

From: [REDACTED]
To: [REDACTED]
Subject: RE: Workforce sustainability in the emergency services sector - a case study for the 2026 RoGS [SEC=OFFICIAL]
Date: Monday, 15 September 2025 3:56:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)

Fine by me! We discussed it in this afternoon's managers meeting and that was the consensus, especially considering you also have carriage of the Indigenous engagement work coming out of the review.

Always happy for a coffee and a chat though

[REDACTED] | Manager, Government Performance Reporting | Commonwealth State Reporting and Review | p. [REDACTED]
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From: [REDACTED]
Sent: Monday, 15 September 2025 3:32 PM
To: [REDACTED]
Subject: RE: Workforce sustainability in the emergency services sector - a case study for the 2026 RoGS [SEC=OFFICIAL]

OFFICIAL

[REDACTED] I was beginning to wonder if it would be possible to achieve!

Perhaps I will wait until I hear the news directly and not waste your time.

Cheers

[REDACTED] | Senior Research and Policy Analyst | Comm-State Report Review | p. [REDACTED]
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From: [REDACTED]
Sent: Monday, 15 September 2025 3:28 PM
To: [REDACTED]
Subject: RE: Workforce sustainability in the emergency services sector - a case study for the 2026 RoGS [SEC=OFFICIAL]

OFFICIAL

Really happy to chat [REDACTED] Could we make a time for tomorrow, if that suits you? Also, in breaking news, I think the latest update is that this will be carried over to next cycle on the assumption that given your recent transition to managing PEMWG it might not be realistic.

[REDACTED] | Manager, Government Performance Reporting | Commonwealth State Reporting and

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From: [REDACTED]
Sent: Monday, 15 September 2025 1:58 PM
To: [REDACTED]
Subject: RE: Workforce sustainability in the emergency services sector - a case study for the 2026 RoGS [SEC=OFFICIAL]

OFFICIAL

Hi [REDACTED]

Could we have a chat about this when you have time?

Many thanks
[REDACTED]

[REDACTED] | Senior Research and Policy Analyst | Comm-State Report Review | p. [REDACTED]
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From: [REDACTED]
Sent: Thursday, 21 August 2025 4:22 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Workforce sustainability in the emergency services sector - a case study for the 2026 RoGS [SEC=OFFICIAL]

OFFICIAL

Hi [REDACTED],

Please see below some info I sent to [REDACTED] re an emergency services case study for the 2026 RoGS.

Other recent materials to potentially feed into the case study include:

- [Boots on the ground: Raising resilience](#), esp. chapter 3 the decline of volunteerism
- [Independent Review of Commonwealth Disaster Funding \(also known as the Colvin Review\) | NEMA](#), esp. chapter 5 engaging beyond government. (While this report is predominantly focused on Commonwealth disaster funding, it also considers wider disaster management arrangements)
- [Glasser Review - Final Report](#), focuses on increasing climate risk, which will give rise to greater demand
- [Defence Assistance to the Civil Community | Australian National Audit Office \(ANAO\)](#) – we don't currently capture defence personnel contribution to major events. Just putting this on your radar as a point of interest if we are to fully assess the cost to government and human resourcing needs relating to major events.

There are plenty of other resources out there. Hopefully, our resident researcher (hello [REDACTED]) can have some fun with this!

Please let me know if I can help in any way

[REDACTED]

[REDACTED] | Manager, Government Performance Reporting | Commonwealth State Reporting and Review | p. [REDACTED]
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From: [REDACTED]

Sent: Friday, 2 May 2025 12:19 PM

To: [REDACTED]

Subject: Workforce sustainability in the emergency services sector - a case study for the 2026 RoGS

Hi [REDACTED]

As discussed, here's a link to a mini-presso I gave to the internal PC research workshop on emergency services human resourcing and incident demand:

 [2025 RoGS presentation to research workshop emergency services 02042025.pptx](#)

It would be great if [REDACTED] could please take this forward as a case study proof of concept for the mid-year round of meetings. No need to write a thesis (obviously!). I'm thinking some supporting research on:

- the reliance of this sector on volunteers
- trends in volunteer numbers both within this sector and generally (the PC did some work on this, I think, for the philanthropy inquiry, and there is other research available, see e.g., the ANU Centre for Social Research: <https://csrcm.cass.anu.edu.au/research/publications/ongoing-trends-volunteering-australian>), and
- the potential risks of these trends for government service provision.

