



COUNCIL OF AMBULANCE AUTHORITIES

WORKFORCE AND GENDER REPORT



Contents

About this Report	Pg. 3
Overall Results	Pg. 4
Services Comparison	Pg. 5
Age Groups	Pg. 6
Employment Type	Pg. 8
Employment Category	Pg. 10
Attrition	Pg. 16

About this report

The purpose of this report is another step in progressing the Women in Leadership strategy.

Step 3 Collect, Monitor and Respond, this step is to commit to begin benchmarking data to assist with better understanding of the workforce gender segmentation.

Please note that SAAS was unable to provide 2018 data and Volunteers have been included in comparisons even though they do not make up part of the paid workforce.

According to the WGEA (Workplace Gender Equality Agency) workplace gender equality is achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of gender. Australia, along with many countries worldwide, has made significant progress towards gender equality in recent decades, particularly in education, health and female workforce participation. However, the gender gap in the Australian workforce is still prevalent. Women continue to earn less than men, are less likely to advance their careers as far as men and accumulate less retirement or superannuation savings.

The aim of gender equality in the workplace is to achieve broadly equal outcomes for women and men, not necessarily outcomes that are exactly the same for all.

To achieve this requires:

- Workplaces to provide equal pay for work of equal or comparable value
- Removal of barriers to the full and equal participation of women in the workforce
- Access to all occupations and industries, including leadership roles, regardless of gender; and
- Elimination of discrimination on the basis of gender, particularly in relation to family and caring responsibilities.

Achieving gender equality is important for workplaces not only because it is 'fair' and 'the right thing to do,' but because it is also linked to a country's overall economic performance. Workplace gender equality is associated with:

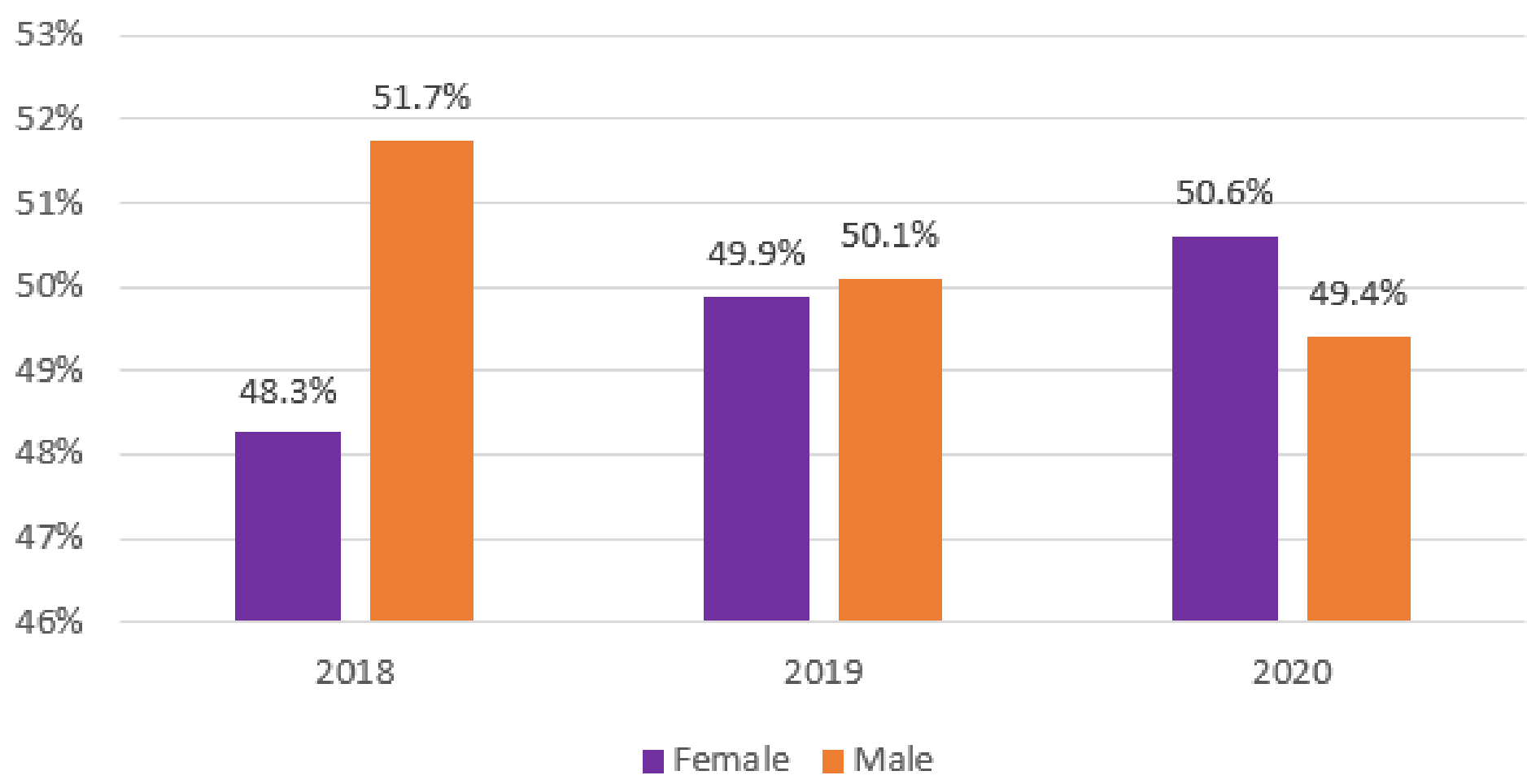
- Improved national productivity and economic growth
- Increased organisational performance
- Enhanced ability of companies to attract talent and retain employees
- Enhanced organisational reputation.

Overall Results

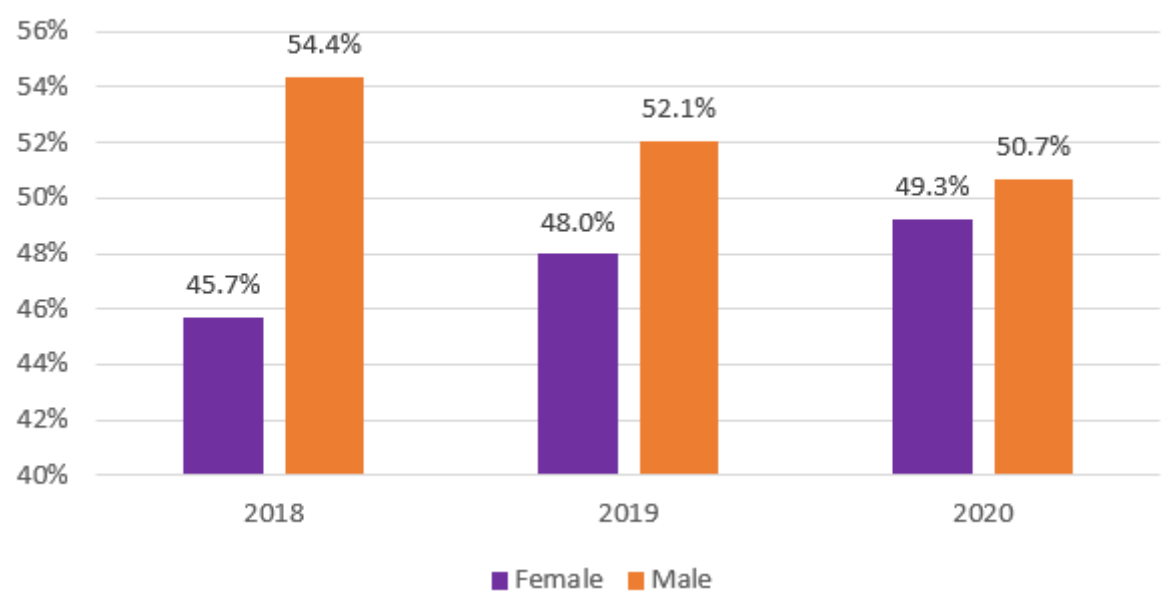
All services (excluding PNG) participated in the CAA Workforce and Gender data collection. For Australia and New Zealand combined women represent just over half of the workforce.

For Australia women represent just under half (49.3%) of the workforce and for New Zealand women represent over half (56.7%) of the workforce

