



2023 Commissioner's Awards for Excellence Guidelines

Celebrating and Recognising our Achievements

Nominations close: 6 October 2023

Respect

Integrity

Courage

Loyalty

Trust



2023 Commissioner's Awards for Excellence



OVERVIEW

Queensland Fire and Emergency Services (QFES) has a highly skilled and dedicated workforce of staff and volunteers.

The Commissioner's Awards for Excellence recognise outstanding achievements or significant contributions that further QFES' values and goals.

These awards recognise initiatives, projects, teams or individuals that have:

- made a positive and significant impact on QFES
- contributed to achieving QFES' goals and strategies
- achieved outcomes that align QFES services with whole of government priorities.

The award categories for 2023 align with the QFES Strategy 2030 Guiding Principles that underpin our everyday decision-making. The guiding principles have been developed from an understanding of community expectations, our authorising environment and the challenges and opportunities on the horizon.

In addition to recognising our staff and volunteers, this year we will continue to recognise the invaluable support of the primary employers of our volunteer and auxiliary workforces.

Any member of QFES may nominate a person or team for an award. All nominations are assessed by a panel consisting of the Deputy Commissioners, who then make their recommendations to me.

Kind regards,

Greg Leach AFSM
Commissioner
QFES

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Award categories

Capable Communities

Local solutions to local problems achieve sustainable outcomes.

We focus on working with communities to develop knowledge and practical skills to maximise our capability to prevent or reduce the impact of emergency events and to speed recovery.

Interoperable

Our people and our partners work together in a seamless way.

We work together effectively in a coordinated way, we have an integrated system of people, knowledge and equipment to strengthen our capabilities across our organisation.

Intelligence

We have a culture that values evidence and intelligence-informed decision-making.

The community, our partners, and our people are empowered to make decisions with greater confidence because we collect, analyse, and interpret a range of information. This becomes an integral part of better decision-making during emergencies in Queensland.

Sustainable

Economic, environmental, and social sustainability go hand in hand to contribute to a capable and adaptive Queensland.

Sustainability means balancing the costs and benefits to the community, environment and economy. We deliver services informed by local risk, vulnerability and relevance.

Adaptive

We commit to building an adaptive capacity with the community and the emergency and disaster management sector to enhance our collective ability to manage the unexpected.

We proactively use our knowledge to continually challenge the way we work. We share our knowledge with the community, our partners, and our own people. Adaptivity contributes to QFES helping communities become resilient.

Values

Trust, Integrity, Courage, Loyalty, and Respect.

We all have the ability to strengthen our work experiences and improve our work environments. When we demonstrate commitment to the highest levels of integrity, accountability and QFES values, we create connections and a shared sense of belonging and purpose. It is this experience that directly influences our satisfaction, wellbeing and engagement at work.

Equity, Diversity, and Inclusion

We are committed to creating an inclusive and diverse workforce where people of diverse genders, sexes, and sexualities feel safe, are welcomed, and accepted where staff and volunteers are free to be themselves.

In addition to the above categories, the following awards will also be considered:

QFES Employer Recognition Award

Volunteers and auxiliary officers may nominate their primary employer where they have supported their role with QFES. This could include providing leave to attend emergencies, provide community education and/or undertake training.

Commissioner's Outstanding Award

This is awarded at the Commissioner's discretion to an initiative, team or individual that has demonstrated achievements that exceed core expectations.

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Award criteria

Outstanding Delivery

- What initiative was shown by the team or individual in identifying the potential for improvement to systems or delivery of service?
- What obstacles were encountered and how were these overcome?
- Was the project delivered on time and within budget?
- How did the team or individual inspire innovation through the delivery of this work?
- How did the team or individual display a comprehensive understanding of stakeholders and their priorities, needs and expectations?

Outcomes and Impact

- How has this initiative, team or individual delivered outstanding service for QFES and the Queensland community?
- How has this initiative, team or individual contributed to the nominated award category or guiding principle?

Above and Beyond

- How did the team or individual go above and beyond their normal duties?
- Has the work been applied in other areas of QFES or outside of QFES?

How to apply

1. Review the award categories and determine which one you will nominate in. You may wish to review the [QFES Strategic Plan](#) to assist you in determining which guiding principle aligns best to your nomination.
2. Prepare your nomination **based on the award criteria**.
3. Complete the form, supporting attachments and references and submit to appropriate manager for sighting. It is the responsibility of the nominating officer to ensure that the individual's details are correct and to ensure that, to the best of their knowledge, the nomination meets the eligibility criteria.
4. Managers are responsible for considering nominations regarding the eligibility criteria and ensuring the nomination is progressed.
5. Manager sighted nominations are to be submitted to the relevant Assistant Commissioner (AC)/Executive Director (ED) for approval.
6. AC/ED approved nominations are submitted to QFES Honours, Reward and Recognition (HRR) Team.
7. The HRR Team conduct various credential checks and submit integrity checks to the Workforce Liaison Unit. Any adverse integrity checks are sent directly to the Chair, HRR Advisory Panel for consideration.
8. All nominations meeting the eligibility criteria and are clear of integrity checks are progressed to a panel consisting of the Deputy Commissioners for recommendation to the Commissioner.
9. Once the Commissioner has approved, the HRR Team will finalise the nomination.

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