

Statement of Commitment

Leading cultures where everyone feels **welcomed, respected, supported and safe.**

6 MAY 2025

*Respect
360*

The State Fire Commission and the Tasmania Fire Service (TFS) and State Emergency Services (SES) Executive are committed to leading TFS and SES cultures based on our organisational values, where our people feel valued. This statement is our commitment to implementing changes informed by the recommendations in the EB&Co TFS-SES Culture Review Report (the Report).

The Report acknowledges our people are proud to be part of the TFS and SES. We have strong connections with our communities and a commitment to serve and protect. We will build on this strong foundation to build cultures where everyone feels welcomed, respected, supported and safe. Where all employees and volunteers across all levels and regions, embrace our organisational values.

- We recognise that change starts with us. We will lead a culture of diversity, inclusion and respect, and lead by our organisational values. We will embed a culture of self-reflection and continuous improvement and have the courage to change what needs to be changed. We will seek feedback to understand and develop our own leadership capabilities and commit to developing leadership pathways for our emerging leaders.
- We commit to fostering respectful workplaces, where psychological safety is prioritised, and people feel safe to speak up when something isn't right. We will ensure clear processes and services, so people feel supported to call out harmful behaviours and highlight issues when they happen. We will hold others to account for their actions, decisions and behaviours that are not consistent with a culture that embraces diversity, inclusion and respect.
- We will work with people from across our organisations to co-design solutions with impact that are meaningful to our employees and volunteers, considering the unique needs of the Tasmania Fire Service and State Emergency Service, and regions. We will be transparent, accountable, and share our progress.
- We recognise workforce diversity, in all its forms, is vital to our ability to respond in times of emergency and innovate during business as usual. We will recruit based on inclusive employment practices free from bias, to attract and retain talented people from diverse groups within the communities we serve.
- We commit to strengthening fairness and trust in leadership pathways by ensuring clear, consistent promotion and appointment processes are applied for all employees, and volunteer leadership positions as appropriate.

We acknowledge cultural change is a long-term commitment over many years. Some changes can be made quickly, and others will take time. We are committed to continuing to listen, engage and work with our people, to build a better TFS and SES for all.



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Fire and Emergency Services
Commissioner



Mick Lowe
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