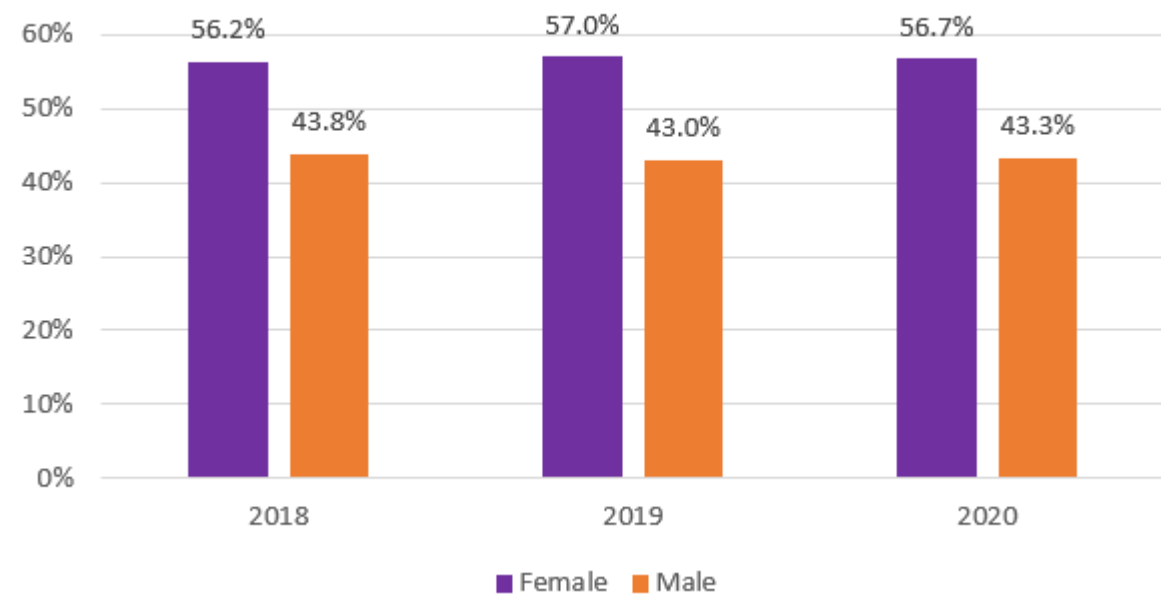
Overall Workforce and Gender Ratios



Australian Workforce and Gender Ratios



New Zealand Workforce and Gender Ratios

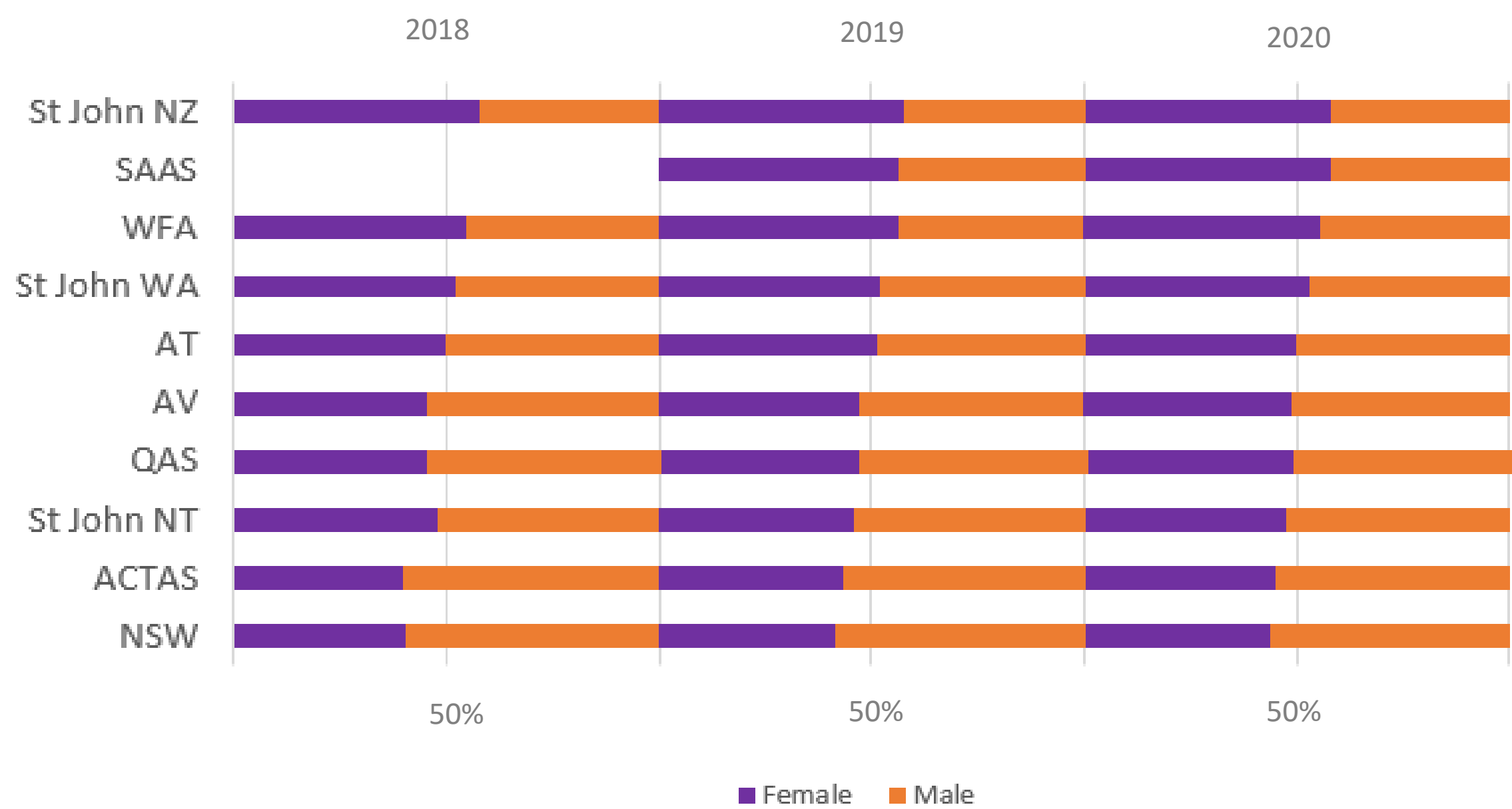


Services Comparison

Both St John and Wellington Free ambulance services in New Zealand have over 50% females in their workforce, St John having over 57% for the last 3 years and Wellington Free have on average 55% for the last 3 years.

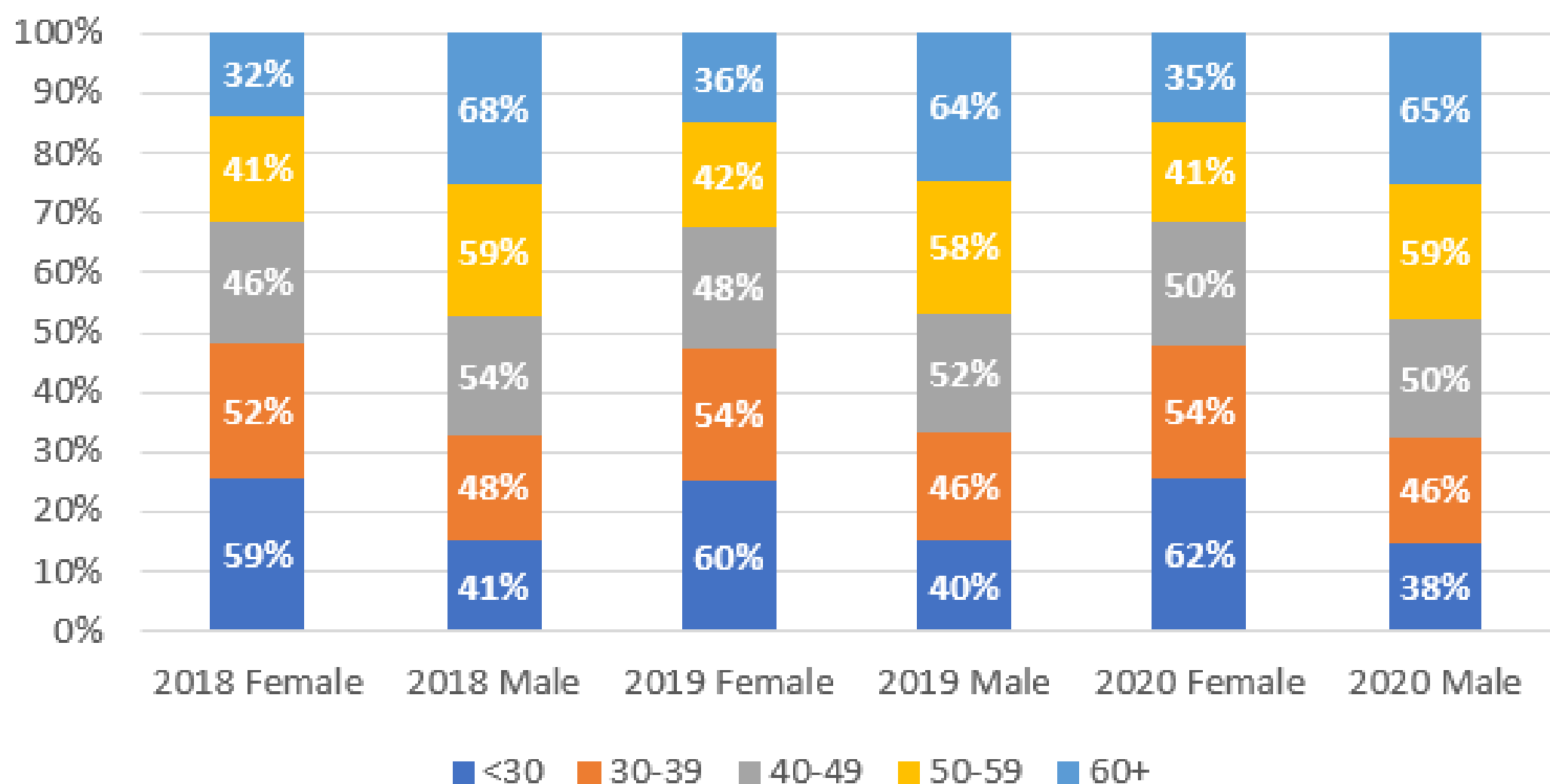
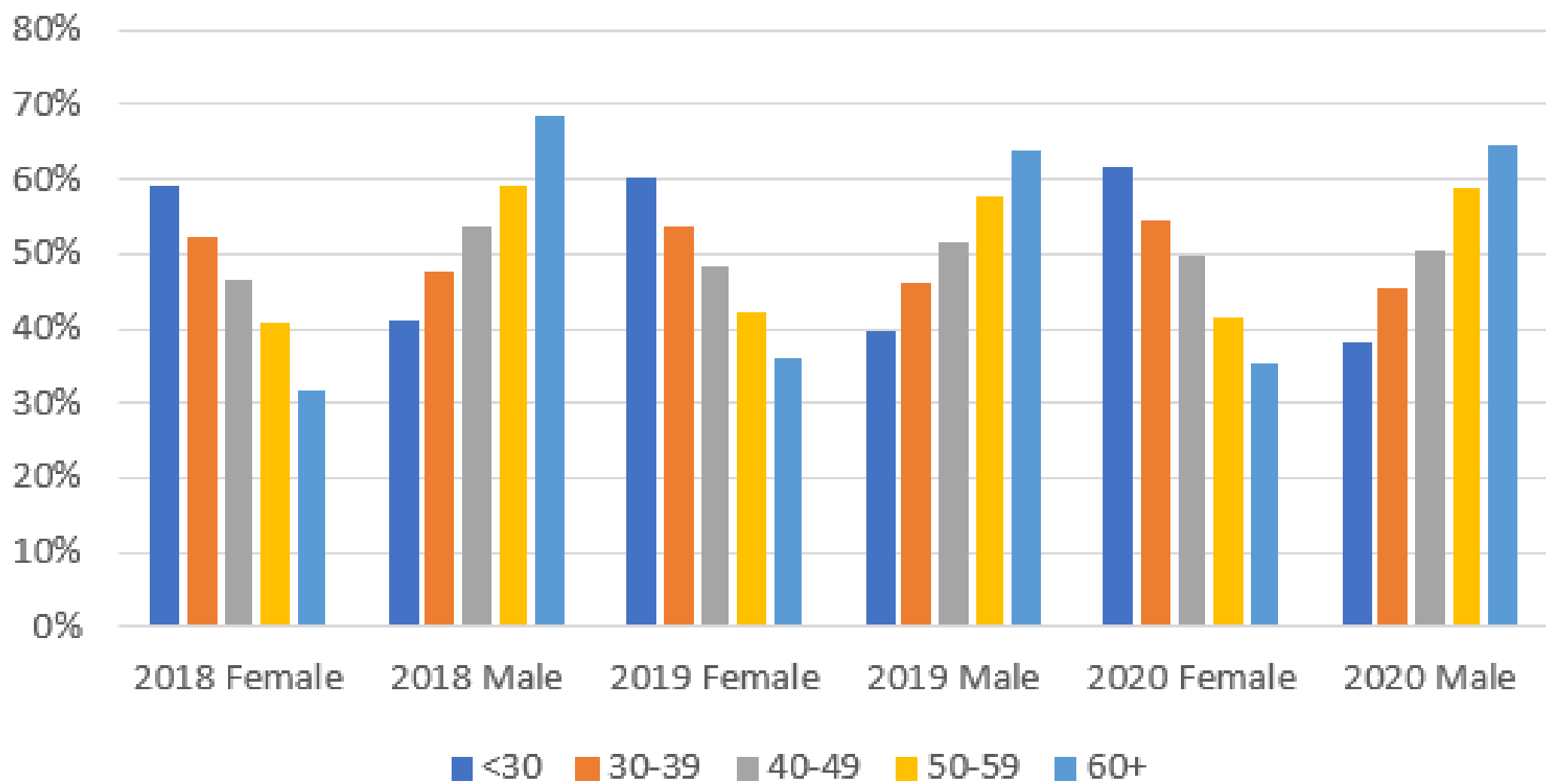
Only two services in Australia have over 50% females. South Australian Ambulance Service (SAAS) and St John WA. With SAAS have over 57% and St John WA having over 53% in 2020.