This would be a really interesting read and a useful contribution making the case for measurement of workforce sustainability in RoGS!

I'll leave it with you to raise with [REDACTED].

[REDACTED]

[REDACTED]

Branch Head (a/g) | Commonwealth State Reporting and Review

Productivity Commission

Wurundjeri, Woi-wurrung Country

Level 8, 2MQ, 697 Collins Street, Docklands VIC 3008

[REDACTED]

pc.gov.au





Australian Government
Productivity Commission

Report on Government Services: Emergency services data


Commonwealth State Reporting and Review

Emergency services human resources & demand data

Fire services

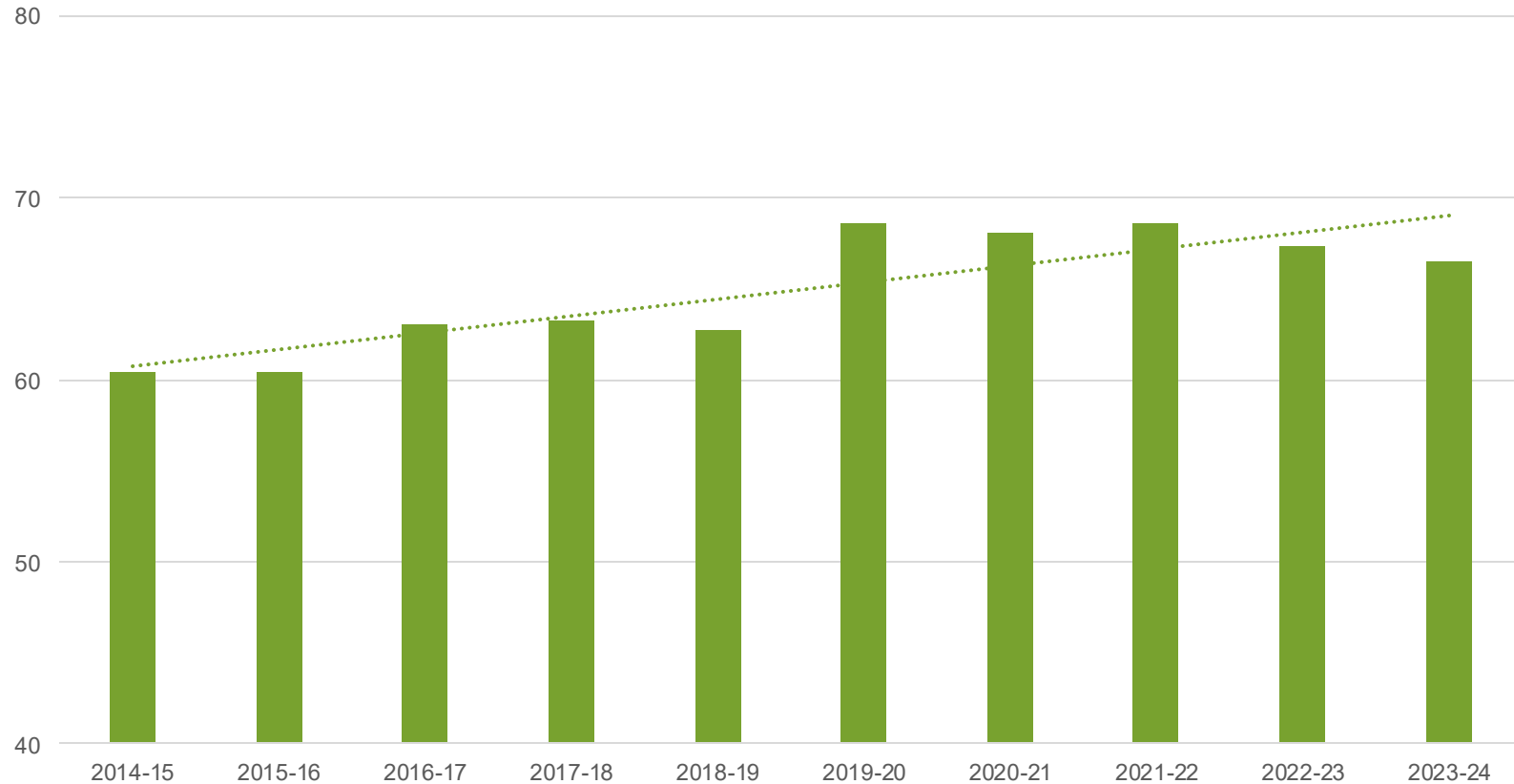
- Nationally, in 2023-24, there were around 24,000 FTE employed fire services personnel.
- Many volunteers also participate in the delivery of fire services – almost 190,000 people nationally in 2023-24.

