

QUEENSLAND FIRE AND EMERGENCY SERVICES
Progress Report – 1 July 2023 to 30 June 2024
Queensland's Disability Plan 2022–27, a better Queensland

Priority Area: Everyday services

Timeframe of Disability Service Plan	Action	Measurement	Timeframe of Action	Status	Comment
2021–2022	<p>In partnership with Deaf Services Queensland (DSQ) manage a subsidy program, for hard of hearing or deaf people, to offset the cost of specialised smoke alarms.</p> <p>Enabling subsidy program (ended 30 June 2021)</p> <p>Review of needs/future requirements to be considered.</p>	Subsidy available and appropriately administered	Extended to 30 June 2023	Completed	<p>The Queensland Fire Department (QFD) (established 1 July 2024) continues to support members of the hearing impaired community by subsidising specialised smoke alarms through the Smoke Alarm Subsidy Scheme managed through Deaf Connect (previously Deaf Services Queensland). The subsidy scheme agreement with Deaf Connect for the management of the scheme has been extended to 30 June 2026.</p> <p>ADDITIONAL INFORMATION:</p> <p>During 2023–24, Queensland Fire and Emergency Services (QFES) continued to provide assistance to members of the deaf community and people who have a hearing impairment to install specialised smoke alarms through the Smoke Alarm Subsidy Scheme managed by Deaf Connect.</p> <p>In 2023–24, a total of 150 deaf and hard of hearing smoke alarms were provided. More than 3,200 smoke alarms have been provided since the inception of this program in 2013.</p>
2021–2022	<p>Increased engagement of Allies of Inclusion and Connected Conversations and Safer Workplaces</p> <p>'Reboot' of QFES Allies of Inclusion activities</p>	<p>Establishment of Workforce Resource Groups, including membership across QFES regions and directorates</p> <p>QFES Executive Leadership Team members champion identified Allies of Inclusion groups</p>	Ongoing	On-track	<p>During 2023–24, QFES continued the Allies of Inclusion program. Workforce Resource Groups have been reviewed and updated. The groups are comprised of staff and volunteers with a shared set of interests, experiences and perspectives that help promote the department's values and support respect and inclusion within the department and the community—these staff are known as Allies of Inclusion.</p> <p>Allies of Inclusion contribute to respectful and inclusive workplaces where our people feel safe to share their perspectives. They are willing to challenge attitudes, words and behaviours which do not support an inclusive culture or which might compromise the way our services work together. The network promotes the positive benefits of inclusive leadership at all levels of the department. Since its inception in September 2018, over 500 staff and volunteers have registered as an Allies of Inclusion network member. The network has grown by 11 per cent since 30 June 2023.</p> <p>The Allies of Inclusion program seeks to contribute to building capability and outcomes relevant to the <i>Public Sector Act 2022</i>, building a culture of respect and inclusion in the public sector.</p> <p>Concepts for QFD Senior Leadership Team (formerly QFES Executive Leadership Team) involvement are under consideration.</p>
2021–2022	<p>Diversity Data Drive</p> <p>Seek to improve the response rate for completion of diversity data information</p>	Increased diversity data information received via use of Employee Self Service	Ongoing	Future start	A diversity data drive is planned for November 2024 to engage with the QFD workforce (staff and volunteers).