Services Comparison



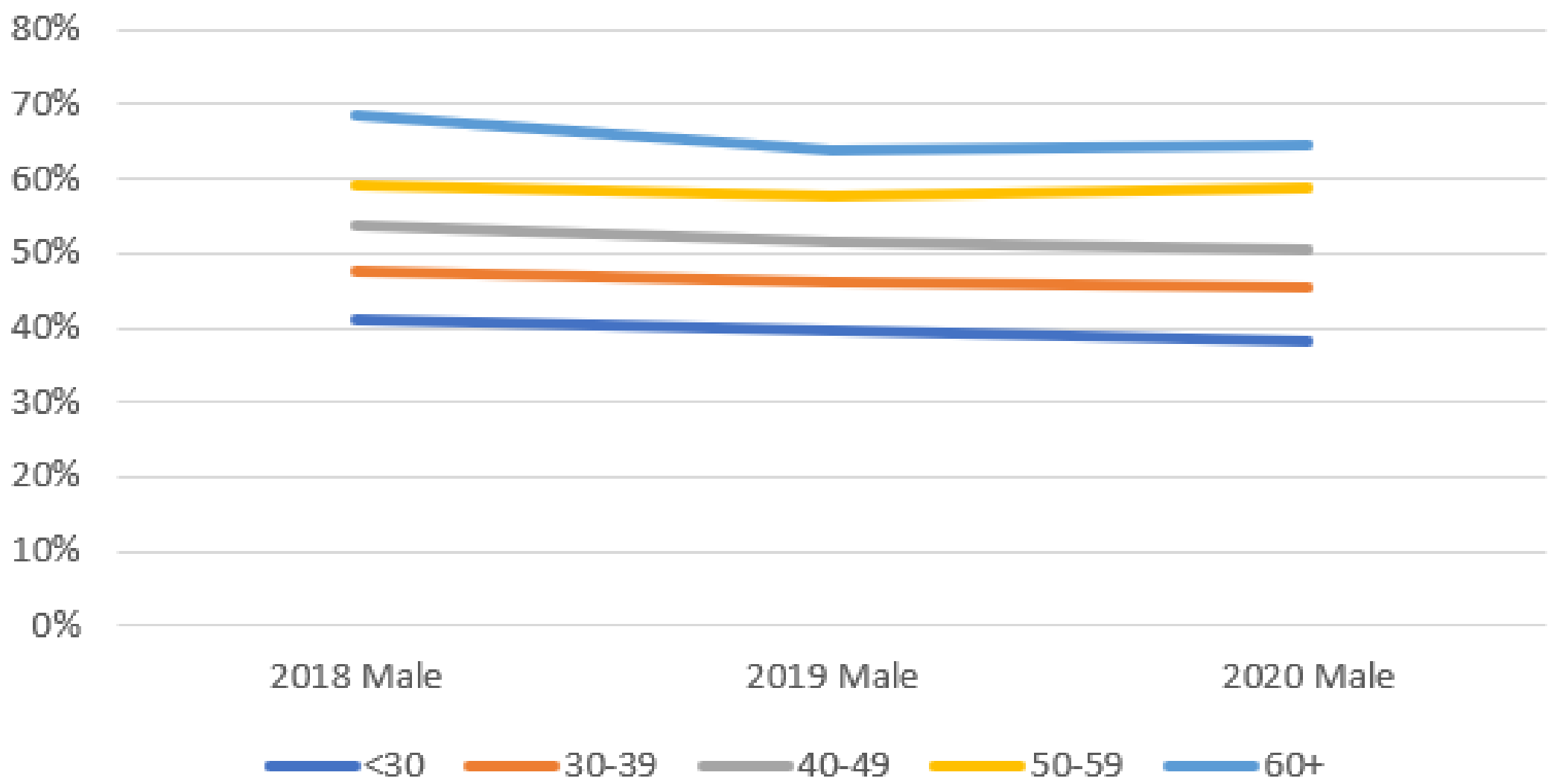
Age Groups

In the Under 30 Age Group Females have made up around 60% of this age group for the last three years, compared to the over 50-59 and 60 age group categories where Males who have made up around 60% of these age groups.

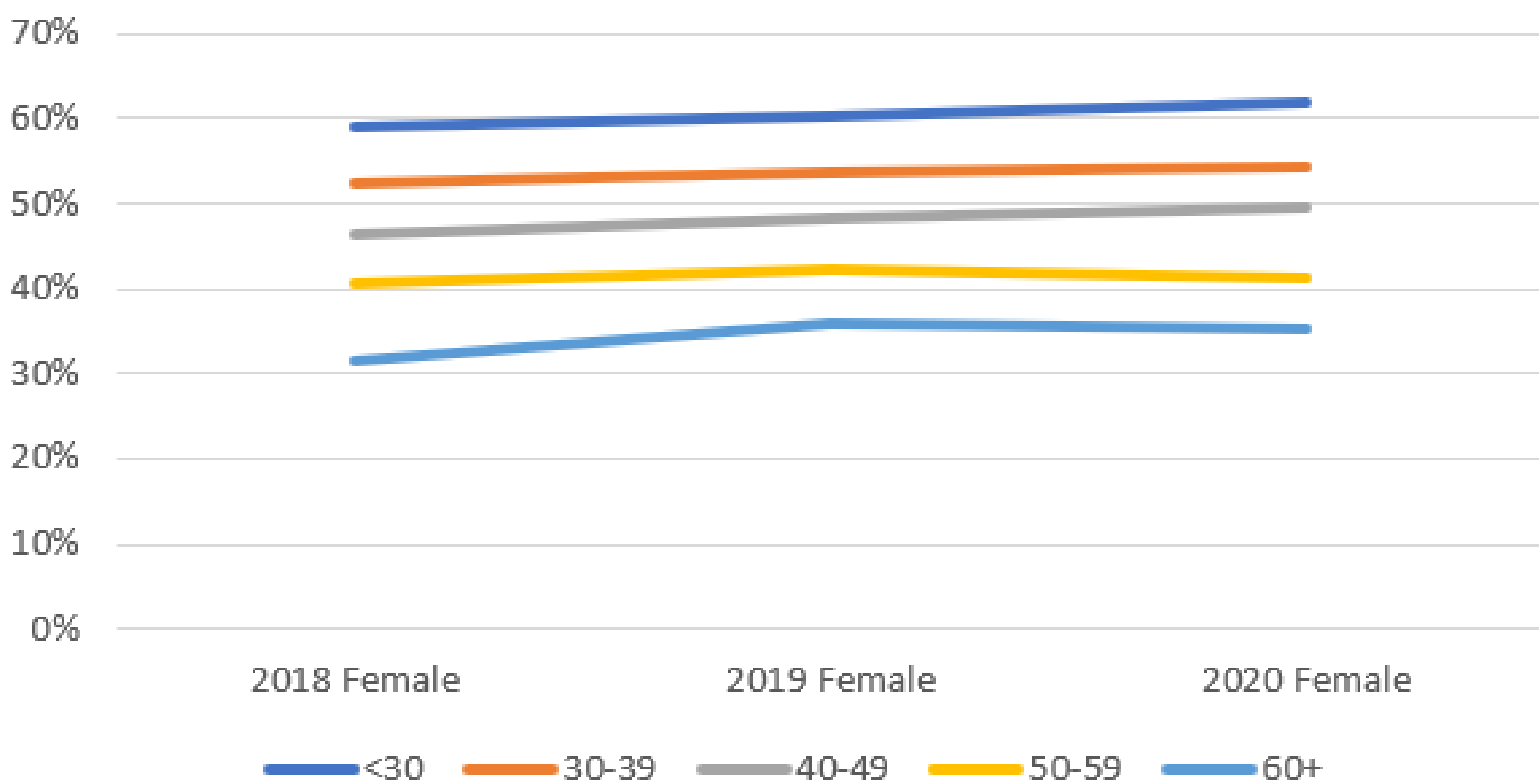


Age Groups

Male Age Groups



Female Age Groups

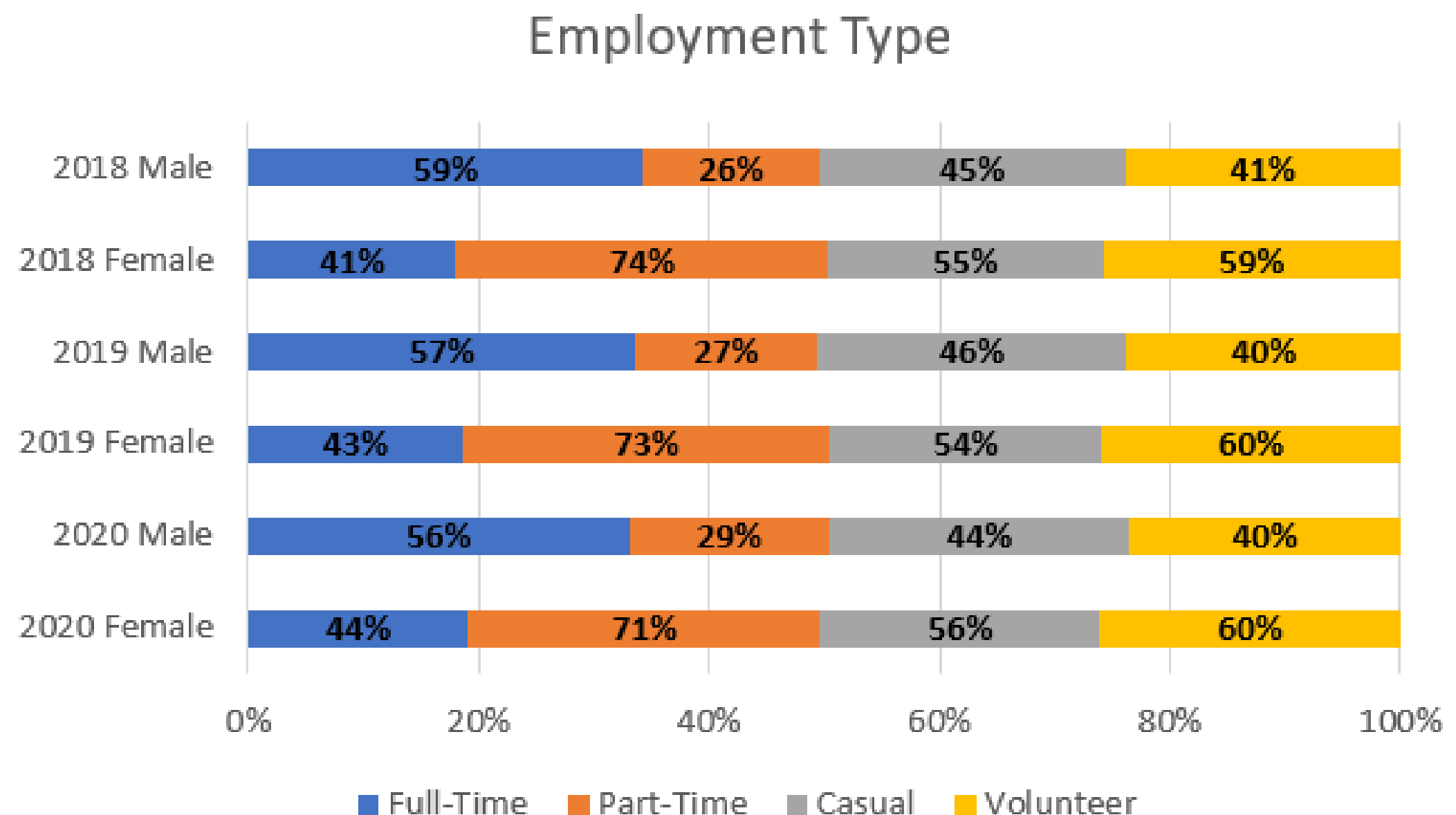


Employment Type

Less than 50% of Full-Time employees are Female and of Part-time employees over 70% are Females.

