income	173,594	184,149
Total Service Revenue	383,489	302,618

	2025	2024
5. Operating expense		
Consumables	120,297	33,837
Medical Supplies	202,606	43,426
NEOC Operation	58,012	-
Repairs and maintenance	268,575	401,446
Uniform Costs	407,667	151,969
Total Operating expense	1,057,158	630,678

	2025	2024
6. Administration expense		
Audit Fees	18,750	-
Advertisement	35,900	39,304
CHOGM Expenses	235,287	-
Doubtful Debt	200,000	-
IFFD Expenses	14,584	39,953

Insurance	224,792	124,177
Office expenses	269,043	1,903,445
Office supplies	296,218	240,339
Professional fees	12,192	97,997
Leases	20,444	25,667
Motor vehicle expense	630,847	622,844
Travel - local	21,366	20,800
Travel - international	199	290
Utility bills	480,560	466,792
Others	44,644	151,072
Total Administration expense	2,504,827	3,732,680

2025 2024

7. Personnel cost

Salaries and wages	6,073,674	5,405,737
A.C.C. Expenses	78,897	68,548
NPF Contribution	788,340	686,144
PAYE Tax Deductions	17,157	-
Overtime	794,653	458,050
Long Service Leave	73,800	100,911
Staff allowances	932,911	688,389
End of contract	20,407	28,653
Resignation Benefit	15,443	31,117
Staff Benefits	154,032	-
Total Personnel cost	8,949,315	7,467,548

2025 2024

8. Cash and Cash equivalent

ANZ Main Account 3732259	4,054,115	2,217,222
ANZ ACC Account 3835164	27,218	27,287
BSP Visa A/c	4,696	4,836
Petty cash account	255	139
Total Cash and Cash equivalent	4,086,283	2,249,484

There are two ANZ accounts, one BSP accounts used for the Authority's operation. The Maina Account# 3732259 is primarily used for operational payments and receipts

2025 2024

9. Term deposit

NBS	385,555	1,374,385
BSP	532,226	527,704
SCB	322,103	316,759
Total Term deposit	1,239,885	2,218,848

	2025	2024
10. Equity investments		
UTOS Account#1006731	1,561,812	1,508,240
UTOS Account# 1005778	1,089,551	1,082,267
UTOS Account #1002691	619,704	667,077
UTOS Account# 1007116	2,499,999	-
UTOS FTD Investment Promissory Notes	-	2,000,000
Total Equity investments	5,771,066	5,257,585

There are four UTOS investment accounts under the Authority's name. All dividends for each account were not effective during the financial as they were declared in July 2025.

However, the Promissory Note account was fully refunded at the end of June after one year period where dividend of \$16,250 tala was received every quarter as reflected in the income statement.

	2025	2024
11. Trade and Other Receivables		
ACC receivables	1,245,520	1,464,120
Staff debtor	698	1,159
Dividend receivable	-	133,508
Fire levies receivable	-	42,702
Interest receivable	9,926	8,979
Total Trade and Other Receivables	1,256,144	1,650,468

ACC Receivable is the contribution owned by the Accident Compensation Corporation to the Authority on an annual basis to fund their rural training and fire safety programs. As stated in the Fire and Emergency Services (Levy and Financial Contribution) Regulations 2009, ACC should pay an annual financial contribution of \$200,000 or such other greater or lesser amount as agreed or 1% of the Corporation's net revenue to the Samoa Fire and Emergency Services Authority. Carried forward balance from last financial year was \$1.46 million tala and as at 30th June 2025, \$418,000 tala was received to partially fund two new ambulances vehicle thus, left outstanding amount stated above.

	2025	2024
12. Property, Plant and Equipment		
Building WIP	970,836	531,517
Buildings		
Buildings at cost	3,654,337	3,601,800
Accumulated depreciation - buildings	(935,174)	(836,349)
Total Buildings	2,719,163	2,765,451
Plant and equipment		
Plant and equipment at cost	1,468,255	1,448,330
Accumulated depreciation - plant and equipment	(876,872)	(708,134)
Total Plant and equipment	591,383	740,196
Computer and software		
Computer and software at cost	603,748	530,351
Accumulated depreciation - computer and software	(334,173)	(292,622)
Total Computer and software	269,575	237,729
Furniture & Fittings		
Furniture and fittings at cost	242,964	241,038
Accumulated depreciation - furniture and fittings	(172,657)	(162,469)
Total Furniture & Fittings	70,307	78,569
Motor vehicle		
Motor vehicle at cost	7,933,437	6,872,993
Accumulated depreciation - motor vehicle	(6,139,088)	(5,942,051)
Total Motor vehicle	1,794,348	930,943
Total Property, Plant and Equipment	6,415,611	5,284,404

The Authority's valuation of its building at Apia and Faleata was carried out by the Ministry of Natural Resources and Environment on the 17 October 2009 and 10 March 2010 respectively.

