

Strategic Direction 4

Safe, capable and diverse workforce

Overview

Fire and emergency services have an Australasian workforce of 288,000. It consists of 254,000 registered volunteers, 34,000 paid staff in career roles across fire services and parks and land management agencies and 6,000 retained or part time staff. Across the broader emergency management sector, the number exceeds 500,000. This is a significant workforce capability, that is organised, trained and ultimately provides the nation with a substantial surge capacity in challenging times. This national capability is achieved through substantial volunteer contributions.

Fire and emergency services are working to build an inclusive culture, by embracing the value of bringing people from different backgrounds and different points of view to work together, to cultivate a workforce that reflects the diversity of the community.

Governance and resource management of this significant resource needs to be contemporary, adaptable and accountable.

Fire and emergency services will foster a safe, capable and diverse workforce by:

1. **Cultivating a workforce that reflects the diversity of the community we serve** and instilling a culture of access and inclusion where everyone is responsible for their part in respecting and valuing the different backgrounds, skills and experiences of individuals.
2. **Ensuring physically and psychologically safe workplaces** where mental health services are accessible and prioritised.
3. **Engaging in workforce planning to build capacity and capability for current and future needs** through recruitment, selection and retention practices that ensure a skilled and sustainable workforce available to deliver positive community outcomes.
4. **Creating a safe and healthy workplace for all** by providing a supportive and inclusive work environment and fulfillment of workplace and workforce requirements.
5. **Cultivating adaptable, dynamic leadership** to enable the workforce to manage change in the operating environment.
6. **Professionalising our workforce** through the Emergency Management Professionalisation Scheme, vocational education training, and research utilisation to build capability and support a learning culture.
7. **Maintaining a competent, organised, equipped, ready and sustainable workforce**, skilled and able to lead in routine, challenging and dynamic environments.
8. **Participating in professional development events** designed to increase knowledge and understanding to build development and capability of the workforce.
9. **Remaining engaged in national initiatives such as Champions of Change Coalition** to drive gender equity.