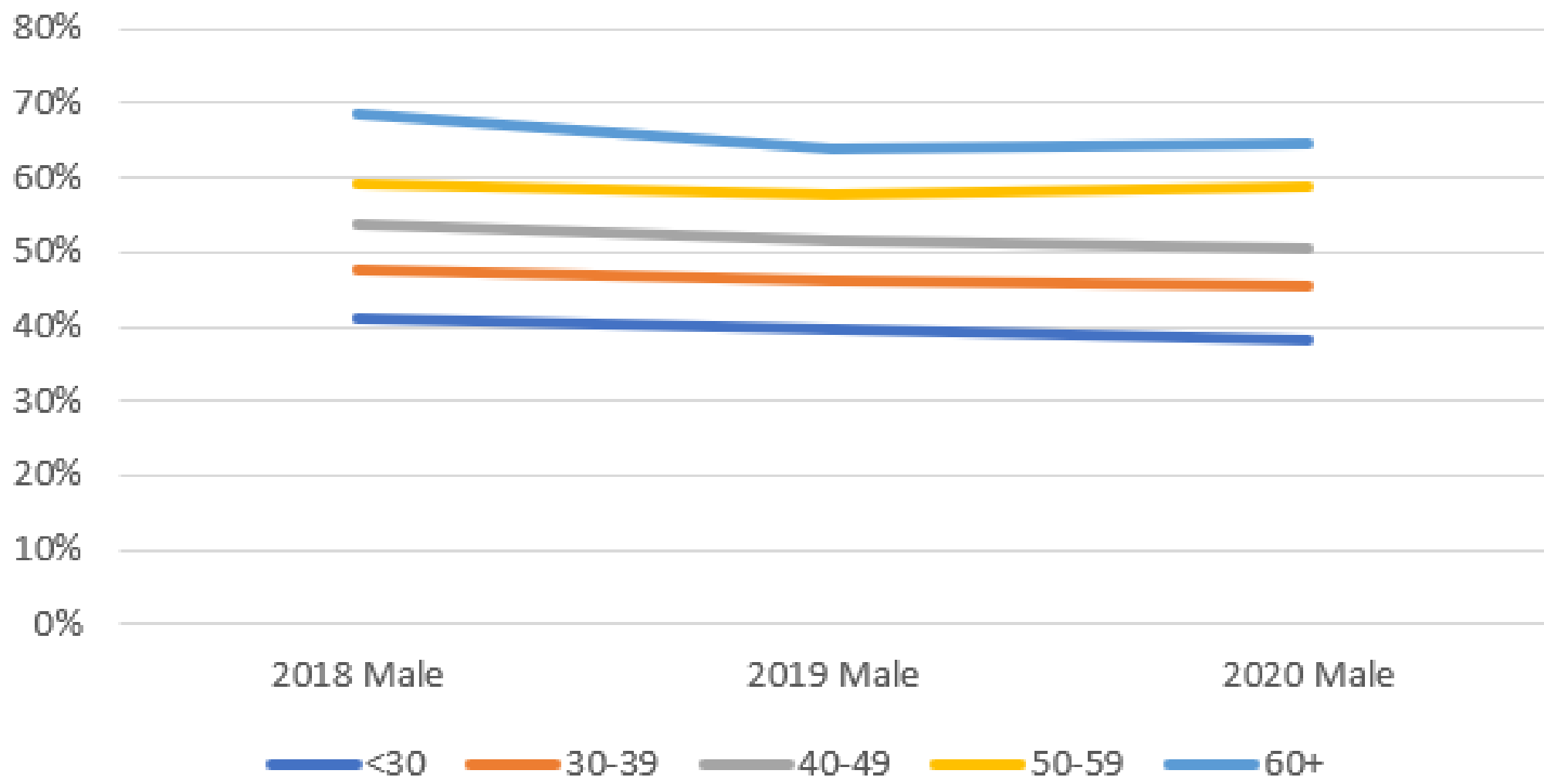
According to the WGEA the Workforce Participation August 2020

- Women comprise 47.1% of all employed persons in Australia; 25.8% of all employed persons are women working full-time, and 21.3% are working part-time .
- Women constitute 37.6% of all full-time employees and 67.9% of all part-time employees.
- The workforce participation rate** is 59.9% for women and 69.6% for men (61.4% for women and 70.9% for men in February 2020).
- The workforce participation rate among those aged 15-64 years is 73.1% for women (74.5% in February 2020) and 82.0% for men (83.1% in February 2020).