	2025	2024
13. Trade and Other payables		
Accruals	16,193	117,599
Withholding Tax Payable	3,752	3,614
Other payables	18,873	(19,582)
Total Trade and Other payables	38,819	101,632

	2025	2024
14. Provisions		
Provision for ACC	1,245,520	1,464,120
Provision for impairment	439,961	439,961
Total Provisions	1,685,482	1,904,081

	2025	2024
15. Deferred income		
Cost of donated assets		
Opening cost	8,348,985	7,135,476
Total Cost of donated assets	8,348,985	7,135,476
Accumulated Amortization		
Opening accumulated amortization	(5,716,661)	(5,314,167)
Closing Accumulated Amortization	(5,716,661)	(5,314,167)
Deferred Income	2,632,324	1,821,309

Deferred Income represent amortization of assets funded from Australia Agency for International Development for Volunteer. Emergency Response Team of Samoa (VERTS) and NAPA4 for Asau Station in relation to It also includes donated vehicles from the Melbourne Metropolitan Fire Brigade and also Mr Wolfgang from German provides controlling bush and forest fires. more firefighting appliances to assist the Fire Fighting staff. Assistance was also from Mr Harlich Stavemann in the form of gears and secondhand ambulance vehicle. The office of the DMO has donated a new training facility USAR project which includes the new building, furniture and fittings, office equipments and computers to assist the Training Division for the staff trainings, VERTs monthly trainings and also the staff and board of dircetors monthly meeting. There are 2 Vans are also donated from the ACC. Deferred income is amortized according to the useful life of the assets.

	2025	2024
16. Board remuneration		
Board Allowance	94,500	93,116
Total Board remuneration	94,500	93,116

Government regulations specifies that director's fees are \$18,000 per year for Directors and \$22,500 for the Chairman. These allowances are expressed at their gross values.

17. Capital commitment and Contingent liabilities

The Authority is currently in contracts for the constrution of the new **Search and Rescue Facility** at Aana and is also planning to build a **permanent station (\$3.5 million estimated cost)** for the Aána fire station. The Authority is also developing projects plans for **2 new stations** in Salelologa and Falealili and are looking at executing these projects next year. Lastly, other additional constructions commitments the Authority has on its planner is a new **Gym** at Faleata and **Office for the commissioner** at Apia (while awaiting term of reference for a new headquarter).

The total cost for these projects cannot be determined as of reporting period but the Authority is expecting significant capital expenditures over the coming financial years

18. Approval of Financial Statement

The board of directors approved the financial statements of the Authority on issued date.

AUDIT OPINION

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*Please address all correspondences
to the Controller and Auditor General*



AUDIT OFFICE

P.O Box 13
APIA, SAMOA

REPORT OF THE AUDIT OFFICE

TO THE GOVERNING BODY IN CHARGE OF GOVERNANCE – SAMOA FIRE & EMERGENCY SERVICE AUTHORITY

Reporting on the Audit of the Financial Statement

We have audited the accompanying financial report of the Samoa Fire Emergency Services Authority, which comprises the Statement of Financial Position as at 30 June 2025, the Statement of Financial Performance, Statement of Changes in Equity and Cash Flows for the year then ended, a Summary of Significant Accounting Policies and Other Explanatory Notes. The Accounting Firm of XSAO Consult Ltd, Chartered Accountants, assisted in the audit. The Delegate on the audit resulting in this Independent Auditor's Report is Ti'a T. Mariner Leota.

Audit Opinion

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Samoa Fire and Emergency Services Authority as at 30 June 2025 and (of) its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of Financial Statements section of our report. We are independent of the Samoa Fire Emergency Services Authority in accordance with the ethical requirements that are relevant to our audit of financial statements in Samoa, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

Responsibilities of Those Charged with Governance for the Financial Statements

Directors and Management are responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards and for such internal control as directors and management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the Authority's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Directors and Management, either intend to liquidate the Authority or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Authority's financial reporting process.

Key Audit Matter

Key audit matters are those matters that, in our professional judgement, were of most significant in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming an opinion thereon, and we do not provide a separate opinion on these matters and for the purpose of this report.

In addition, we conducted a cold quality assurance review of the SFESA financial statements to assess their compliance with the presentation requirements of relevant Samoan legislation, as well as the International Financial Reporting Standards (IFRS) and International Standards on Auditing (ISAs). The review identified areas needing improvement to enhance compliance. The management has been made aware to undertake the review and implement changes to be reflected in the upcoming financial year's accounts.

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AUDIT OFFICE

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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with these International Standards on Auditing, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Authority's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors and management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Authority's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Authority to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicated with the management regarding, among other matters, the significant audit findings, including any significant deficiencies in internal control that we identified during our audit.

Report on Other Legal and Regulatory Requirements

In our opinion, the financial statements have been prepared in accordance with and comply with the requirements of:

- i. Public Bodies (Performance and Accountability) Act 2001; and the
- ii. Public Finance Management Act 2001 (and amendments)

We also confirm that:

- a. We have been given all information, explanations and assistance necessary for the conduct of the audit; and
- b. The Samoa Fire Emergency Authority has kept financial records sufficient to enable the financial statements to be prepared and audited.

Apia, Samoa
31 October 2025


Fa'amatua'inau Dennis Margraff
ASSISTANT CONTROLLER AND AUDITOR GENERAL