

WOMEN IN EMERGENCY SERVICES STRATEGY - ACTION FRAMEWORK

OBJECTIVES: Increase the number of women in emergency services and increase the number of women in leadership roles in emergency services

STRATEGIES	ACTIONS	OUTPUTS
Ensure appropriate governance arrangements to oversee the implementation of the Women in Emergency Services Strategy.	<p>Maintain an ESA wide 'Women in Emergency Services' steering committee.</p> <p>Maintain a work program through an action plan.</p> <p>Review national benchmarks and report on gender as part of ESA's annual reporting.</p>	<p>Steering Group to meet quarterly.</p> <p>Progress reports to be provided to the ESA Executive quarterly.</p> <p>Ratio of gender participation and actual numbers to be reported in the JACS Annual Report each year.</p>
Identifying potential barriers to an inclusive and diverse workforce and developing initiatives that reduce or eliminate their impact on women.	<p>Develop specific recruitment campaigns for each of the Emergency Services.</p> <p>Consideration of work practices and their suitability for both men and women.</p> <p>Actively support women in ESA attending professional development courses as part of their Professional Development Plans.</p> <p>Develop an annual calendar of events to promote gender equity in ESA.</p>	<p>Each Emergency Service to target women as part of their recruitment campaigns.</p> <p>Emergency Services to undertake reviews of work practices and Standard Operating Procedures (SOPs) to consider their suitability for both men and women.</p> <p>Professional Development Plans to support professional development goals of ESA.</p> <p>ESA to promote a calendar of events and encourage participation.</p>
To increase staff awareness in relation to gender and stereotyping.	<p>Provision of Respect, Equity and Diversity (RED) training for all ESA staff.</p> <p>RED contact officer training to be provided to ESA staff.</p>	<p>ESA staff to be trained in the RED Framework.</p> <p>RED contact officers to be available for each station or worksite.</p>
Developing targets where needed, and implementing access and equity or equal employment opportunity programs to meet targets.	<p>For the ESA to aim at exceeding National Benchmarks in relation to women participation rates.</p>	<p>Targets to be developed for each service based upon benchmarking.</p> <p>Recruitment campaigns be designed to meet service level targets.</p>
Improving conflict resolution and complaint handling processes in ESA.	<p>Review conflict resolution and complaint handling processes with a view to identifying issues that may need addressing.</p> <p>Promote a system of feedback to ensure issues can be addressed proactively.</p>	<p>Review to be undertaken by mid 2016 highlighting areas for consideration.</p> <p>Ongoing analysis to be considered by JACS People and Workplace Strategy in order to develop preventative initiatives.</p>
Promote compliance with anti-discrimination legislation and policies.	<p>Continuing implementation of the station upgrade, which includes a focus on privacy and dignity issues.</p> <p>Consider other activities and initiatives which promote diversity and inclusion in ESA.</p>	<p>Women will be regularly consulted as part of the station upgrade program and a schedule of works will be prioritised and implemented.</p> <p>ESA to consider ways to profile the experiences of women in emergency services.</p>
Reviewing our employment conditions to improve flexibility.	<p>Undertake a review of workplace conditions in other jurisdictions or similar professions with a view to mapping potential improvements.</p>	<p>Consider the inclusion of greater flexibility in working conditions.</p>