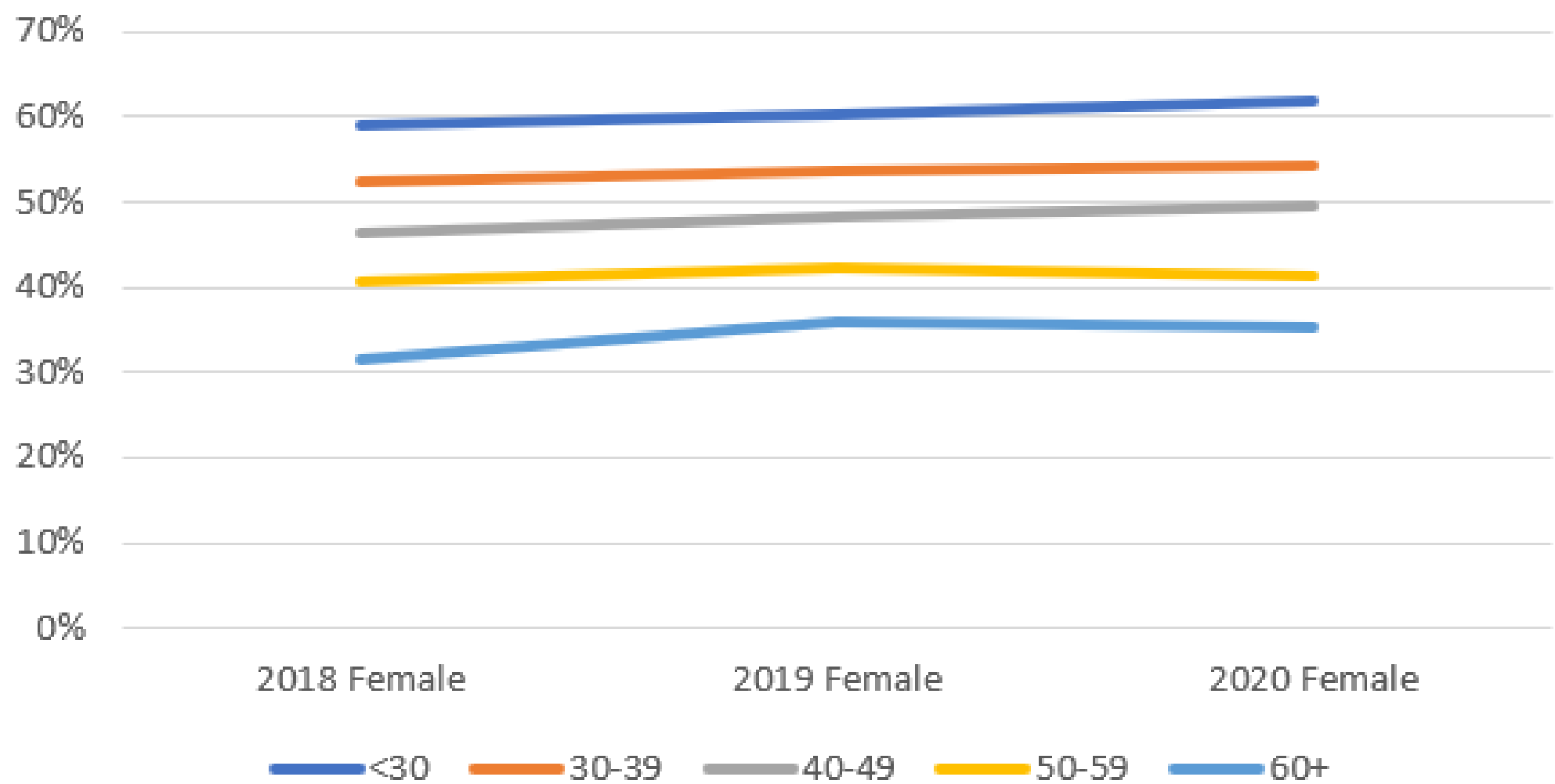


Employment Type

Male Age Groups



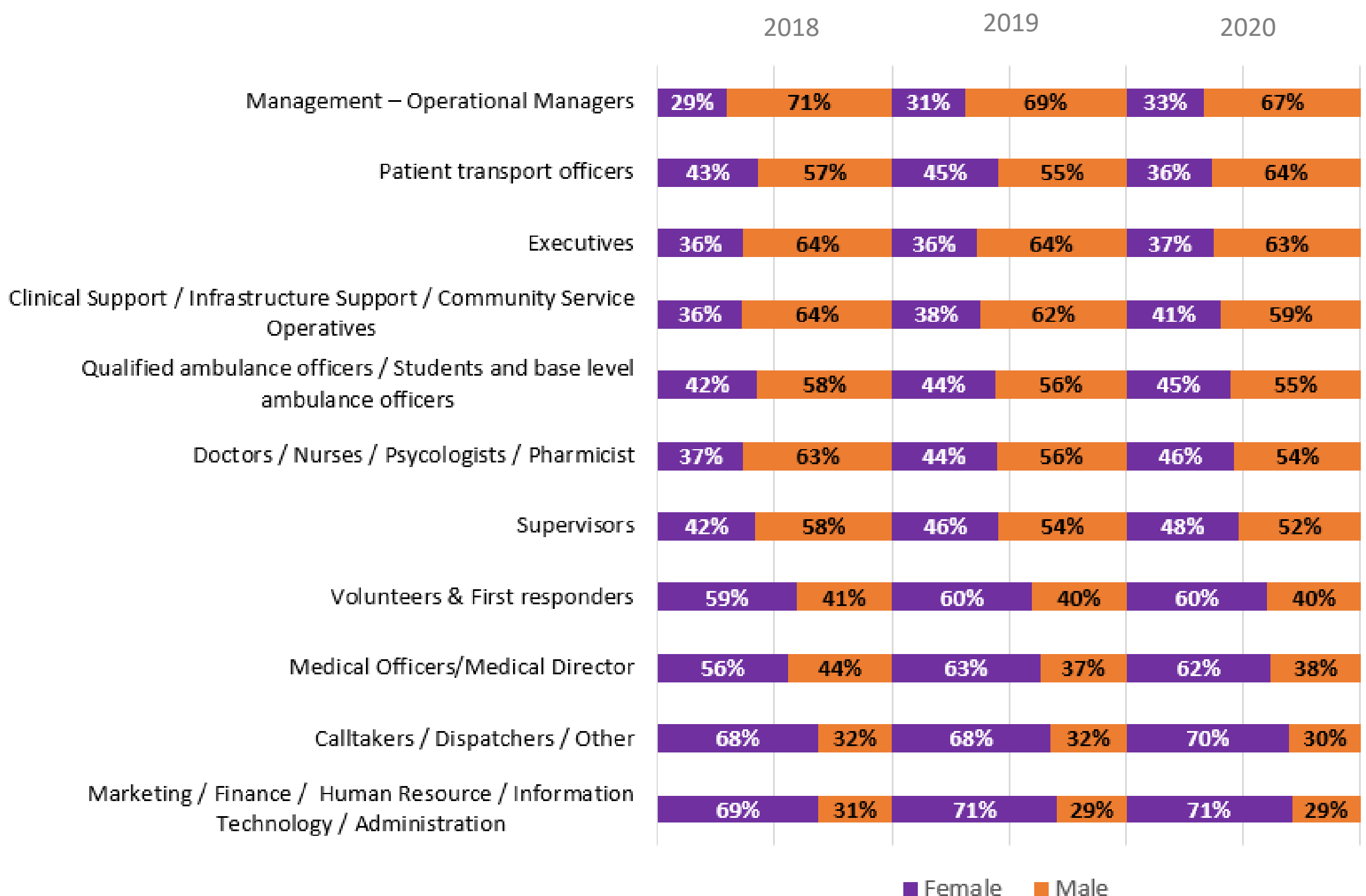
Female Age Groups



Employment Category

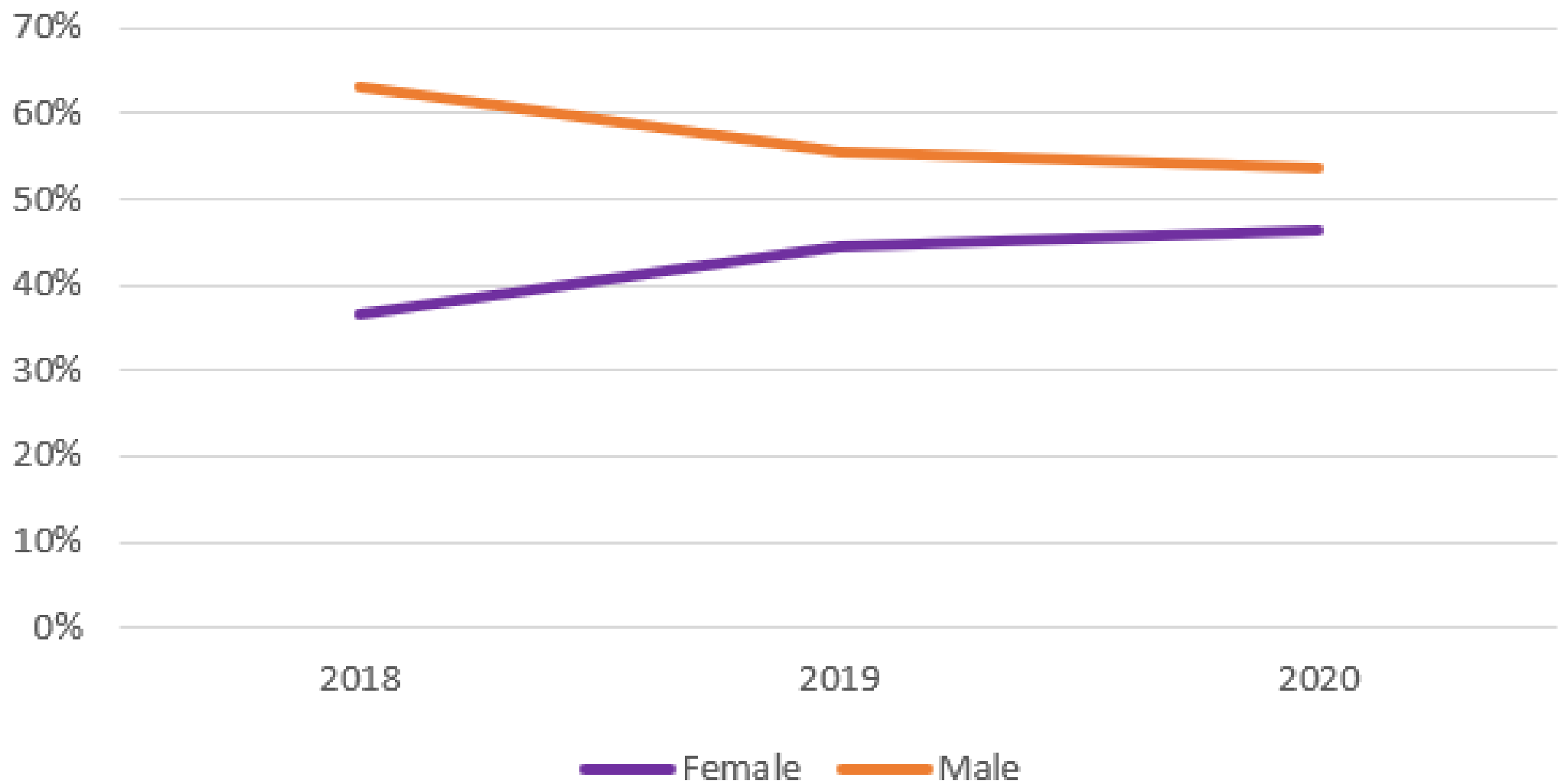
There are only 4 employment categories where females make up over 50% of an employment category, With Marketing/Finance/Human Resources/Information Technology/Administration being 71% Female and Calltakers/Dispatchers/Other being 70% Female.

The employment categories where males have the highest male percentage is Management – Operational Managers 67%, Patient Transport Officers 64% with this category increasing by 9% from the year prior and Executives 63%.