SES

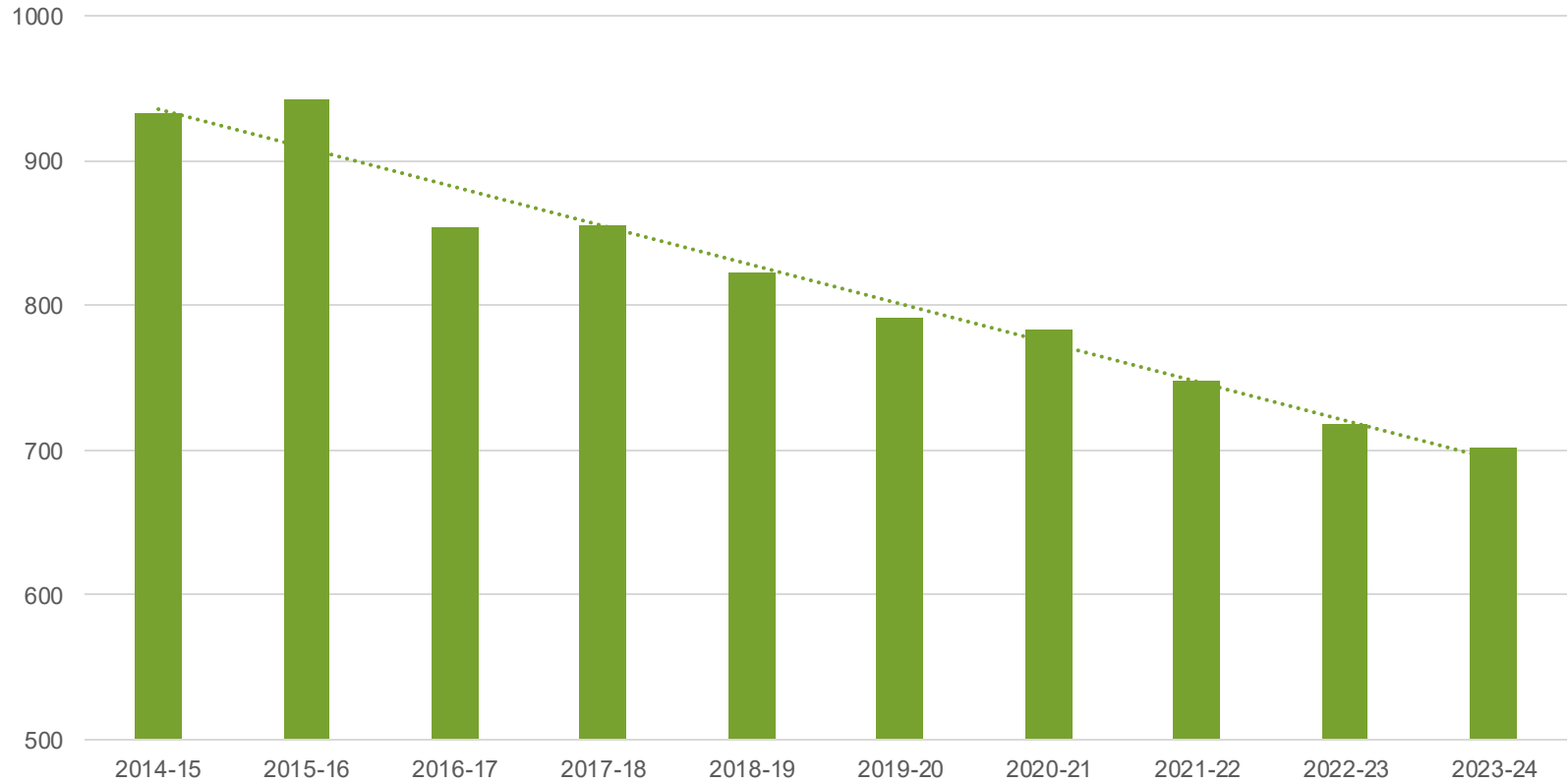
- Most SES support is provided by volunteers – almost 25,000 people in 2023-24.
- There were also just over 3,000 paid SES staff in 2023-24.

