

Disaster Management and Other Legislation Amendment Bill 2024

Submission No: 1
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Publication: Public
Attachments: See attachment
Submitter Comments:

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From: Jaime Benjamin [Redacted]
Sent: Monday, 11 March 2024 2:24 PM
To: Community Safety and Legal Affairs Committee
Subject: Disaster Management and Other Legislation Amendment Bill 2024 - Submission

I would like to add my weight to a proposed amendment to the Fire and Emergency Services Act 1990, specifically toward the "Appointment of Commissioner, executive officers and senior officers (clause 28 of the Bill).

Upon reading the Statement of Compatability (SIC- please correct spelling of the naming of this document), I reinforce the summation that it could be argued this clause may "disproportionately affect the potential for gender diversity and equity in the new Queensland Fire Department." and thus may not be compatible with the HR Act. As Queensland Government have gender balance and diversity targets, it is my belief we should be removing barriers for women to be in leadership positions in the new QFD, and I would like to question whether having professional firefighting experience, incident control experience and fire prevention expertise is the right approach to selecting suitable candidates to senior leadership roles, particularly given many of these roles play a more administrative function in the organisation. I believe skills like people management, change and process management and project management would be far more valuable attributes to determine merit in an application process for these roles. Surely, there would be plenty of technically gifted operational staff within the teams managed by these senior officers to make up for their potential lack of operational specific skills.

Perhaps if the primary function of the role is to command an operations centre, this clause would make absolutely sense, but it should be the exception rather than the rule here. Thus I challenge the efficacy of Clause 28, and would be curious to understand the level of consultation and research that went into determining the necessity of this clause.

Kind Regards,

Jaime Benjamin

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