



**LEGISLATIVE ASSEMBLY**  
FOR THE AUSTRALIAN CAPITAL TERRITORY

**SELECT COMMITTEE ON ESTIMATES 2024-2025**

Ms Nicole Lawder MLA (Chair), Ms Suzanne Orr MLA (Deputy Chair),  
Miss Laura Nuttall MLA

**ANSWER TO QUESTION TAKEN ON NOTICE  
DURING PUBLIC HEARINGS**

Asked by: Mr Andrew Braddock MLA

Addressed to: Minister for Fire and Emergency Services

Redirected to: N/a

Reference: Uncorrected Hansard Transcript [Page 77]

In relation to: Volunteer survey

Hearing Date: 29 July 2024

QTON lodgement date: 30 July 2024

Answer Due Date: 2 August 2024

**Mr Phillips:** Yes. So the survey just came back, which finished at 39 per cent across the whole of ESA. So that was our paid staff. We are going to do a separate survey for our volunteers as well. That is an increase from 22 per cent from the last survey that was done across us, so that is a 54 per cent increase.

We have got a staff and volunteer engagement committee as well, which has got volunteers from all the services, the enabling services, unions and volunteer representative groups. And that is chaired by Rohan Scott on a regular basis. We also get out and about and take feedback and talk to our people, engage what we need or what we listen to them in regards to how they are feeling and how they are going with regards the executive review. We report that back up through to the oversight committee.

And in addition to that, we have got 45 of our top leaders from me—well layers, I will not say top leaders, but layers of leadership going through a leadership program, which will be finished in December. We have done extensive work with mental health first aid course we have done with both volunteers and our paid staff coming in and a mix of those—a number of courses, I think, three off the top of my head. And we did some frontline management course training through Lifeline as well, just to ensure that we are capturing as much to bring people along the journey of a kind and more compassionate workforce, moving forward into—so that we are ready for climate change and all those things that can happen to Canberra.

**MR BRADDOCK:** Okay. Sorry, a couple of more follow up questions from what you are saying. When will the survey of volunteers be conducted?

**Mr Phillips:** I would like to take that on notice.

Mick Gentleman MLA: The answer to the Member's question is as follows:

The volunteer survey is currently under development. Expressions of Interest are being sought from all volunteers across ESA for participation in a workshop to review the content of the survey. The ESA is also exploring other national datasets from which results can be benchmarked. The survey will be distributed once these two activities have been completed, which is expected to be in the next few months.

Approved for circulation to the Select Committee on Estimates 2024-2025

Signature:



Date: 2/8/2024

By the Minister for Fire and Emergency Services, Mick Gentleman MLA