



FESA

Fire & Emergency Services
Authority of Western Australia

Reconciliation Action Plan

2008-2013

**Fire and Emergency Services Authority
of Western Australia**



Reconciliation Australia
RECONCILIATION ACTION PLANS

Message from the Chief Executive Officer

The Fire and Emergency Services Authority (FESA) of Western Australia, is committed to engaging Indigenous people in relation to community centered emergency management.



FESA acknowledges and celebrates the rich and diverse culture and affinity with the land of our Indigenous peoples. We also know that many of our Indigenous communities are especially vulnerable to natural disasters and other emergency events and are committed to working with Indigenous people to build safer, more resilient and sustainable communities.

This Reconciliation Action Plan (RAP) is a public record of how FESA seeks to work in a community centred approach to address Indigenous disadvantage through three key areas of:

- Relationships
- Respect
- Opportunity

A number of strategies are defined in this RAP to guide FESA's actions and allow us to work in partnership with Indigenous Australians and support them in achieving their aspirations as individuals and as communities.

FESA values the ongoing contribution of our Indigenous staff and volunteers who share our vision of a safer community for all West Australians, and as a team we will continue to seek opportunities to foster reconciliation in the future.

A handwritten signature in yellow ink that reads "J. Harrison-Ward".

Jo Harrison -Ward
FESA CEO



Above Kalgoorlie firefighters working with the community. (Photo : Kalgoorlie Miner).
Right Karratha residents listening to advice as Tropical Cyclone George approaches.





Our Vision for Reconciliation

FESA embraces reconciliation as a way forward to securing a better future for Indigenous people so that all Indigenous people have the opportunity to participate fully in Australian society. FESA is committed to taking action to assist Indigenous people to enjoy the same advantages and opportunities as all other Australians.



Artwork featured by Deborah Newenham.

Top Happy children at Bidadyanga learning about Cyclone alerts.



Our Business

FESA is a statutory government authority established to improve the delivery, coordination, planning, management and support of emergency services in Western Australia. Our Vision is for a safer community. Our Mission is to work in partnership with the people of Western Australia to improve community safety practices and provide timely, quality and effective emergency services. FESA is guided by seven values:

- Put the community first
- Act with integrity and honesty
- Continuously improve our services
- Respect and value each other
- Work together as a committed team
- Have open and honest two-way communications
- Strive to keep ourselves and others safe



Above Community members in remote Yakanarra practice new skills.

Right Partnering with the Bidyadanga community to build a safer, more resilient and sustainable community.

Below Volunteer firefighters team up to learn new skills at Laverton.



FESA 2023 Shaping Our Future is our long term planning approach that encourages us to think about the FESA of tomorrow but take action today to create:

- A leading emergency services organisation
- A future focused organisation
- An integrated organisation
- Valued and capable people.

Our Reconciliation Plan (RAP)

FESA's approach to reconciliation will be to formalise and promote the existing initiatives already in place for Indigenous people. FESA also aims to nurture reconciliation awareness and establish appropriate processes for sustainable practices and programs which support the advancement of Aboriginal and Torres Strait Islander people.

FESA has formed a reference group to oversee the development, implementation and evaluation of the RAP. The reference group is drawn from all portfolios across FESA and includes representation from Indigenous employees. Our progress will be reported to the Corporate Leadership Team every six months. This RAP covers the period 2008/09 – 2012/13.

1. Relationships

Effective engagement between government and non-government organisations and the Indigenous community is essential to advancing a safer, resilient community.

	FOCUS AREA ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
1.1	Establish a Steering Group with Executive and Indigenous staff members to monitor and review FESA's RAP.	Executive Director Community Development	30 April 2008	RAP Steering Group established.
1.2	Identify potential partnerships with Indigenous and non-Indigenous organisations currently working with Indigenous youth.	Director Community Engagement	July 2008 and ongoing	New partnerships identified, developed and promulgated across FESA.
1.3	Develop a communication strategy for the promotion of FESA's RAP.	Director Media and Public Affairs	December 2008	Communication strategy completed and launched.
1.4	Support Indigenous communities affected by natural disasters and other emergencies by appointing (where practicable) a dedicated Community Liaison Officer.	Chief Operations Officer	Ongoing	Percentage of relevant incidents where a Community Liaison Officer is appointed. Target: 70%

2. Respect

FESA recognizes the continuing rights and responsibilities of Indigenous people as the first peoples of Western Australia and values the contribution Indigenous people can make to the achievement of FESA's outcomes.

