



THE COUNCIL OF
**AMBULANCE
AUTHORITIES**

Workforce & Gender Report 2022





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About this Report

This report is an annual collection of ambulance data focused on monitoring and analysing workforce and gender data in the ambulance workforce.

The report is a part of The Council of Ambulance Authorities (CAA) Women in Leadership strategy “Step 3: Collect, monitor and respond.” This step is to commit to benchmarking data to assist with better understanding of the gender segmentation in the ambulance workforce.

This report was conducted in 2022 with data from the 2021/22 financial year and contains data from CAA’s 11-member ambulance services:

- NSW – NSW Ambulance
- AV - Ambulance Victoria
- QAS - Queensland Ambulance Service
- SJWA - St John WA
- SAAS - SA Ambulance Service
- AT - Ambulance Tasmania
- ACTA - ACT Ambulance Service
- SJNT - St John NT
- SJNZ – Hato Hone St John
- WFA - Wellington Free Ambulance
- SJPNG - St John Ambulance Papua New Guinea

The ambulance sector has made significant progress towards gender equality in recent years, particularly in education, health, and female workforce participation. Despite this, the gender gap in the workforce is still prevalent. Women continue to earn less than men, women are less likely to advance their careers as far as men as well as accumulate less retirement or superannuation savings.

Note: 2022 is the first year SJPNG has participated in this report, due to this the 2018 – 2021 data does not contain SJPNG data.

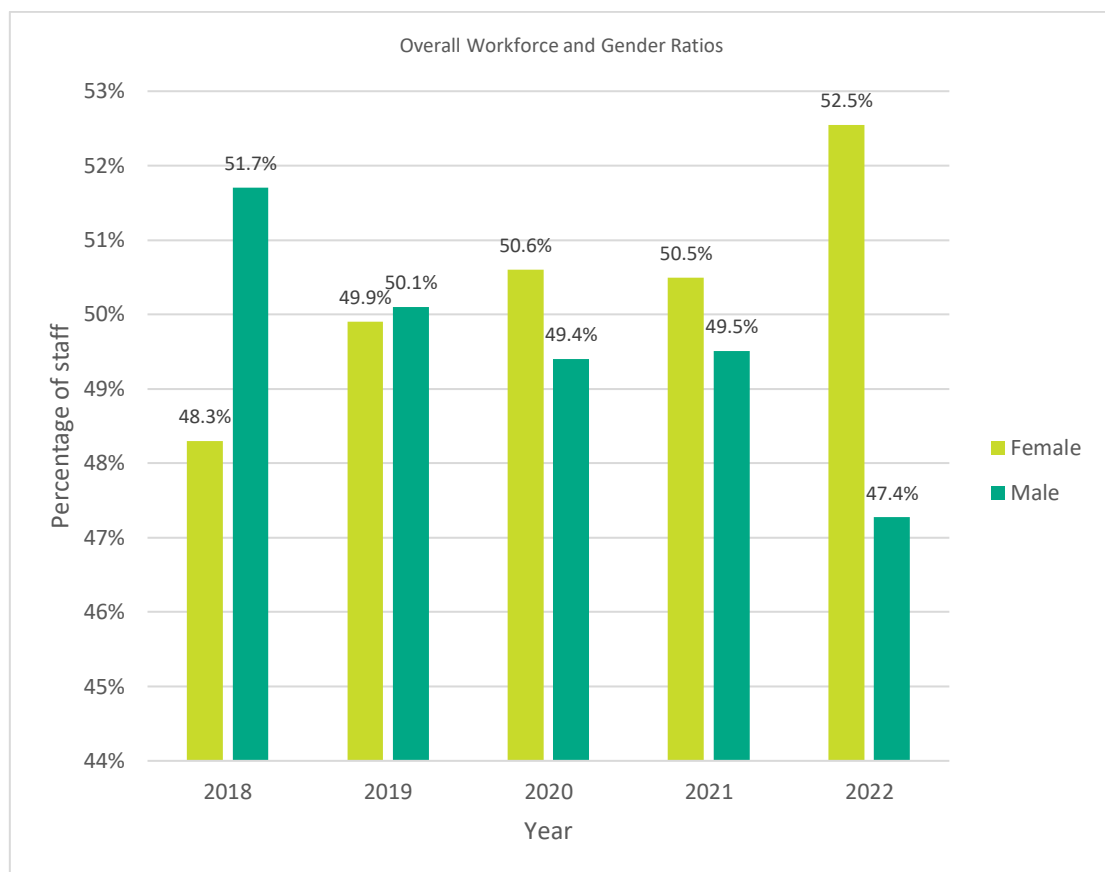


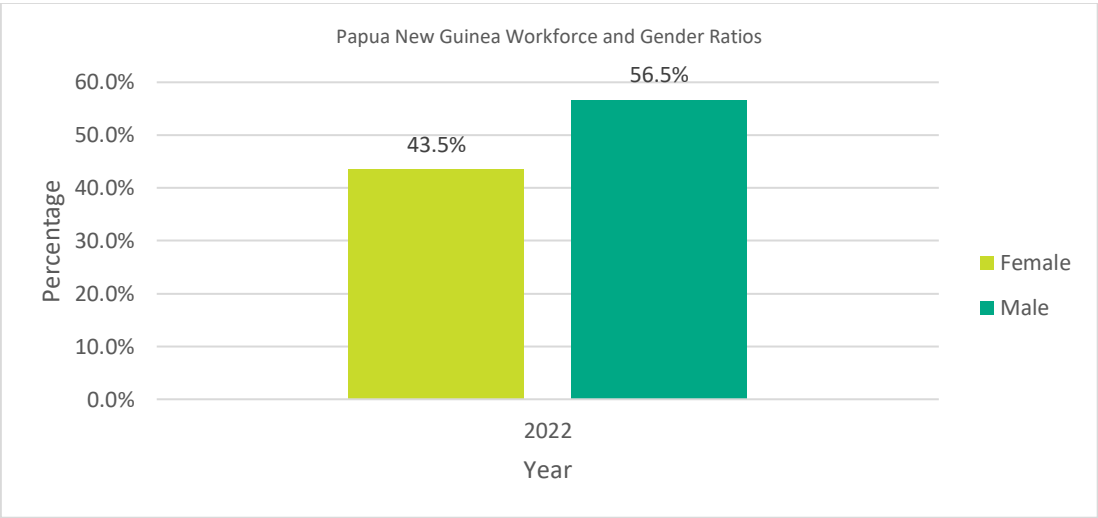
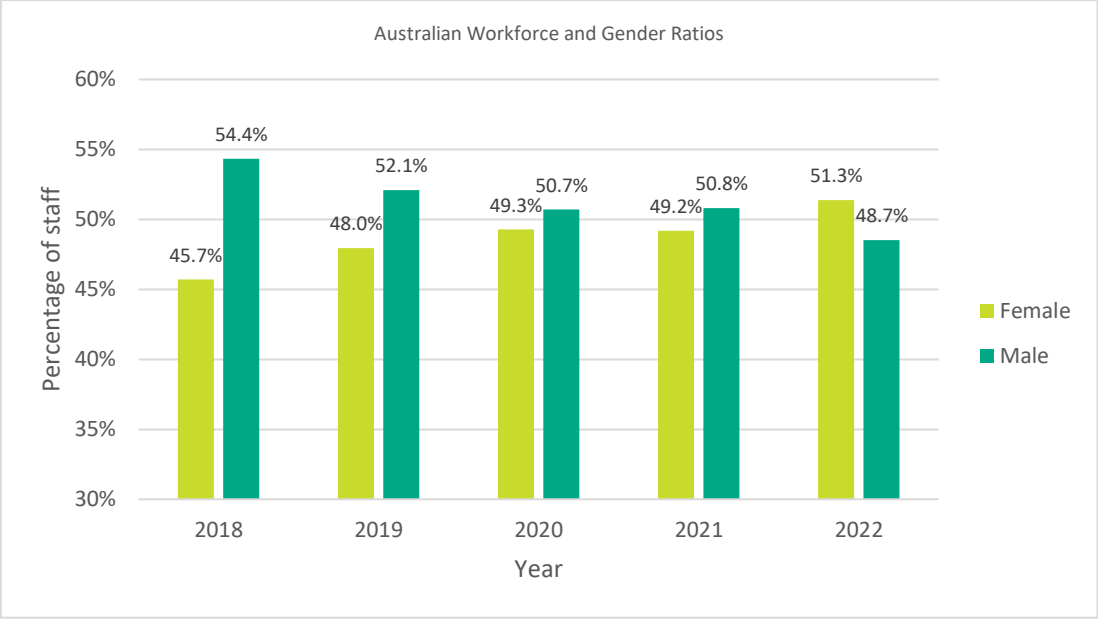
Overall Results