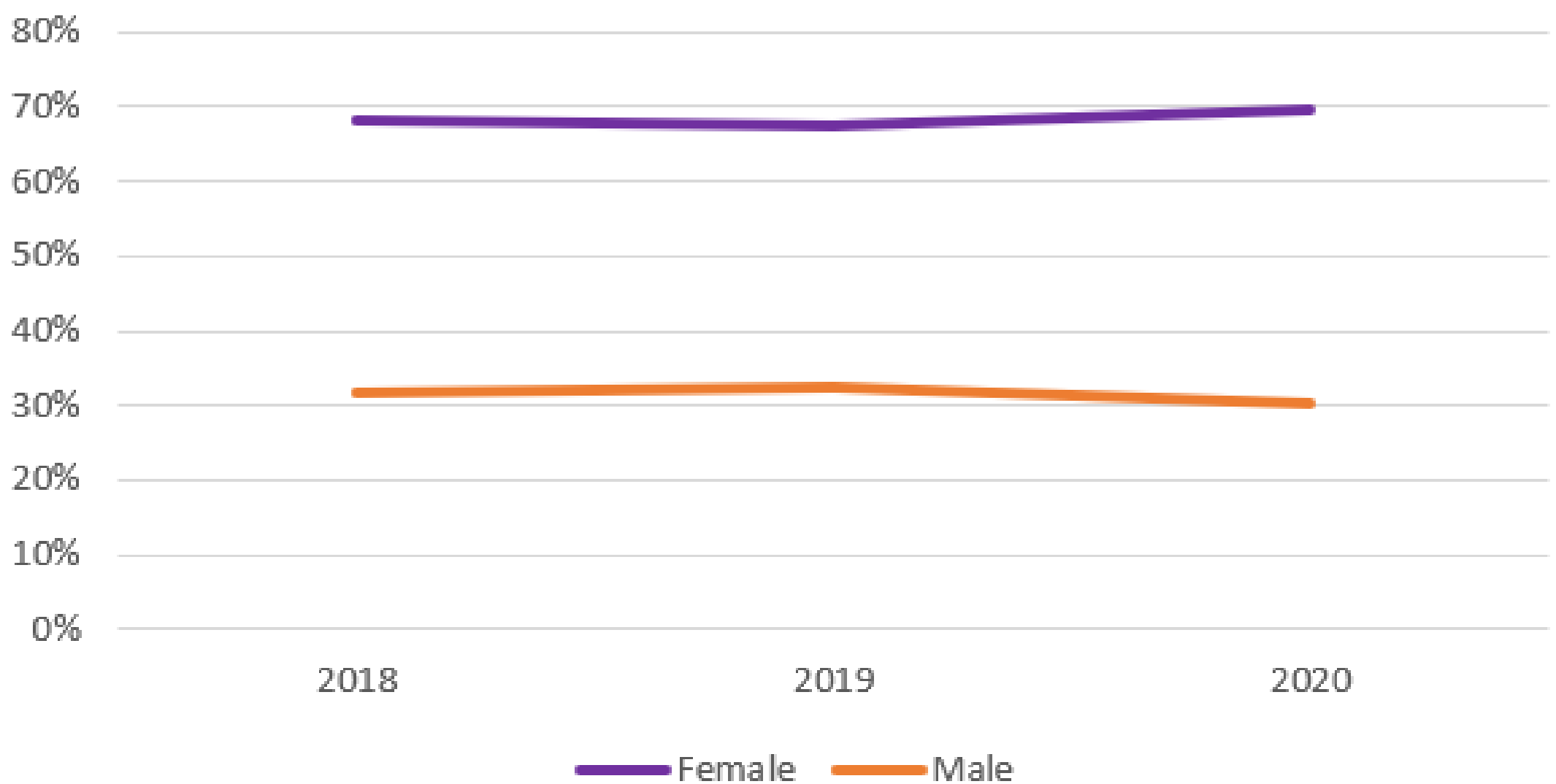


Employment Category

Doctors / Nurses / Psychologists / Pharmacist

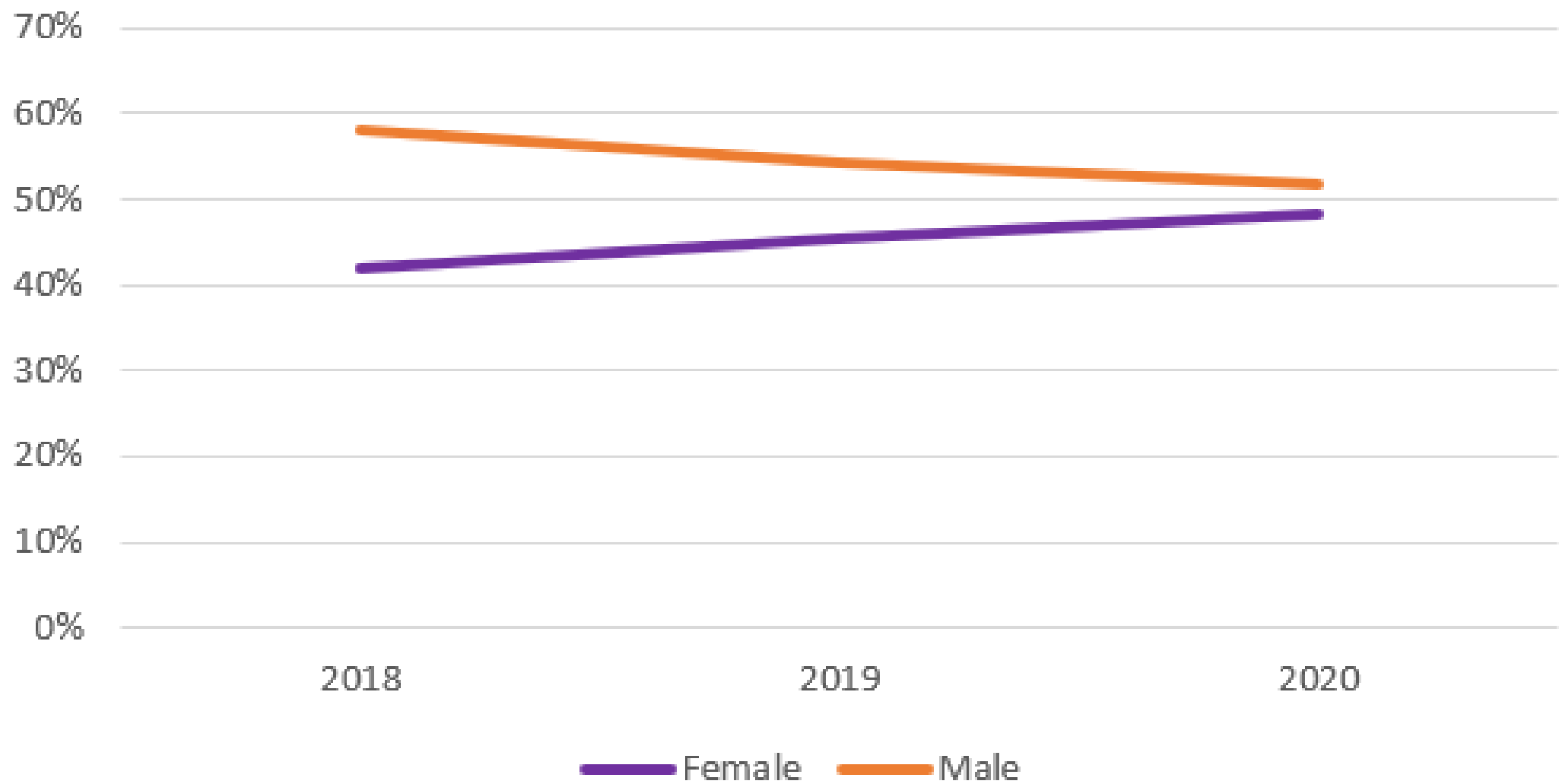


Calltakers / Dispatchers / Other

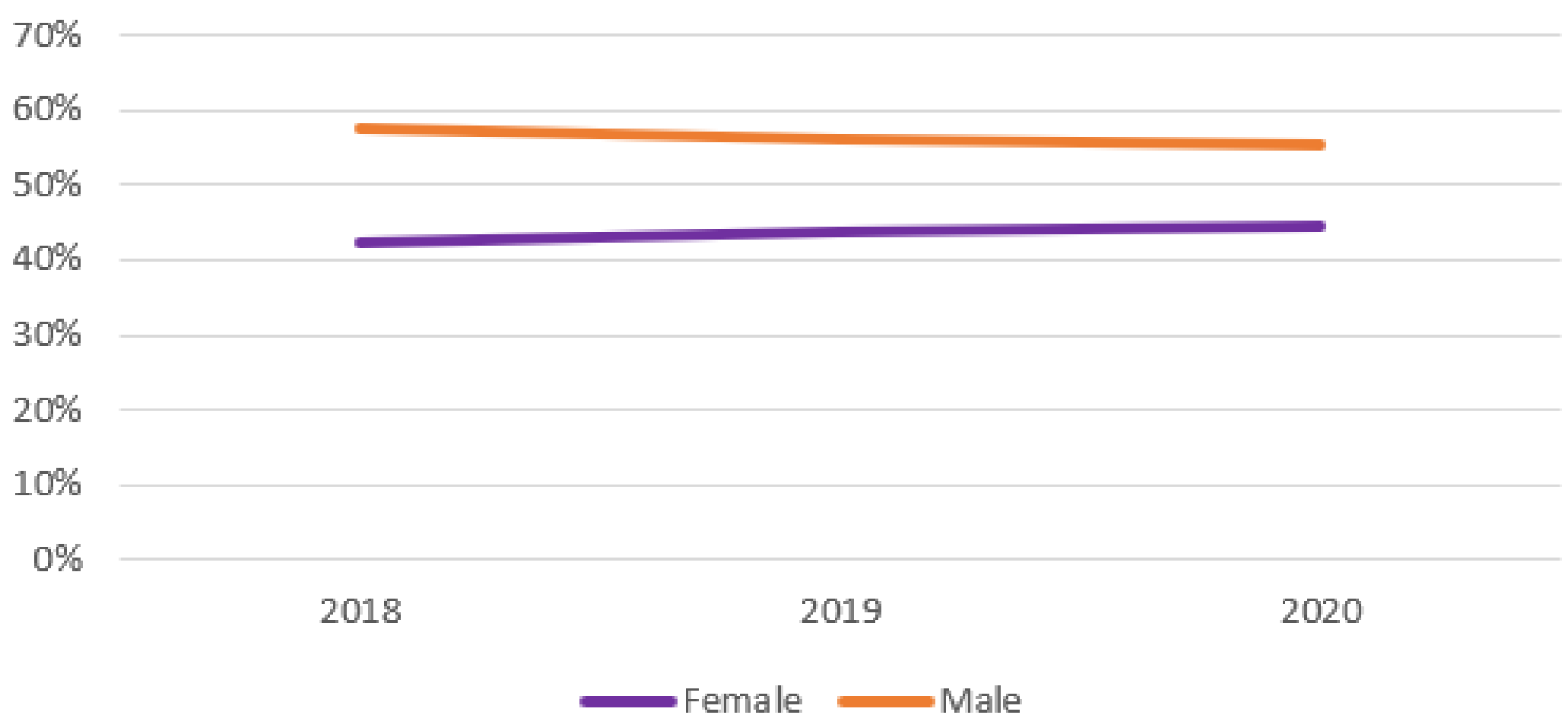


Employment Category

Supervisors

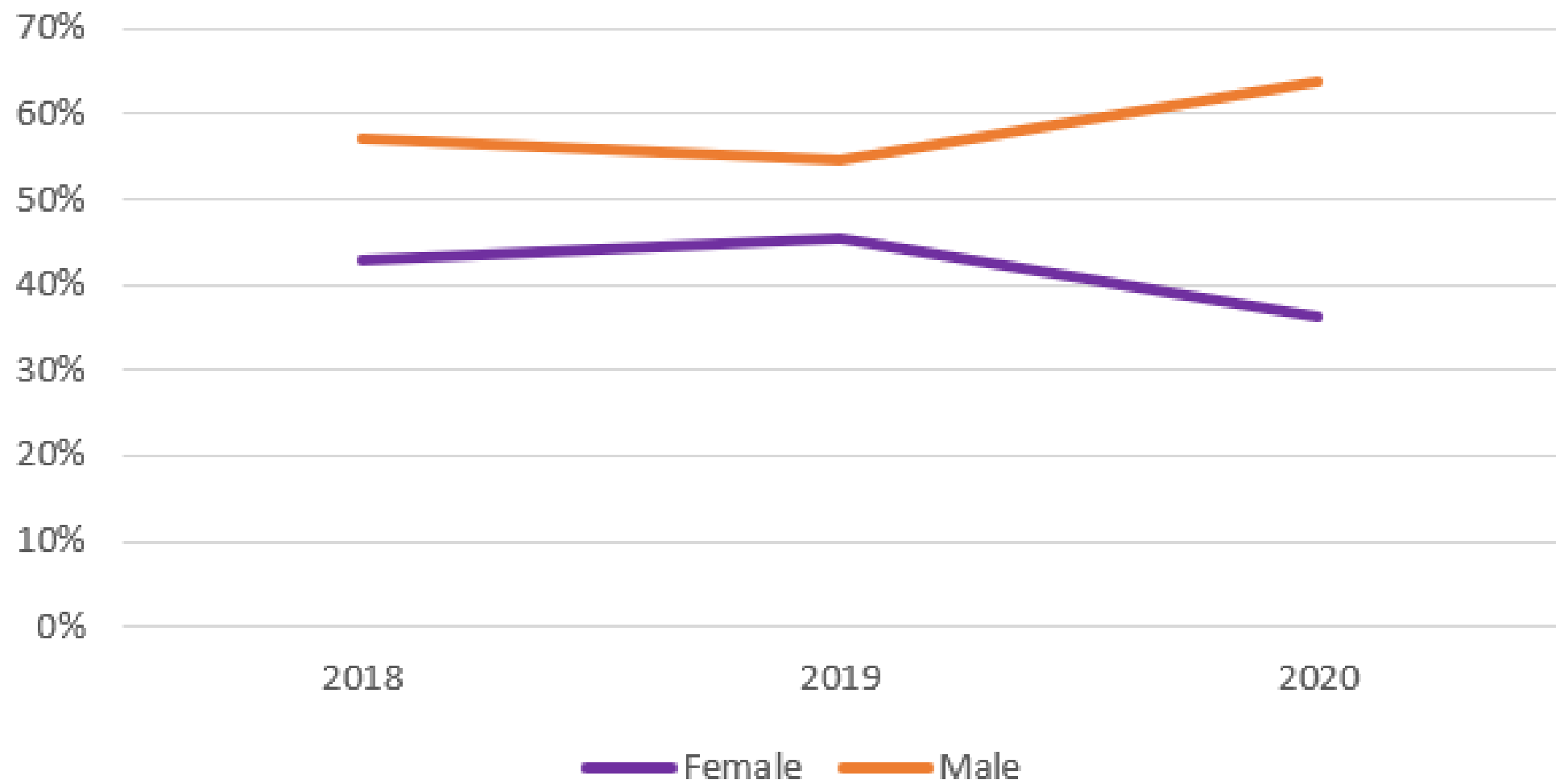


Qualified ambulance officers / Students and base level ambulance officers

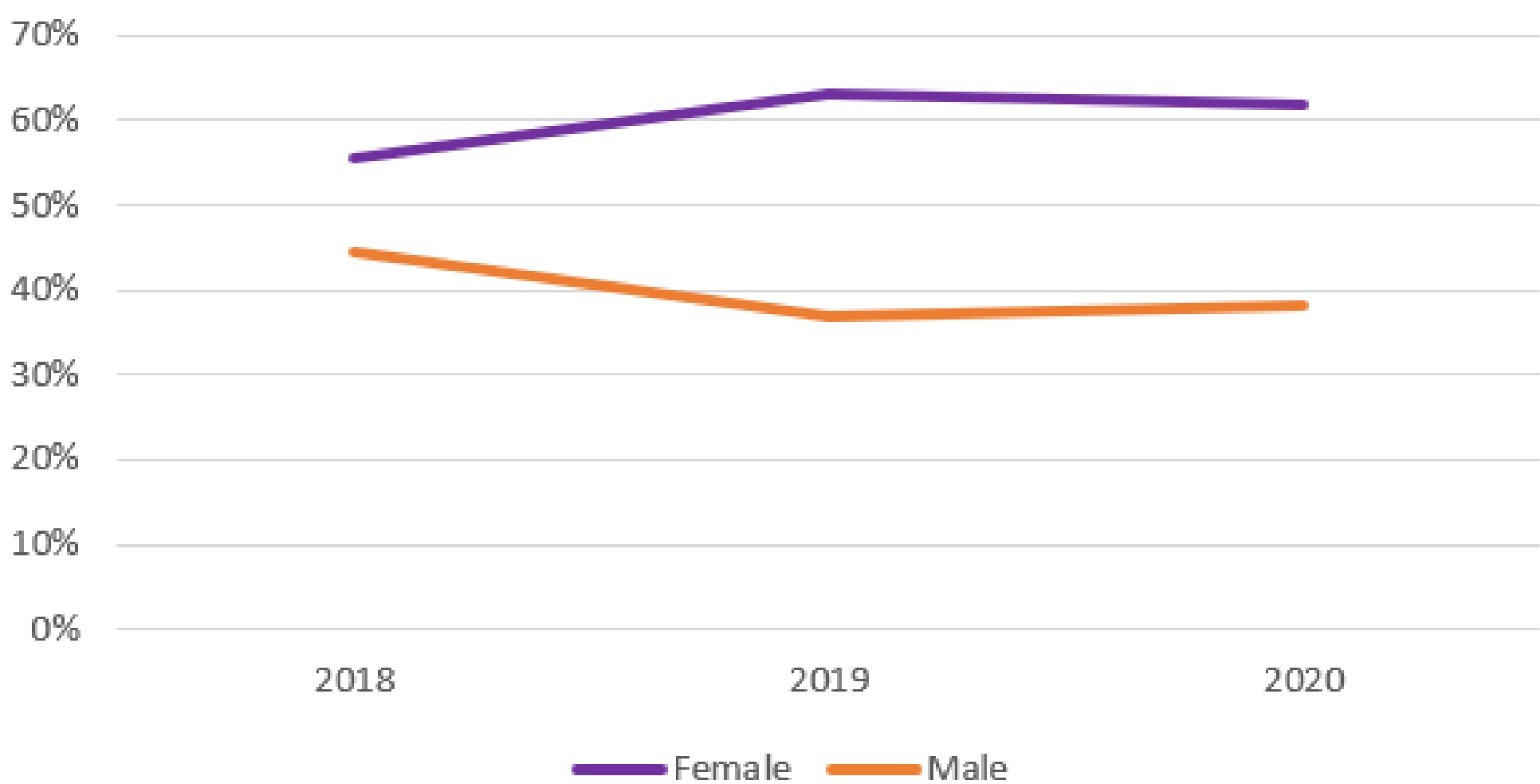


Employment Category