	FOCUS AREA ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
2.1	FESA to fly the Aboriginal flag at FESA House and Forrestfield Training Centre on specified days of Indigenous significance.	Chief Operations Officer Manager Training Centre	July 2008	Aboriginal flag displayed at FESA House and Forrestfield Training Centre on specified days.
2.2	Deliver cultural awareness training to all FESA staff.	Director Community Engagement	July 2008 and ongoing	<ol style="list-style-type: none"> Three training sessions held each year, with 30 places available at each session. All courses subscribed.
2.3	Active participation in NAIDOC week and other Indigenous celebrations.	Director Community Engagement	Annually	FESA participation in activities.
2.4	Develop corporate reference resources for the use of, and reference to, traditional Indigenous names of places.	Director Community Engagement	December 2008	Reference resources are published on the FESA website.
2.5	Establish protocols for "Welcome to Country" and Smoking ceremonies for special events.	Director Community Engagement	December 2008	1. Protocols Developed
		Director Media & Public Affairs	March 2009	2. Protocols incorporated into FESA's Official Events policy.
2.6	Promote and value Indigenous knowledge and learning by producing culturally appropriate community safety resources for Indigenous populations.	Director Community Engagement	March 2009	1. Percentage of relevant programs reviewed. Target: 100%
			July 2010	2. Percentage of programs identified for adaptation completed. Target: 70%
2.7	Include a section on FESA's commitment to reconciliation and service delivery to Indigenous communities in FESA's staff induction package.	Executive Director Community Development	December 2008	Staff induction package updated.
2.8	Consideration is given to incorporating Indigenous culture and arts in FESA's corporate environment.	Director Business Services	December 2008 and ongoing	1. Indigenous artwork is considered in accordance with the State Govt percentage for Art scheme.
		Director Media and Public Affairs		<ol style="list-style-type: none"> Use of Indigenous art in relevant media and corporate publications. Consider the engagement of Indigenous artists and performers for corporate projects and events.
2.9	Statement of commitment to Indigenous reconciliation is outlined in the FESA Annual Report and on the FESA website.	Chief Executive Officer	October 2008	<ol style="list-style-type: none"> FESA website has link to RAP. Annual Report includes FESA reconciliation commitment.

3. Opportunities

FESA will promote opportunities for Indigenous employment, volunteering and inclusion in making decisions which support the participation of Indigenous people in building safer and more resilient communities.

FOCUS AREA ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
3.1 Foster opportunities for Indigenous people to get involved in volunteering. <ul style="list-style-type: none"> Identify and review barriers to Aboriginal and Torres Strait Islander volunteering; Develop strategies to mitigate barriers; and Implement strategies. 	Executive Director Community Development	Identify and review barriers – July 2009 Develop strategies – December 2010 Implement – January 2011	1. Review completed. 2. Strategies endorsed by CLT. 3. Percentage of strategies implemented according to plan.
3.2 Strive to increase the number of Indigenous employees and review Indigenous employment targets.	Director POD	Annually	Target 1: 3% Indigenous employees by July 2009 Target 2: 3.2% by July 2010
3.3 Review recruitment practices in relation to the attraction and retention of Indigenous employees	Director POD	December 2009	Recruitment policy is reviewed in relation to the attraction and retention of Indigenous employees.
3.4 Explore opportunities to work with existing external bridging courses to promote FESA employment and volunteering opportunities to Indigenous people.	Director POD	December 2010	Promote FESA as a potential career destination to participants at pre-employment programs.
3.5 Participate in Indigenous Traineeship program ¹	Director POD	Annually	1. Annual recruitment for Indigenous trainees. Target: two traineeships ² 2. Percentage of traineeships completed. Target: 70% 3. Percentage of trainees securing employment post completion of traineeship ³ . Target: 70%
3.6 Implement a scholarship program that supports an Indigenous person's studies in an area that promotes the enhancement of Indigenous communities' resilience to natural disaster and other emergencies.	Director Community Engagement	Program developed – July 2009 Program implemented – July 2009	1. Program developed 2. Number of scholarships offered. Target: three over the five years 3. Percentage of completed activities Target: 70%
3.7 Partner with Indigenous organisations and communities to advance care and protection of traditional lands through improved land use and environmental management practices.	Director Research and Liaison	Annually	Projects involving Indigenous communities in preparing strategies to enhance land management practices. Target: 2 per year

¹ Includes apprentices

² can include existing trainee advancing through ATQF

³ Includes further study

4. Tracking Progress and Reporting

Effective engagement between government and non-government organisations and the Indigenous community is essential to advancing a safer, resilient community.

FOCUS AREA ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
4.1 Publish the RAP on FESA's website.	Executive Director Community Development	July 2008	RAP published on FESA's websites
4.2 Conduct yearly review of Plan and report on progress to the Corporate Leadership Team.	Executive Director Community Development	July Annually	Review report tabled at CLT
4.3 Report on progress against targets and actions.	Executive Director Community Development	Biannually	<ol style="list-style-type: none"> 1. Report in quarter two and four of Organisational Performance Report 2. Reported in FESA's Annual Report
4.4 Progress reports submitted to Reconciliation Australia.	Executive Director Community Development	Annually	Annual reporting on targets and effectiveness.

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