For the 11 ambulance services combined, females represented 52.5% of the workforce, an increase from the 50.5% reported in 2021. Australia and New Zealand both reported an increase in female proportion in the workforce compared to 2021; Australia reported 51.3% female (2.0% increase), and New Zealand reported 57.4% female (0.2% increase).

This is the first year Papua New Guinea participated in The Workforce and Gender Report, reporting 43.5% of the workforce is female.

In 2022, 0.18% of the workforce reported as other, this is an increase from the 0.01% of the workforce in 2021. Australian ambulance services reported 0.08% of the workforce as other, and New Zealand reported 0.56%. This was not reported/recorded in Papua New Guinea.



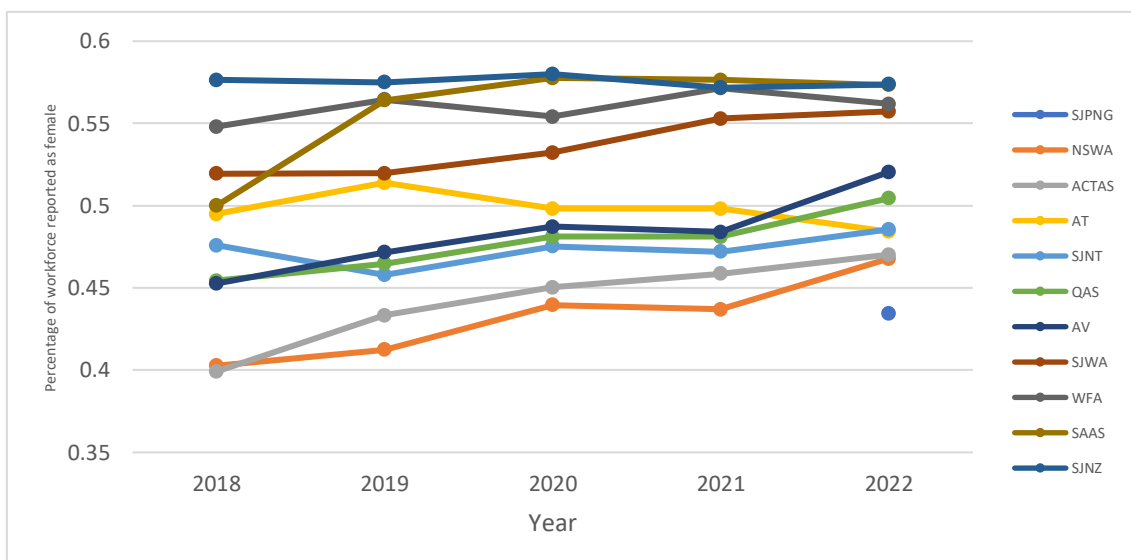




Service Comparison

Six out of eleven services reported over half their workforce are female in 2022: SJNZ, SAAS, WFA, SJWA, AV and QAS. This an increase from the four out of ten services that reported over half their workforce as female in 2021; SJNZ, SAAS, WFA and SJWA. In SJWA the proportion of women in the workforce has continued to increase over the four-year-period to 55.7% in 2022, initially SJWA reported 51.9% of their workforce as female back in 2018. Seven out of ten services had an increase in proportion of female staff between 2021 and 2022: SJNZ, SJWA, AV, QAS, SJNT, ACTAS, and NSW.

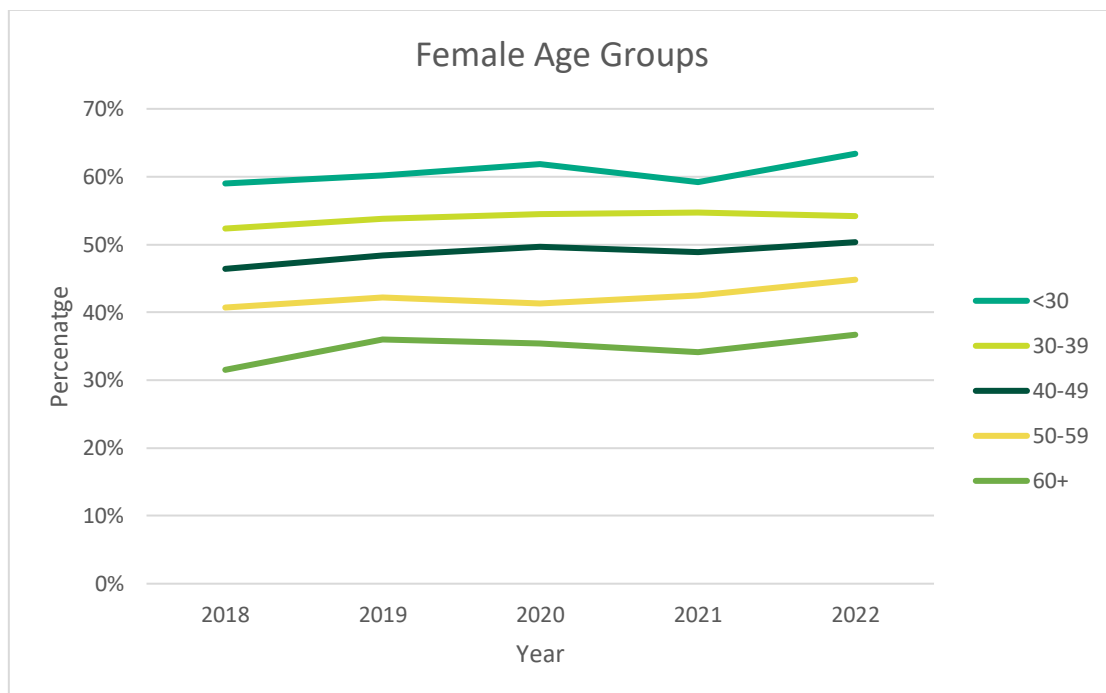
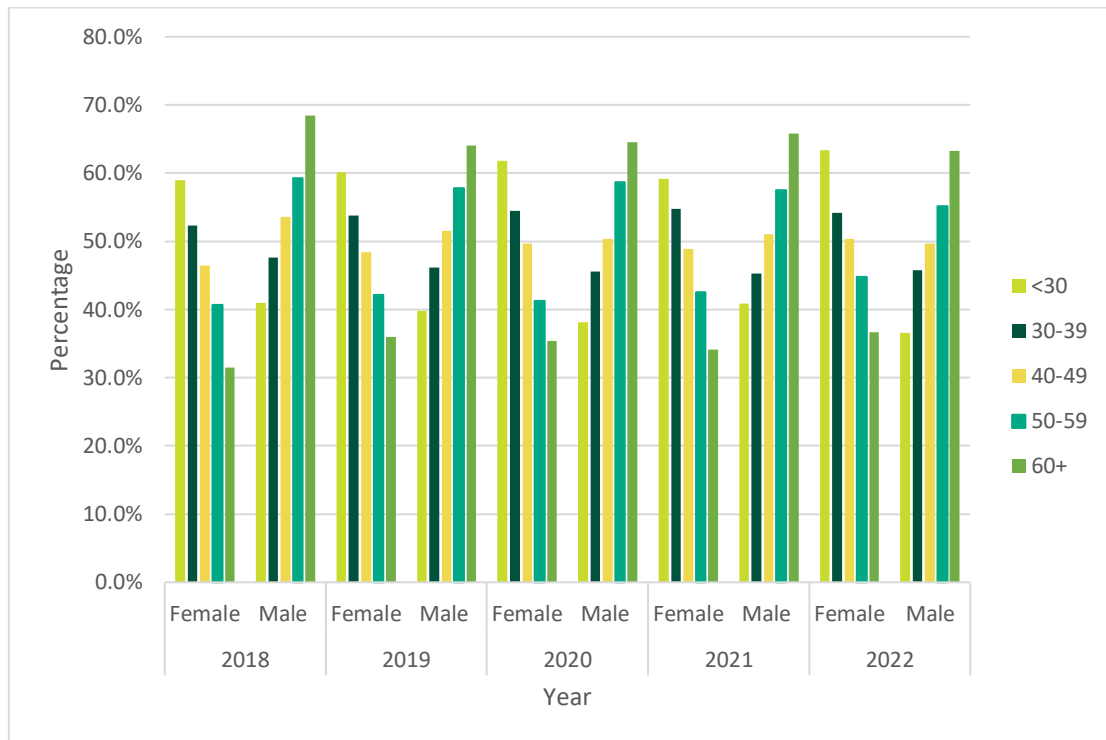
8 of the services included other as a category. Out of the participating services, SJNT reported the highest with 0.72% of the workforce reporting as other. This was followed by SJNZ reporting 0.61%, ACTAS (0.28%), AT (0.26%), NSWA (0.10%), QAS (0.09%), SJWA (0.07%) and SAAS (0.06%). The other category results were not included in the graph below, therefore for the services that reported using the other category, the graph below total does not equal 100% for the 2021/22 data.