Patient transport officers

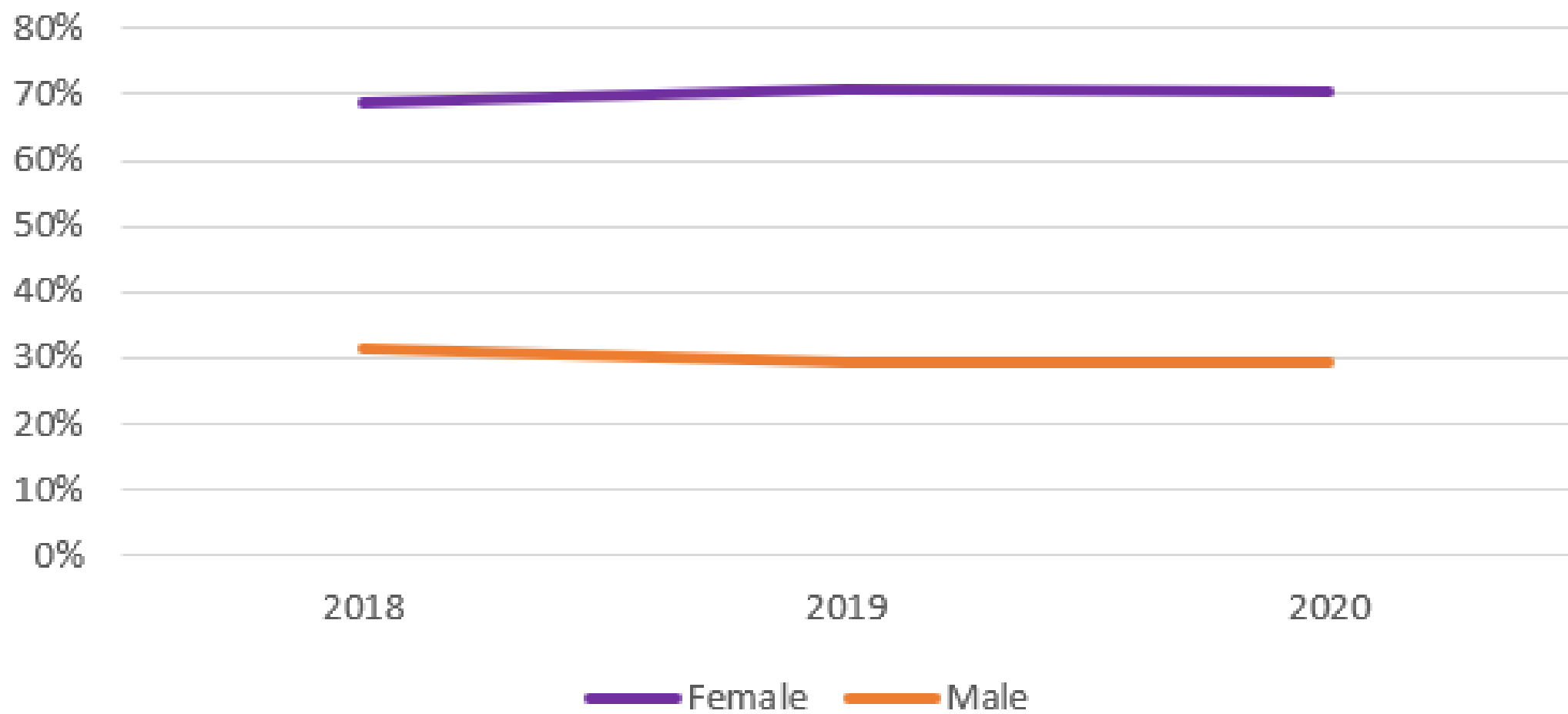


Medical Officers

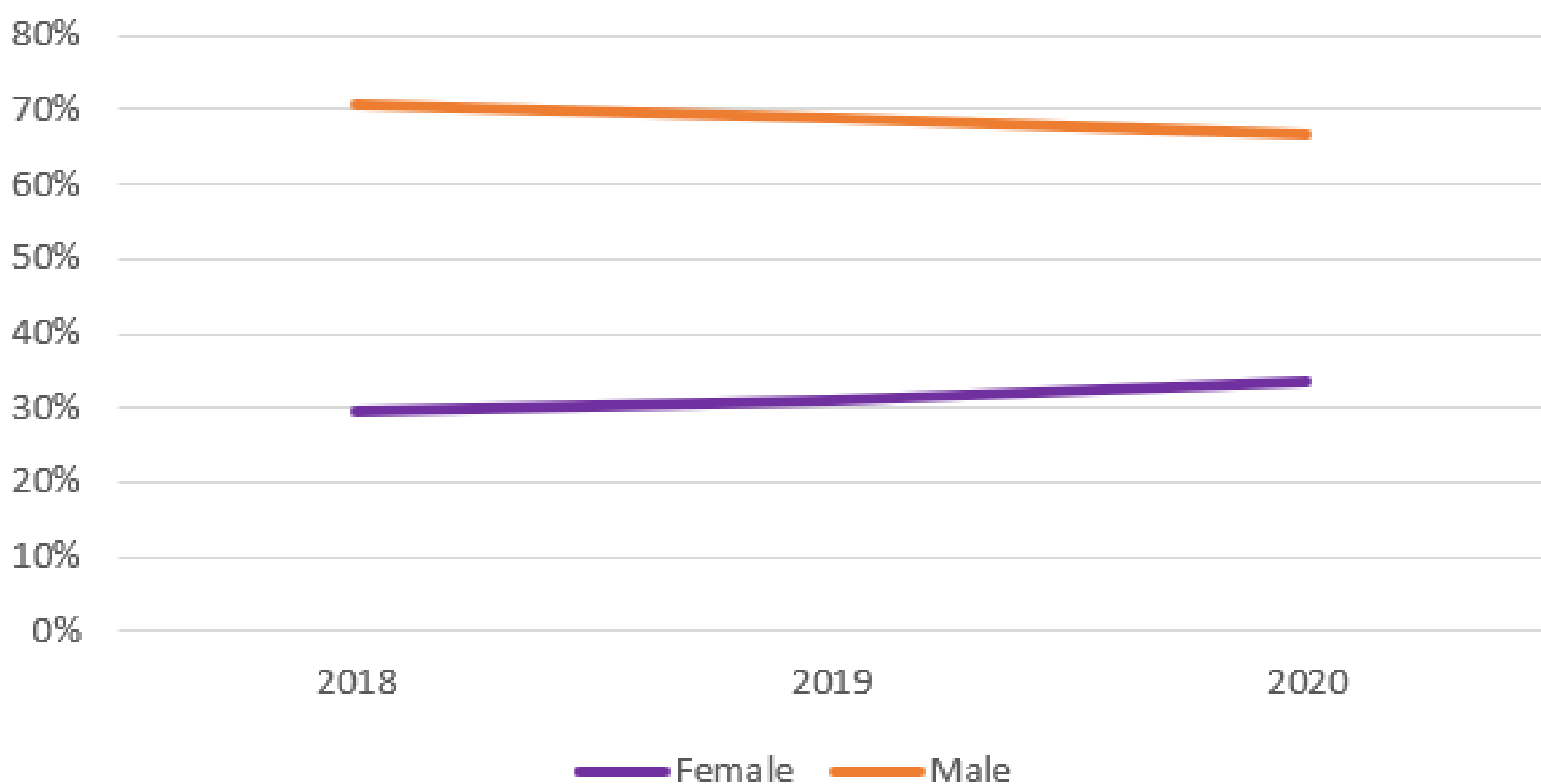


Employment Category

Marketing / Finance / Human Resource / Information Technology / Administration

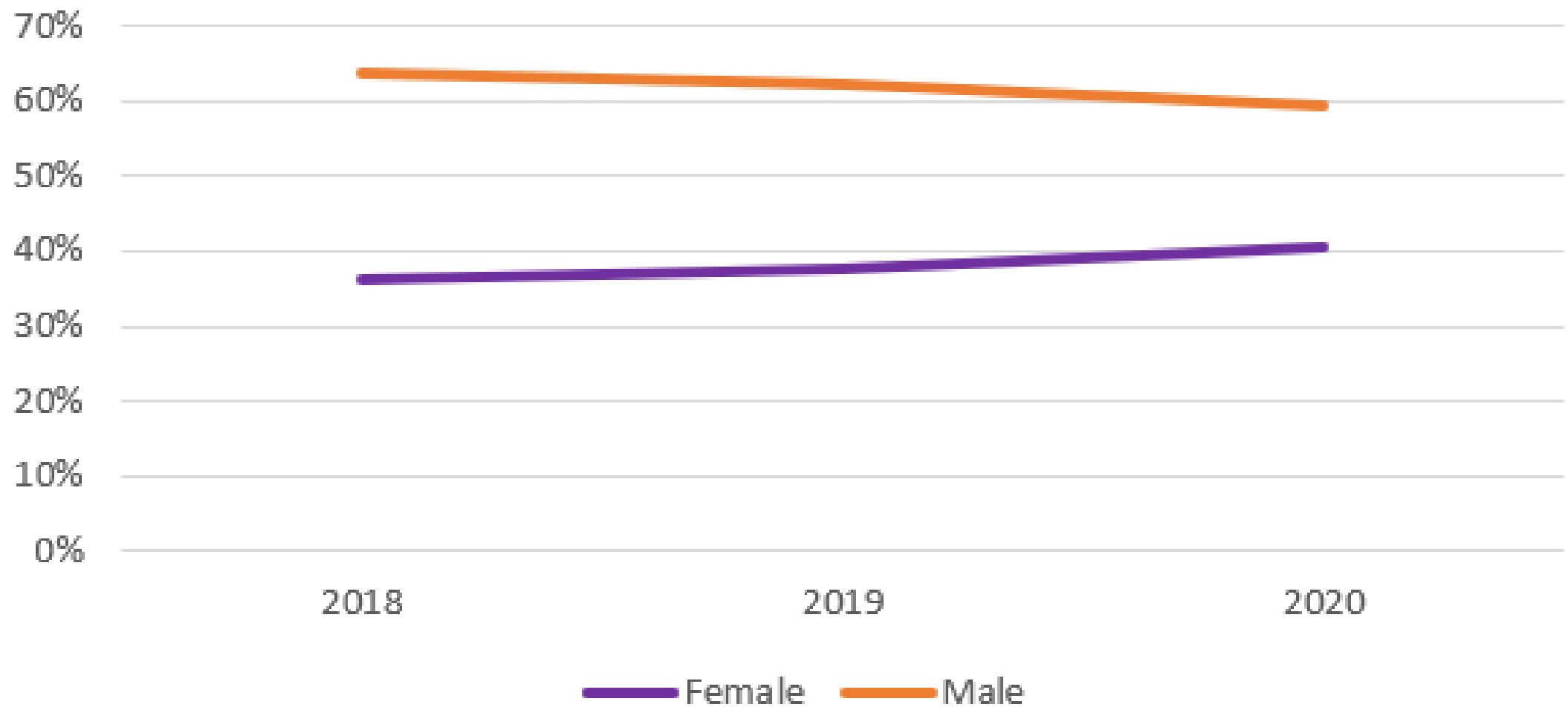


Management – Operational Managers

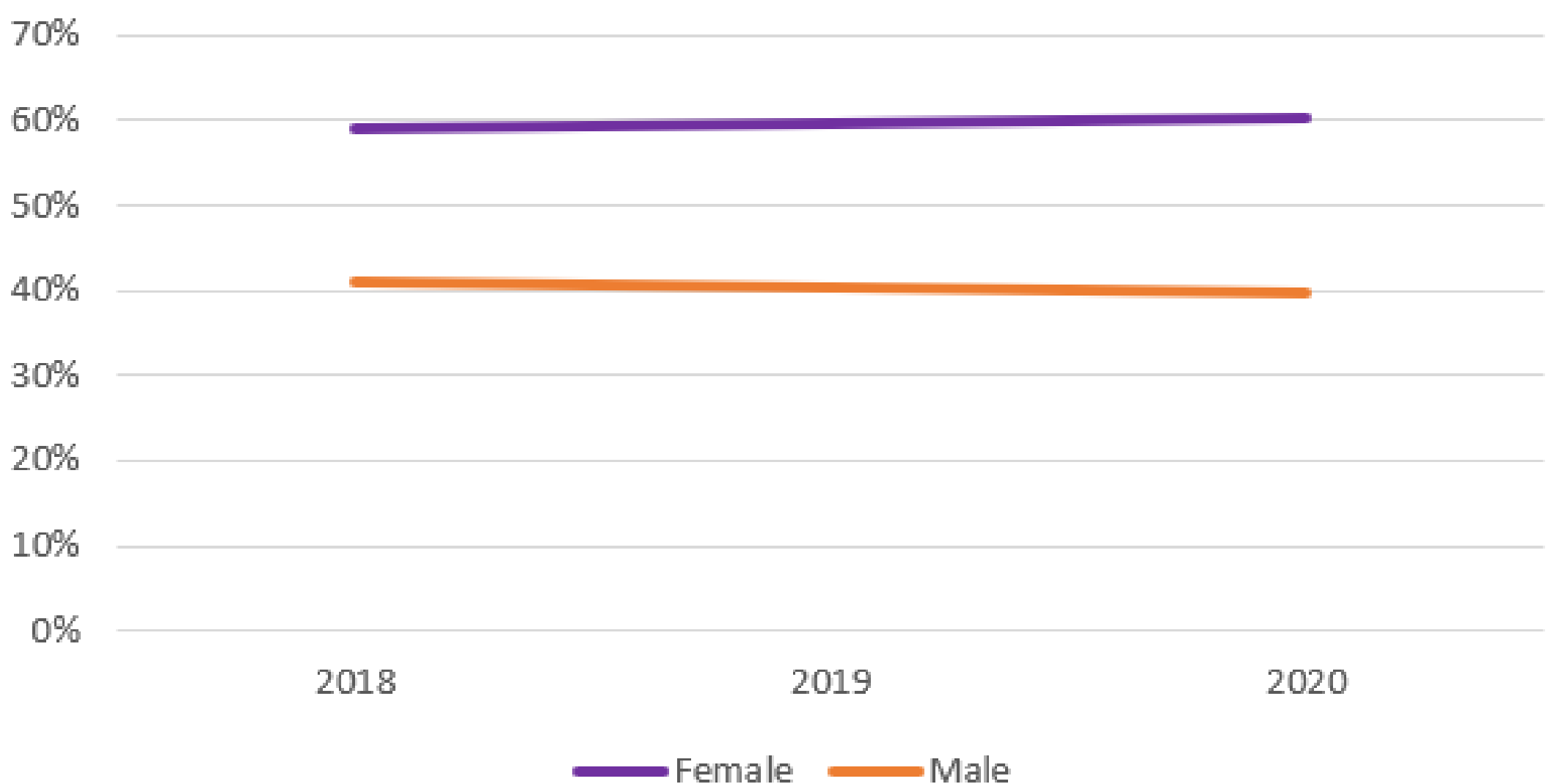


Employment Category

Clinical Support / Infrastructure Support / Community Service Operatives