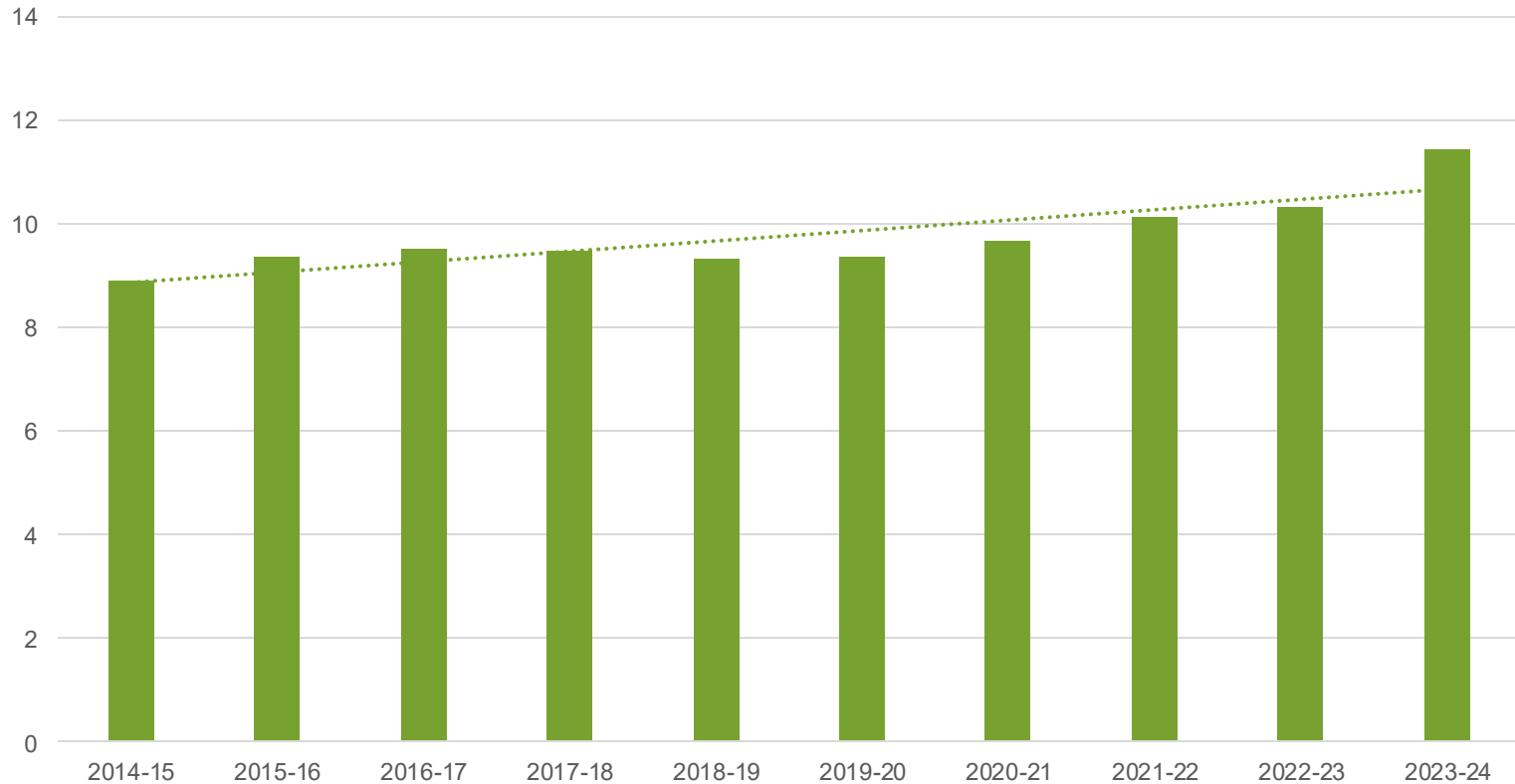
How does emergency services human resourcing compare to demand?