Age Groups

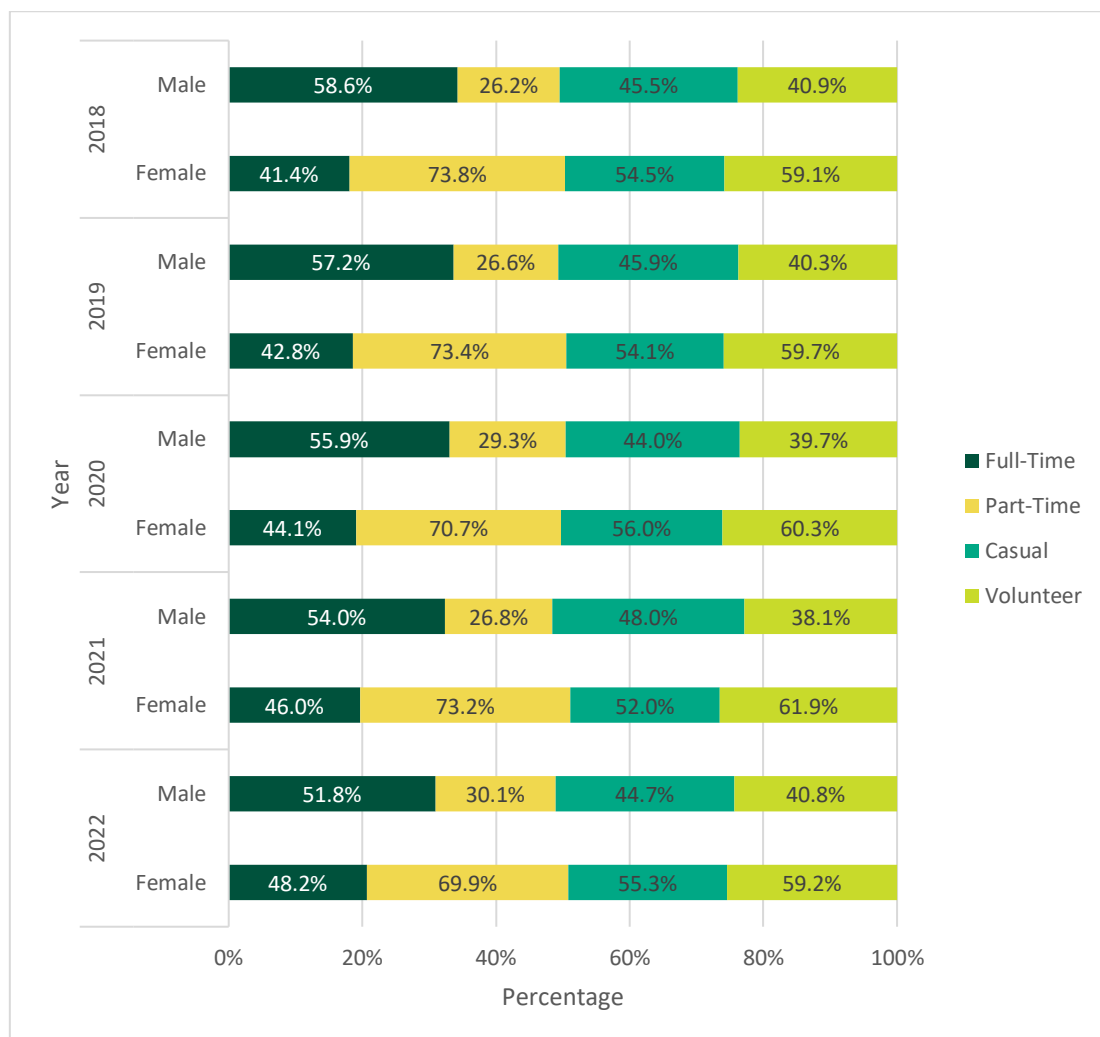
Females made up the majority of the workforce in the 40-49 (50.3%), 30-39 (54.2%) and the <30 (63.4%) age categories. The proportion of women increased in four out of the five categories between 2021 and 2022; the proportion of women increased by 4.2% in the <30 category, 1.4% in the 40-49 category, by 2.3% in the 50-59, and by 2.5% in the 60+ category.

