



A·S·U

Australian Services Union
Victorian and Tasmanian
Authorities & Services Branch

7 July, 2015

Assistant Clerk Committees
Department of Legislative Council
Fire Service Bill Select Committee
Parliament House
Spring Street
EAST MELBOURNE VIC 3002

Via email: LCSC@parliament.vic.gov.au

Dear Sir/Madam,

**ASU Submission to Inquiry into Firefighters Presumptive Rights Compensation and Fire Services
Legislation Amendment (Reform) Bill 2017**

I am pleased to provide you with the enclosed submissions from the Australian Services Union in regard to the above matter.

If you require further information or you wish to speak to me, please do not hesitate to contact me on [REDACTED]

Yours sincerely,

[REDACTED]

MICHELLE JACKSON
Branch Executive President



Australian Services Union
Victorian and Tasmanian Authorities and
Services Branch

**Submission to the Fire Services Bill Select
Committee Inquiry into Firefighter's Presumptive
Rights Compensation and Fire Services
Legislation Amendment (Reform) Bill 2017**

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About the Australian Services Union

The Australian Services Union – Victorian and Tasmanian Authorities and Services Branch has members in fire services as well as areas as diverse as local government, energy, water, public transport, shipping, travel, ports, social and community services and information technology.

The ASU has members in fire services performing work across a range of occupations in the professional, technical and administrative streams.

We represent a cross-section of society, our membership divided between male and female workers; metropolitan based and rural and regional based workers; tertiary qualified and low to unskilled workers and workers across all age groups.

Through the connection to our predecessor unions, the ASU has been representing workers in Victoria since 1885.

For more information about this submission contact:

Michelle Jackson – Branch Executive President, ASU Victorian and Tasmanian Authorities and Services Branch

Australian Services Union – Victorian and Tasmanian Authorities & Services Branch

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Gender Segregation and Inequality in Fire Services

The ASU holds a special interest in ensuring that any changes to fire services address gender segregation and inequality, as 53% of our members in fire services are women. The purpose of the proposed bill is, in part, to modernise Victoria's fire services framework. Current fire services are heavily segregated by gender and do not reflect modern workplaces.

In the CFA just 25% of all staff are women, with women comprising just 3% of operational staff and 51% of corporate staff.¹

CFA member data

Table 6: Employee breakdown by age and gender

	30 June 2015			30 June 2016		
	Number (Headcount)	Ongoing FTE	Fixed term and casual FTE	Number (Headcount)	Ongoing FTE	Fixed term and casual FTE
Gender						
Male	1,609	1,323	139	1,662	1,471	73
Female	679	314	191	655	450	78
Age						
Under 25	81	25	25	56	31	10
25-34	485	370	66	510	444	26
35-44	664	518	84	686	609	35
45-54	559	406	89	564	473	40
55-64	422	281	61	415	318	34
Over 64	77	37	5	86	46	6

Table 7: Member breakdown by role and gender

	Operational volunteers	Support volunteers	Operational staff	Support staff
Male	30,767	13,642	1,055	471
Female	5,029	7,673	31	483

In the MFB 3.6% of operational staff are women compared to 46.4% of corporate staff and overall only 10.1% of staff are women².

MFB staff gender breakdown

Count of Pers.No.	Personnel Area			Grand Total
	Corporate Services	Operations		
Female	46.4%	3.6%		10.1%
Male	53.6%	96.4%		89.9%
Grand Total	100.0%	100.0%		100.0%

¹ CFA Annual Report 2015-16

² MFB Annual Report 2015-16

Despite the MFB introducing a Diversity Development Framework in 2008, the gender breakdown has not significantly changed.

“In 2008-09, the MFB made significant progress in establishing a strong policy foundation for diversity at the MFB. As part of this policy, a review of our recruitment process was conducted to identify any aspect of the process that may adversely impact applicants who are female, Aboriginal, from a non-English speaking background, or have disabilities. With the adoption of the Diversity Development Framework in April 2008, the MFB then coordinated the development of four diversity action plans. Two of these plans were finalised and launched in 2008 and the remaining two will be finalised in the second half of 2009.”³

Operations and corporate staff gender by percentage

Year	Operations Female	Operations Male	Corporate Female	Corporate Male
2016	3.6%	96.4%	46.4%	53.6%
2015	3.5%	96.5%	45.7%	54.3%
2014	3.3%	96.7%	43.8%	56.2%
2013	3.4%	96.6%	43.7%	56.3%
2012	3.7%	96.3%	44.0%	56.0%
2011	3.6%	96.4%	43.8%	56.2%
2010	3.4%	96.6%	43.9%	56.1%
2009	3.3%	96.7%	43.2%	56.8%

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In both organisations there has been limited career progression for corporate staff with most promotions to management positions coming from operational staff. For example, the current Executive Leadership Team of the MFB comprises 6 men and only one woman, who is the Executive Director, People and Culture which unsurprisingly sits within the corporate stream.

To this end the ASU welcomes the inclusion of Clause 40 of the proposed legislation which establishes a Strategic Advisory Committee to provide advice to Fire Rescue Victoria on matters including cultural change and workforce diversity and flexibility within Fire Rescue Victoria.

Whilst the gender balance at the CFA will to some extent be corrected with the transfer of operational staff to Fire Services Victoria, more work needs to take place at the CFA to reduce gender segregation and inequality not only in the overall staff numbers but within all levels of the organisation including management.

³ MFB Annual Report 2008-09

⁴ MFB Annual Report 2015-16