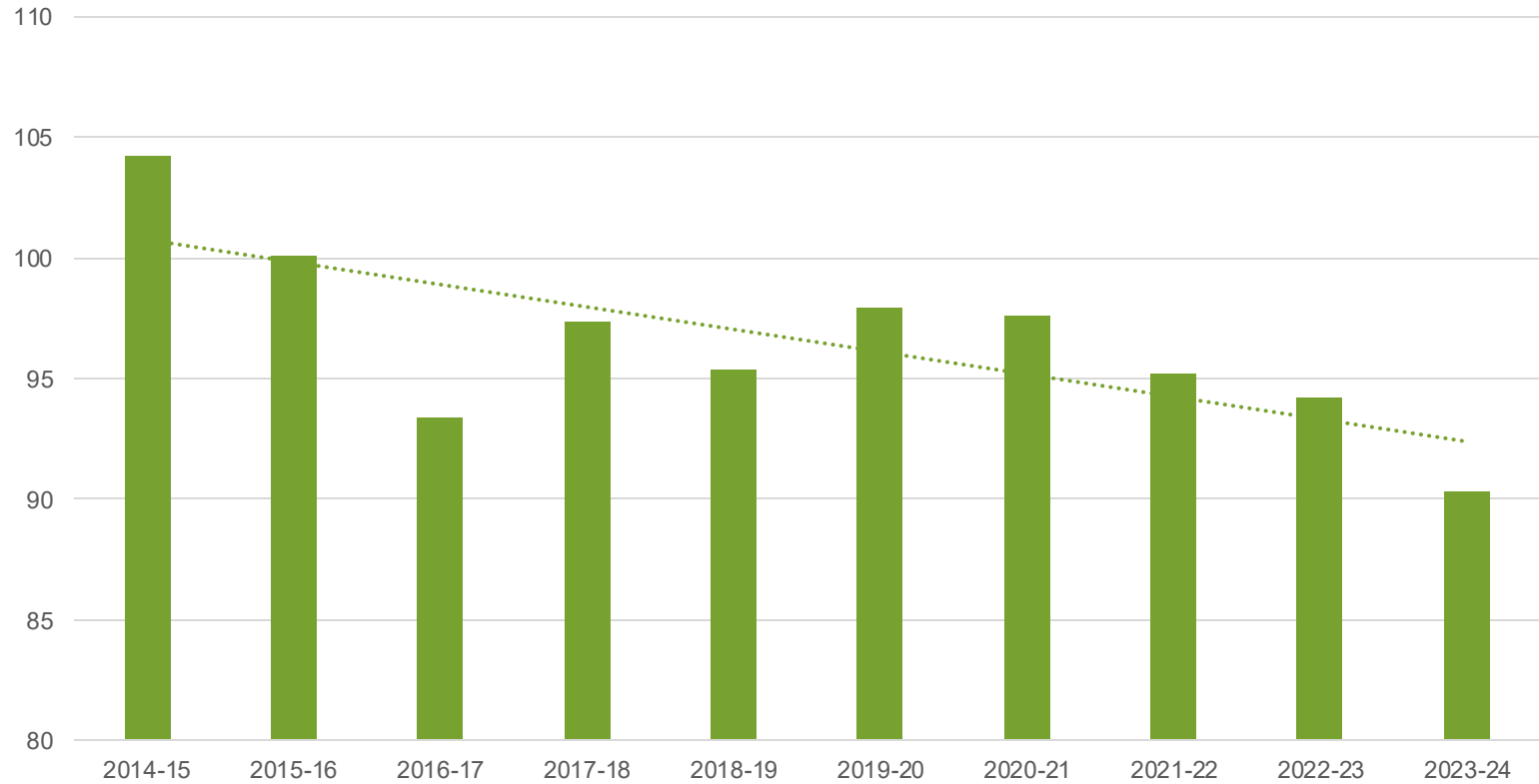
Firefighting workforce, rate per 100,000 people (Aust)