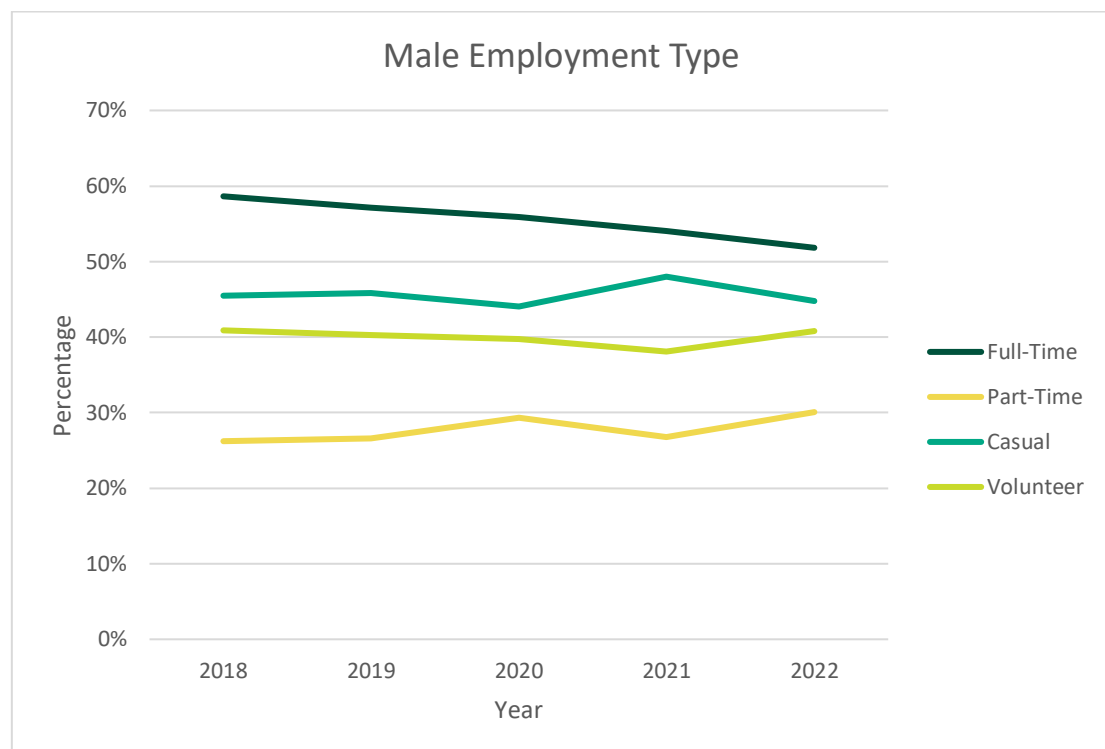
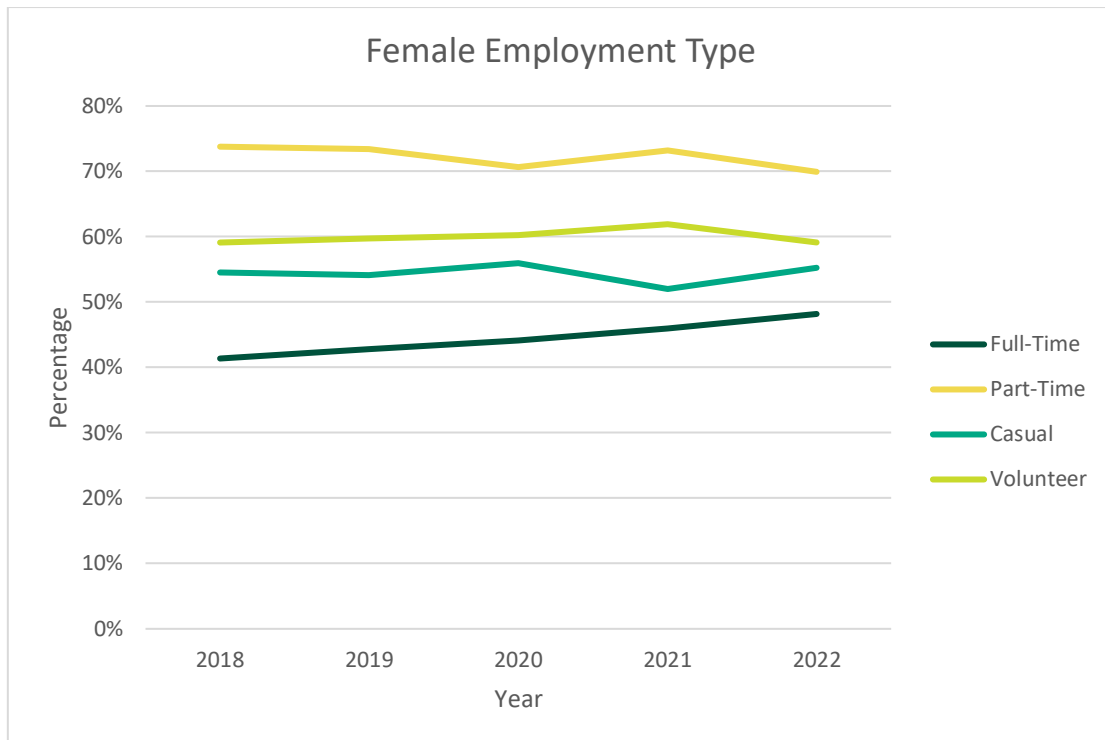




Employment Type

A lower proportion of women (48.2%) work full time compared to men (51.8%), although the proportion of women working full time has continued to increase since 2018. The proportion of women working casual has also increased. Of those working casual in 2021, 26.8% were female, compared to 30.1% women in 2022. Between 2021 and 2022, the proportion of women working part-time decreased by 3.3%, and the proportion of women volunteering decreased by 2.7%.







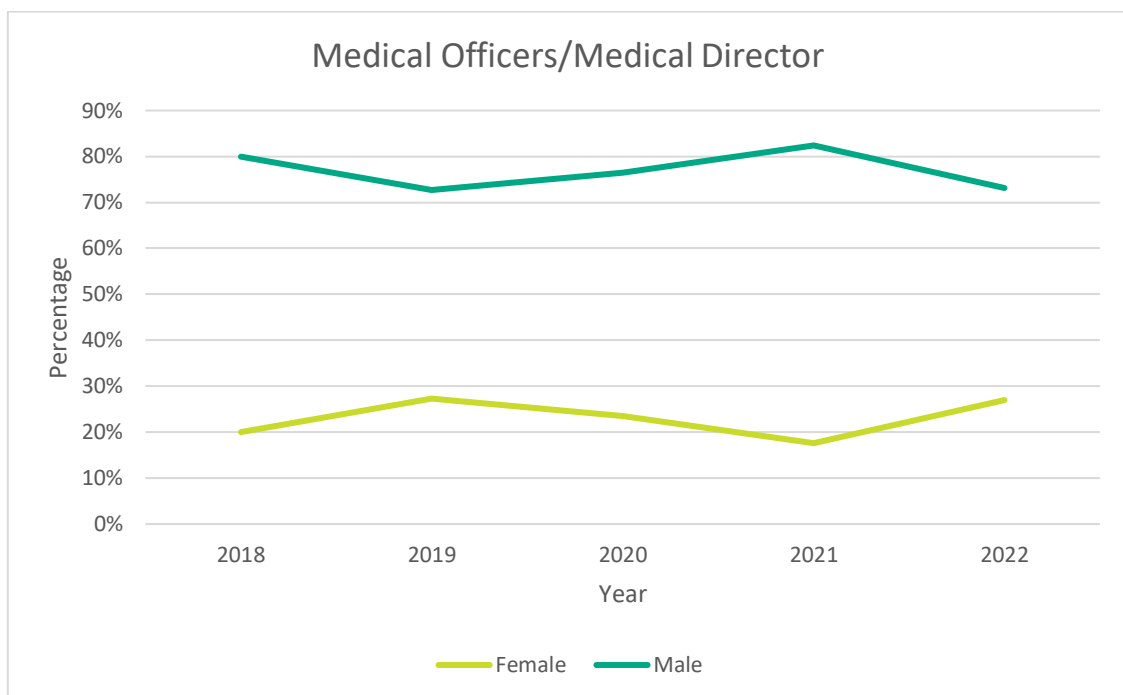
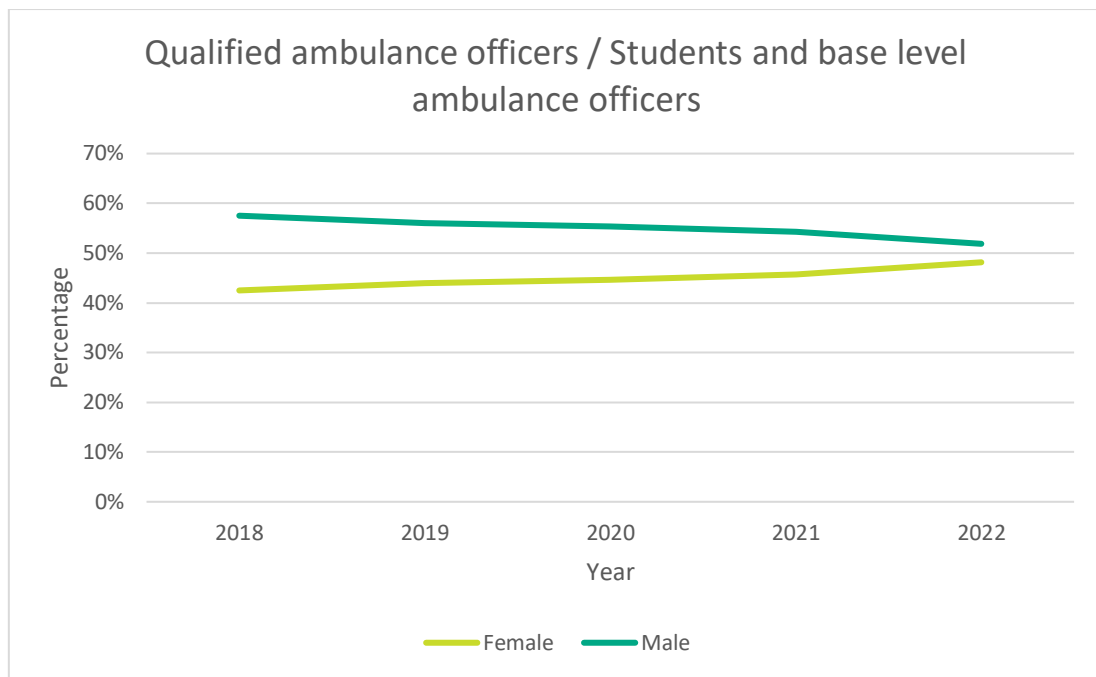
Employment Category