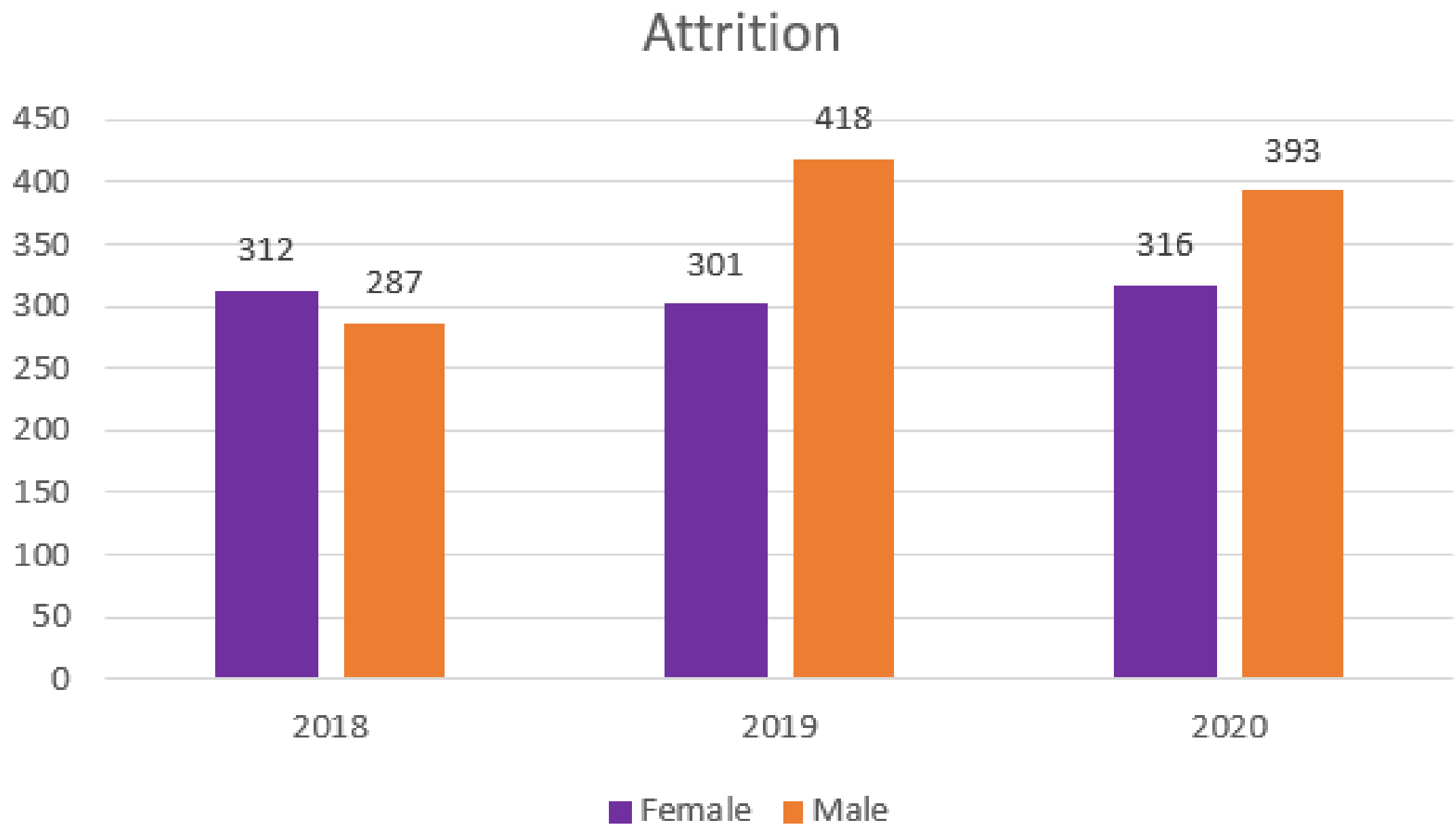


Volunteers & First responders



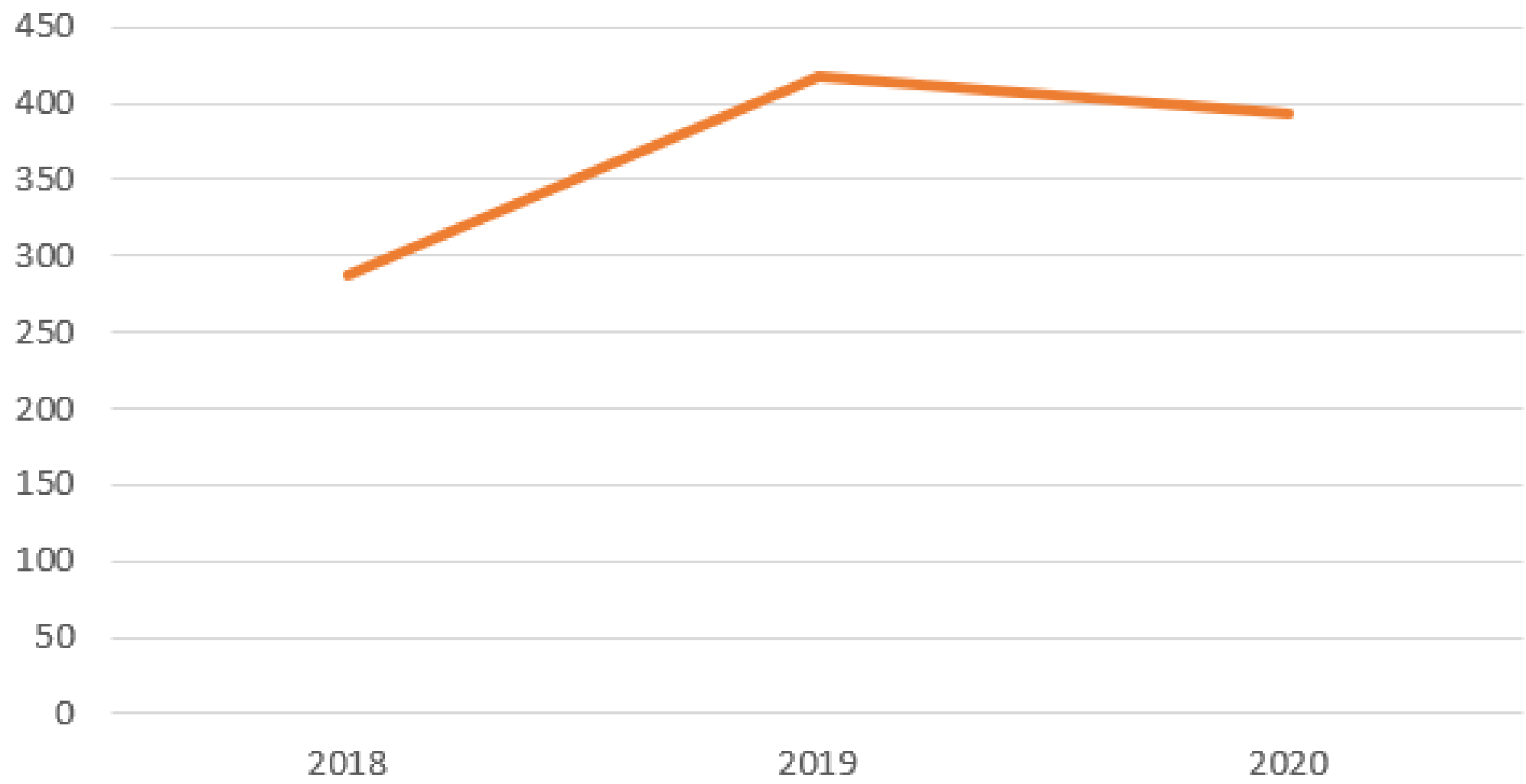
Attrition

Attrition for females has been averaging 309 a year where males have had a large fluctuation from 2018 - 2019 where there was an increase of 131 males leaving ambulance services.

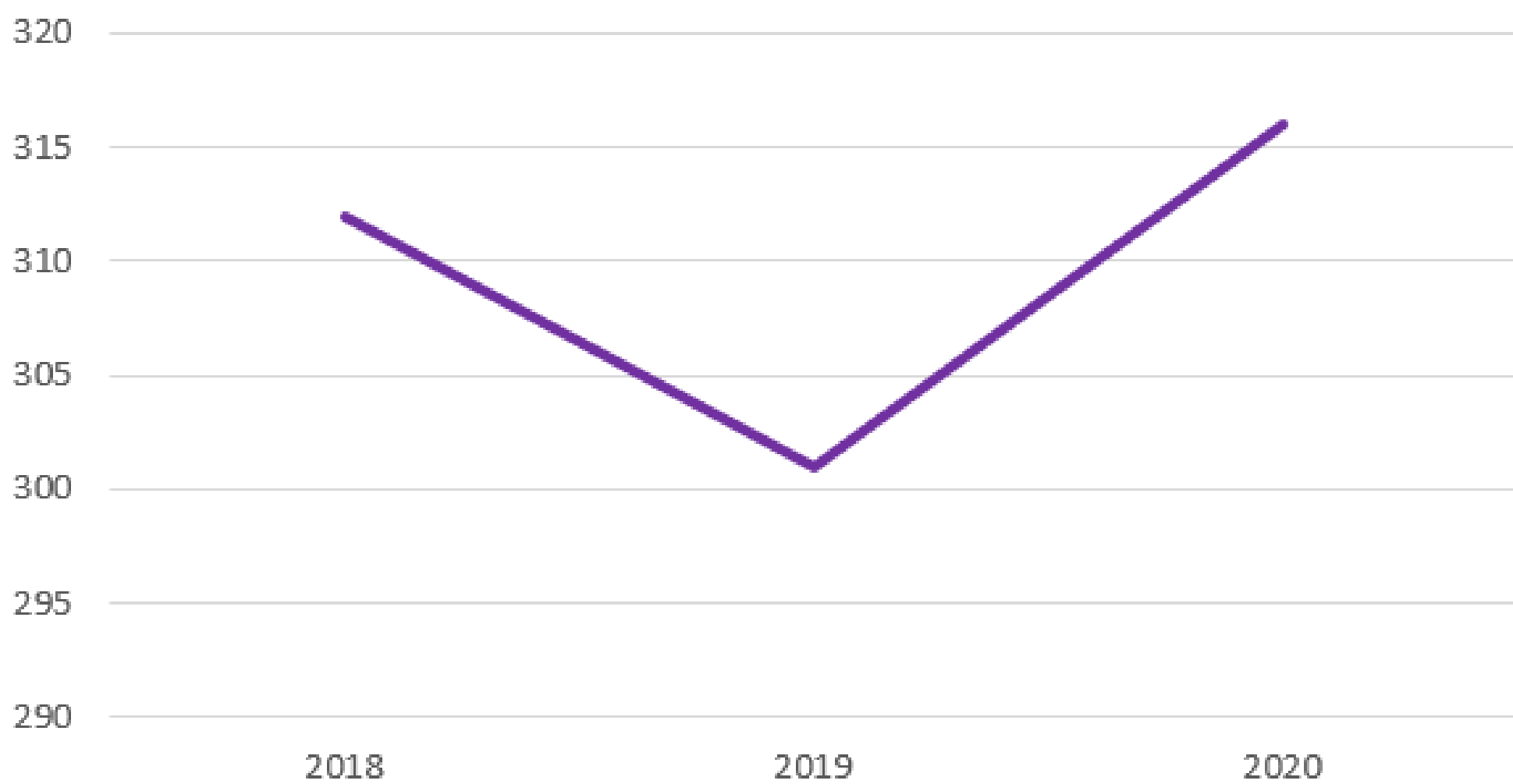


Attrition

Male Attrition



Female Attrition



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