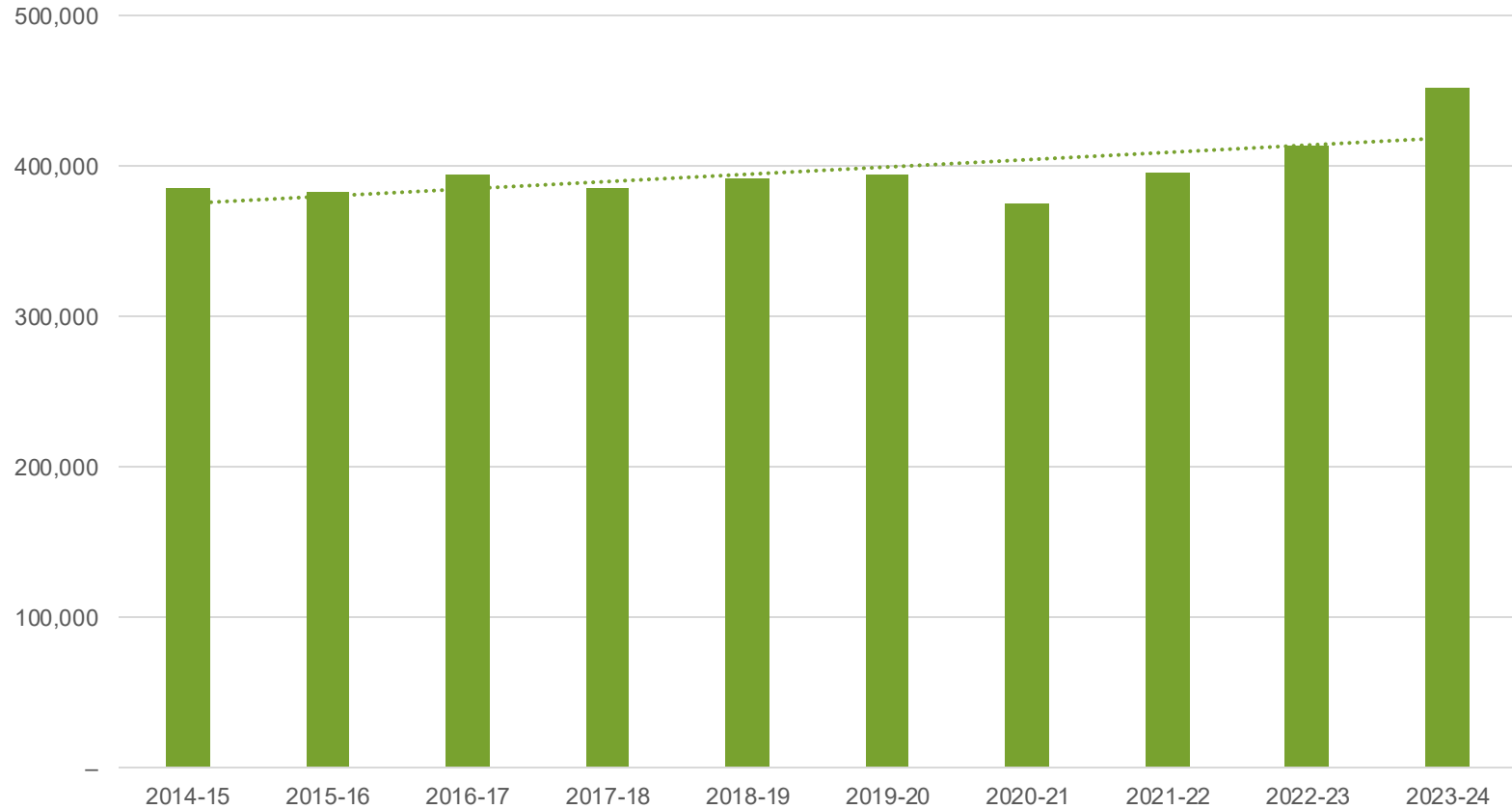
Firefighting volunteers, rate per 100,000 people (Aust)