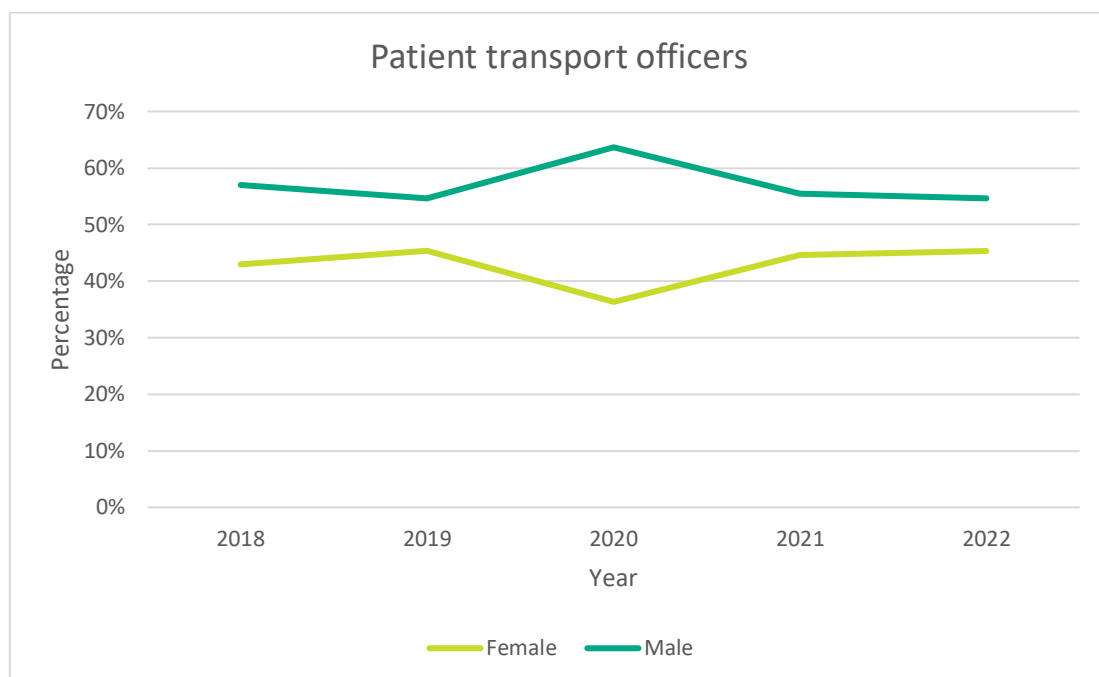
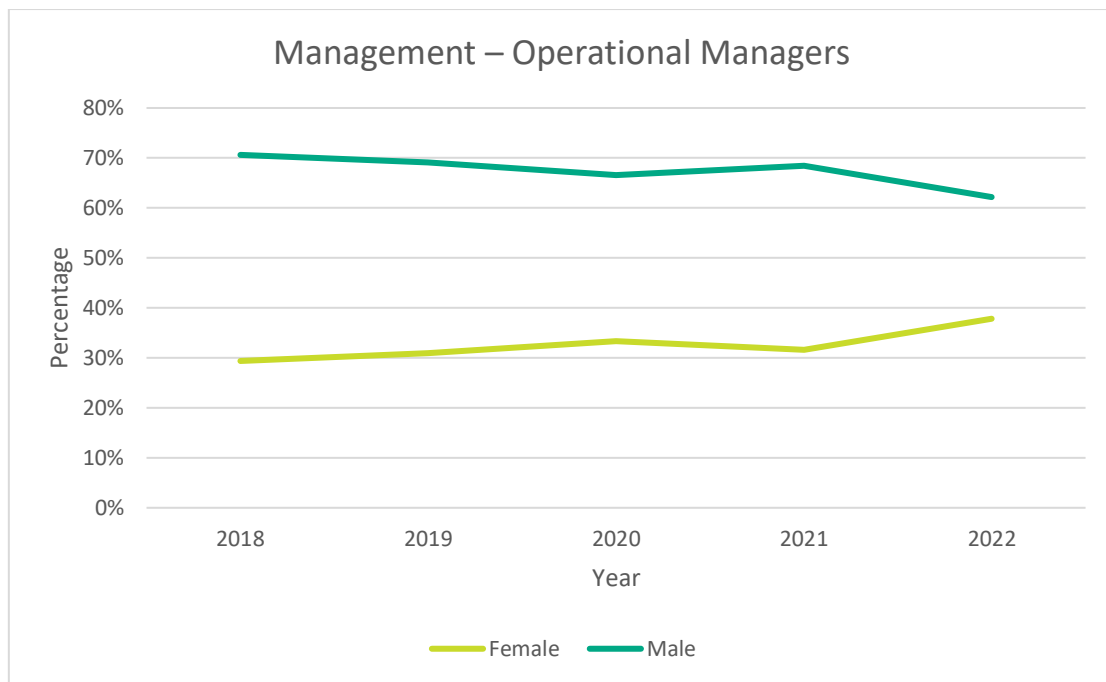
Between 2018 and 2022, only three categories reported having over 50% of female workforce:

