



NEXT GENERATION WORKFORCE PLAN 2016 - 2021

This Next Generation Workforce Plan identifies the outcomes that are important to the NSW Rural Fire Service's capacity to meet the workforce challenges, both volunteer and staff, of coming decades, with a specific focus on the next five years.

The Next Generation Workforce Plan is linked to the NSW RFS Plan through the Key Focus Area 4 'Our Members' and associated objectives.

Our members comprise 73,223 volunteers and 913 staff that collaborate to deliver community-based fire and emergency services as at June 2017 (2016/17 Annual Report).

Outcomes

Strategies

Key Actions 2018-2019

Outcome	Strategy	Key Action
O1 Membership reflective of the community	S1 Continue to improve organisational diversity through inclusive and flexible membership	A1 Develop a unified organisational framework for diversity and inclusion
O2 Skills and capabilities matched to demands	S2 Develop and implement additional processes and systems to support localised workforce planning	A2 Implement phase one of District volunteer workforce planning framework
O3 Flexible and valued membership roles	S3 Continue to embed principles of flexible membership into organisational policy, programs and initiatives	A3 Develop agreed approach to the management of spontaneous volunteers
O4 Technology engaged and capable	S4 Use new and existing technology and systems to increase efficiency and effectiveness	A4a Develop digital and online volunteer recruitment resources
		A4b Streamline volunteer membership application process
O5 Positive experience and enduring connection	S5 Continue to support a respectful and inclusive workplace where all members are treated with dignity, courtesy and respect	A5 Continue to strengthen the governance framework for child and youth participation
		A5.1 Continue roll-out of Code of Conduct and Ethics training for volunteer members
		A5.2 Implement the People Matter Employee Survey action plan
O6 Agile and inclusive organisation	S6 Ongoing engagement in a broad range of training, development and knowledge sharing to increase members adaptability to future needs	A6 Continue to build next generation training delivery up to Crew Leader level
		A6.1 Promote professional development opportunities through agency sponsored leadership programs
		A6.2 Continue to support participation in the Emergency Management Professionalisation Scheme (EMPS)
O7 Active partnerships with community groups	S7 Continue to interact with the community to grow mutual knowledge, understanding and awareness	A7 Implement Indigenous Mitigation Crew Scheme in targeted areas
		A7.1 Establish scope for Brigades in Changing Rural Communities project

OUR VALUES

Mutual Respect

Adaptability and Resourcefulness

One Team, Many Players, One Purpose

Integrity and Trust

Support, Friendship and Camaraderie

Community and Environment

Knowledge and Learning