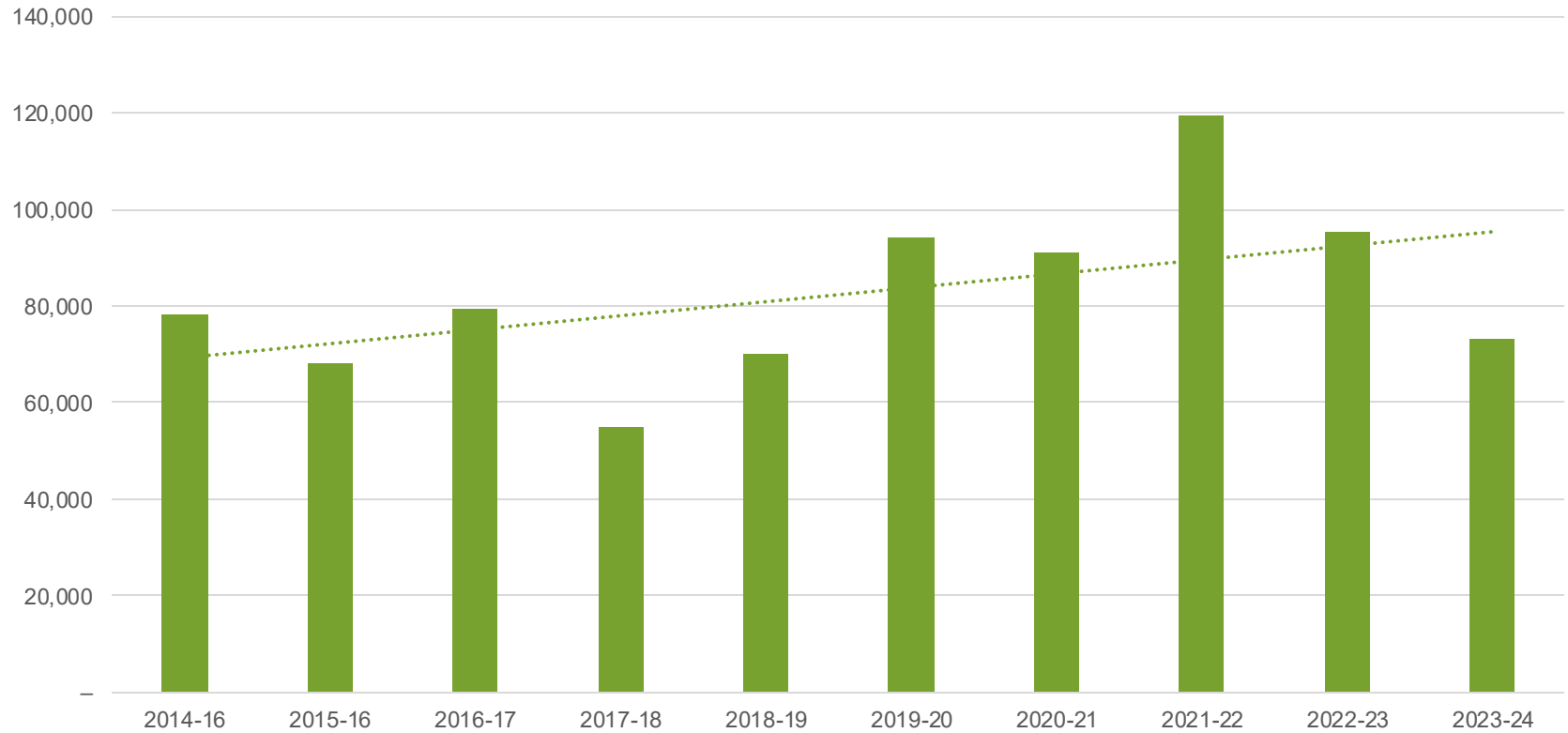
SES workforce, rate per 100,000 people (Aust)

SES volunteers, rate per 100,000 people (Aust)

Incidents requiring a fire service response (Aust)



Incidents requiring an SES response (Aust)





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