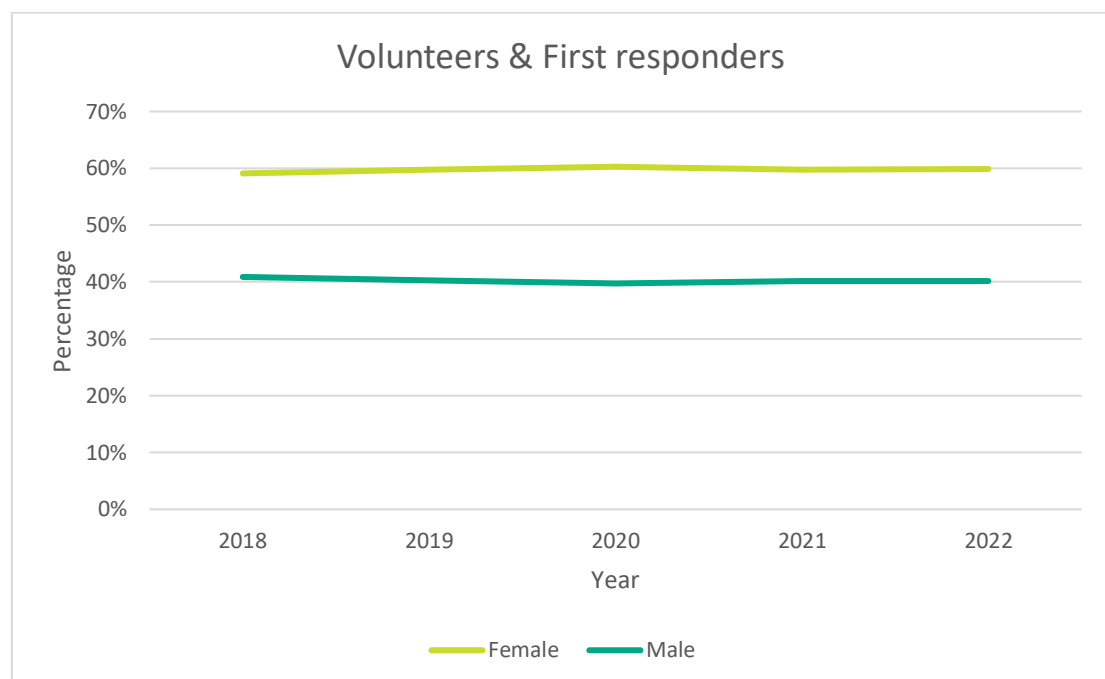
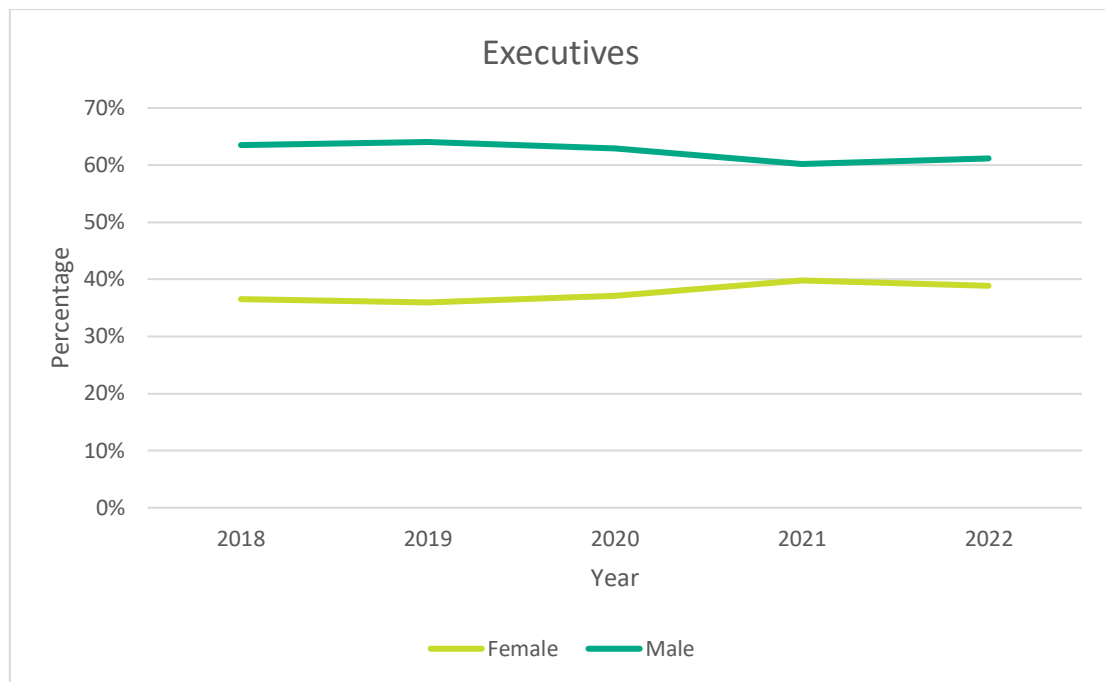
- Volunteers & first responders – reported between 59.1%-60.3% over the five-year period
- Call takers/dispatchers/other – reported between 67.5%-70.2% over the five-year period
- Marketing/finance/human resource/information technology/administration – reported between 68.6%-70.7% over the five-year period

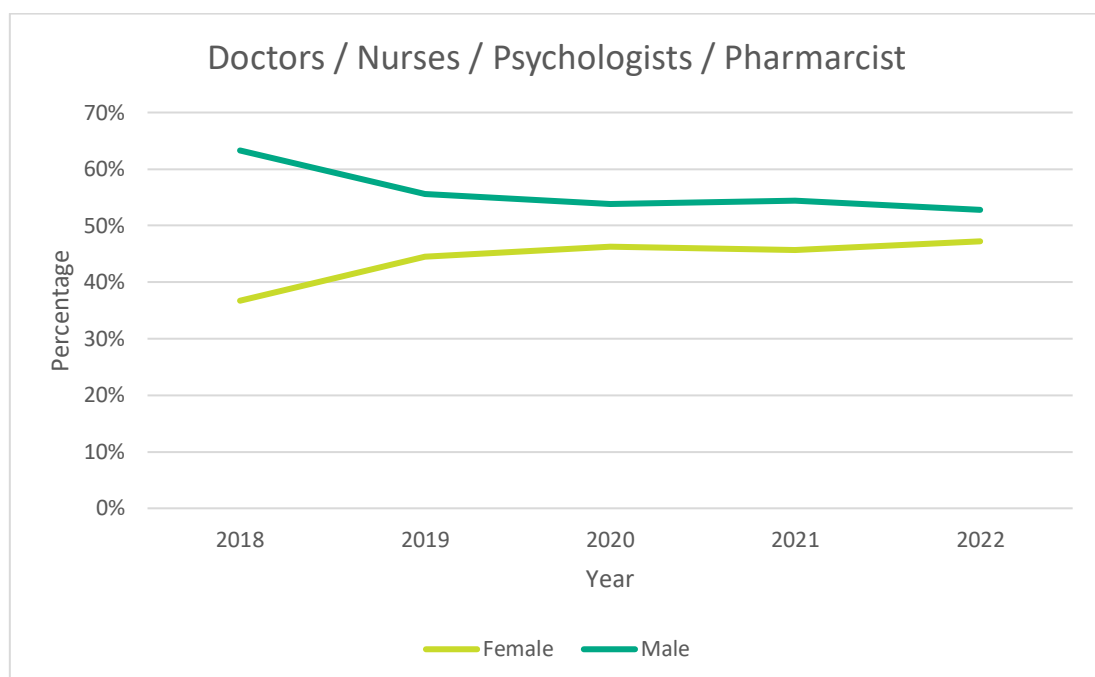
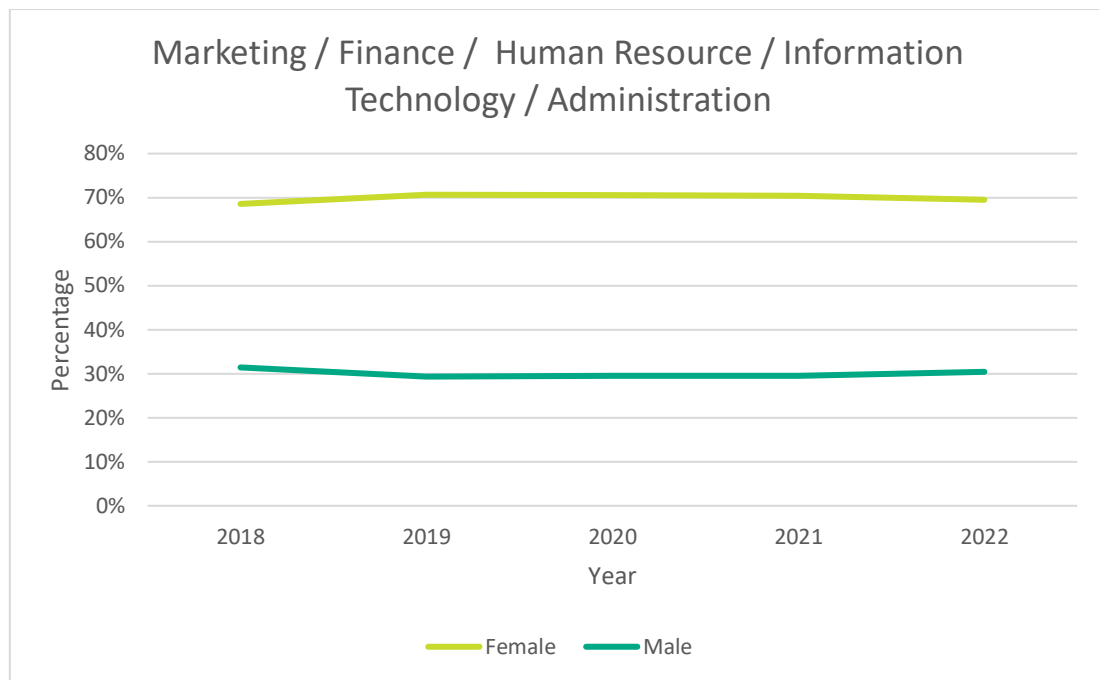
The proportion of women in the Clinical Support / Infrastructure Support / Community Service Operatives category has continued to increase each year from 2018 (36.1%) to 2022 (43.3%).

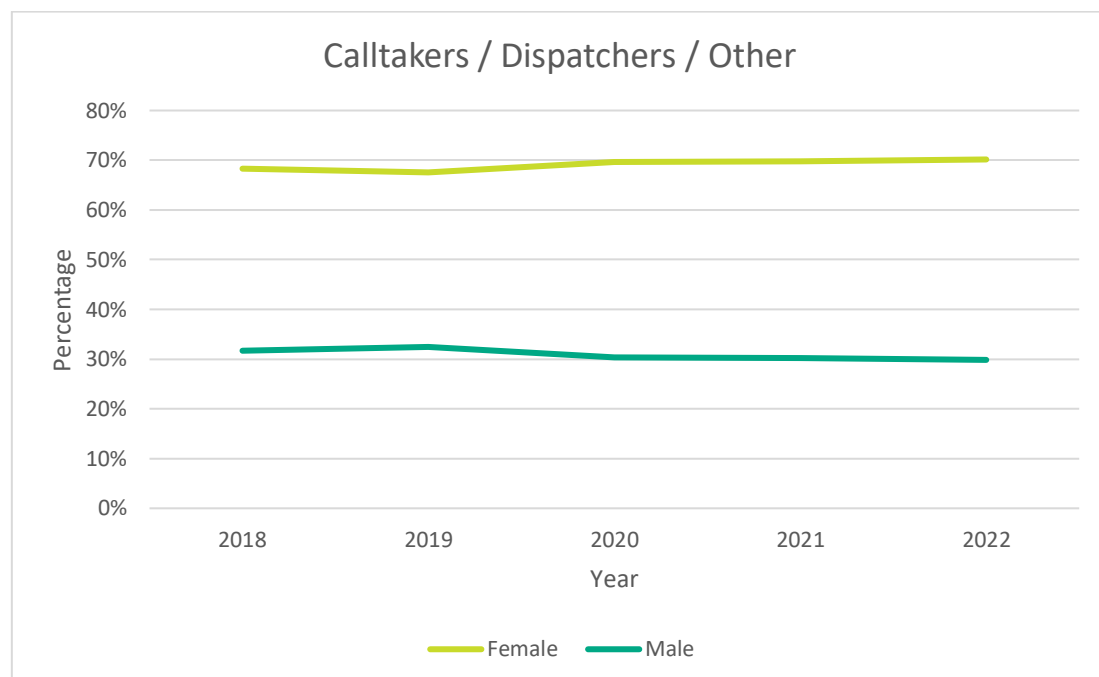
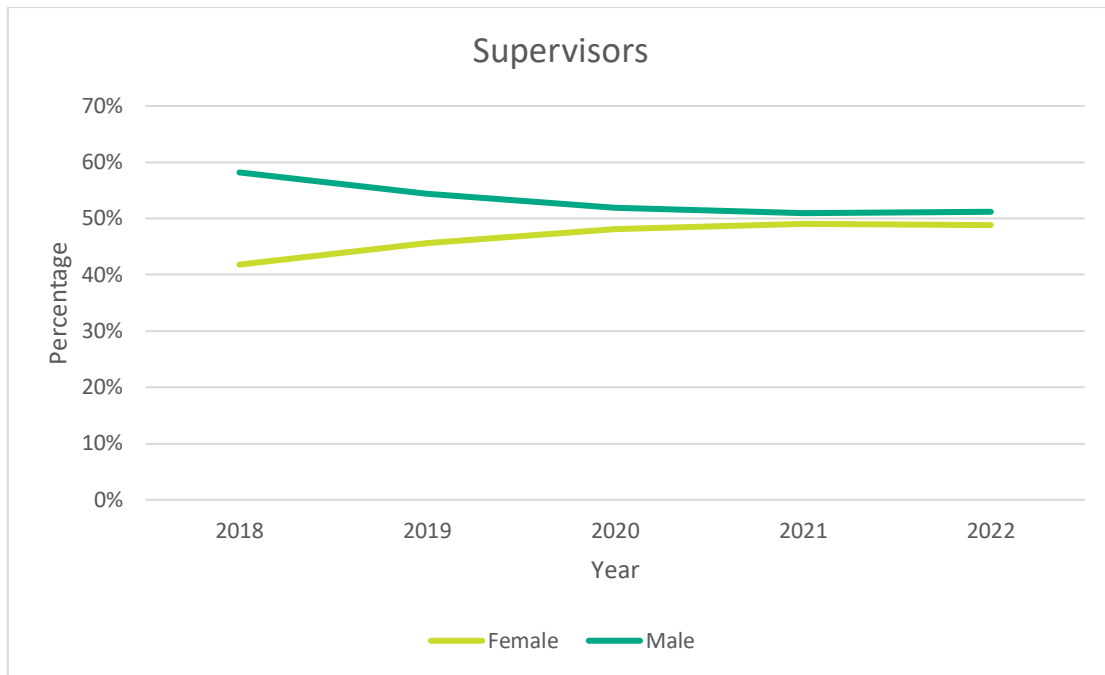


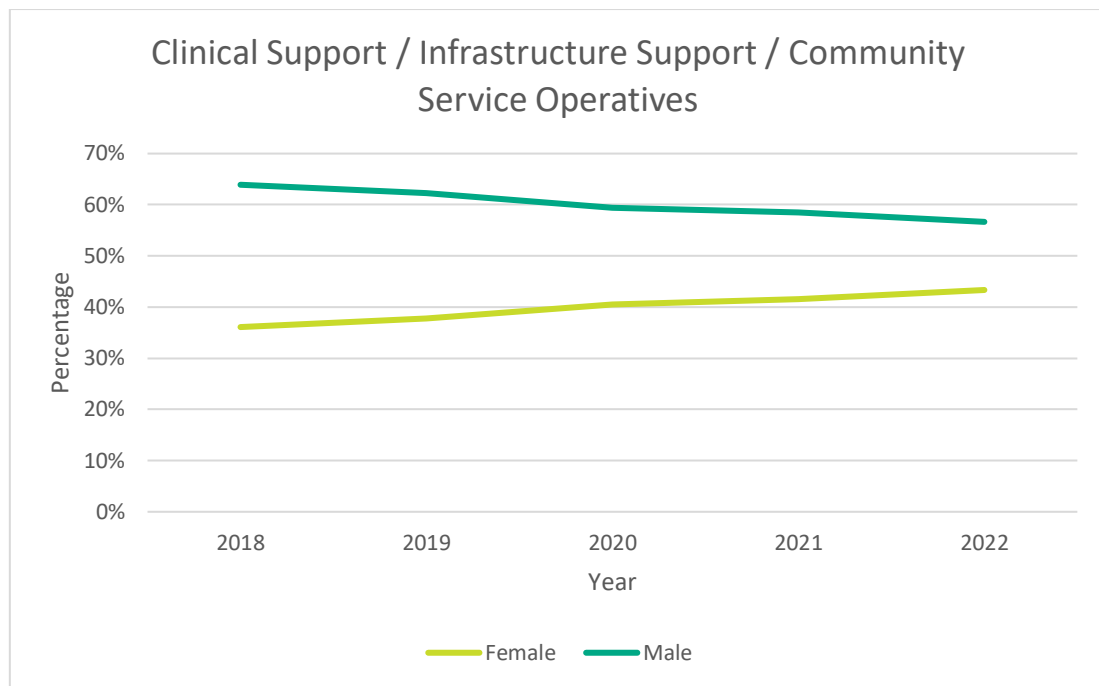








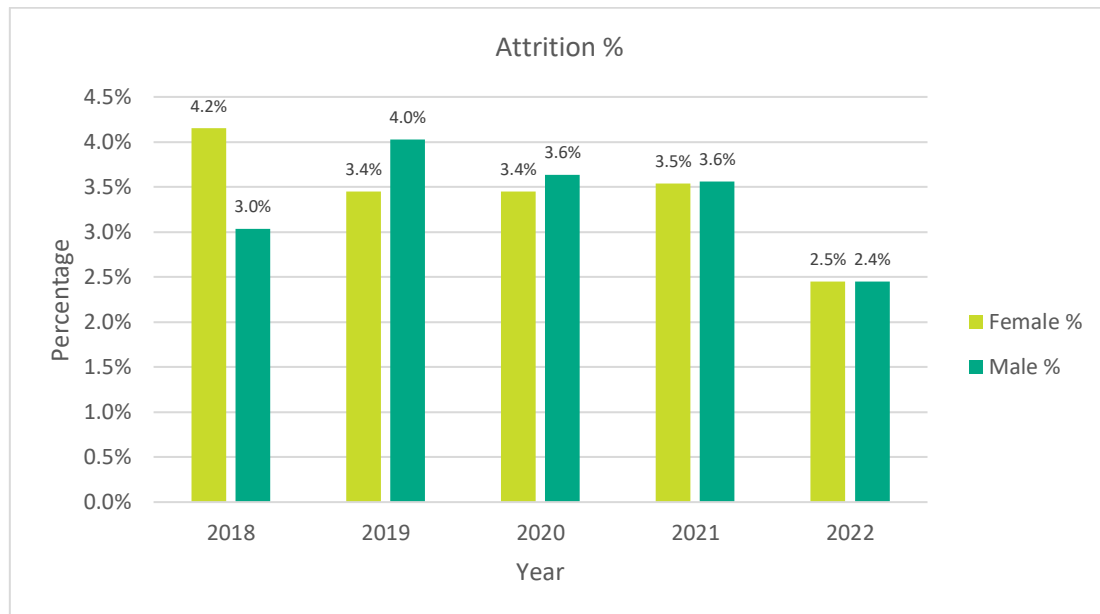




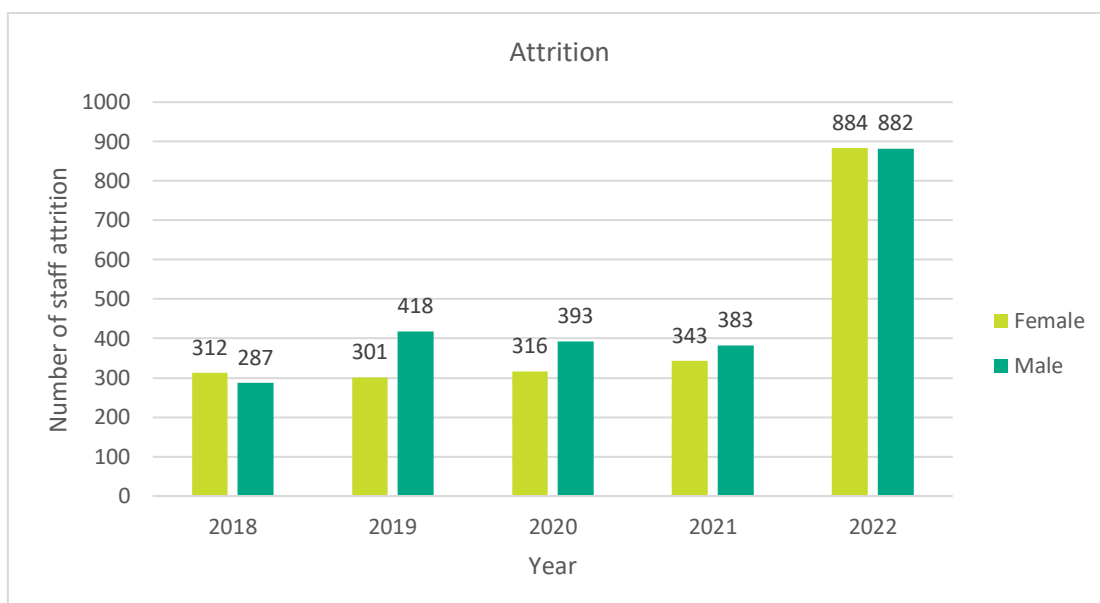


Attrition

The attrition rate in the workforce was equal (2.5%) for both females and males in 2022. This is a decrease from the past years. Previously the four-year average (2018-2021) attrition rate was 3.7% for females and 3.6% for males.



Although the attrition rate decreased in 2022, the attrition number increased significantly with 884 females and 882 males leaving the workforce in 2022.





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The Council of Ambulance Authorities

2/141 Sir Donald Bradman Drive

Hilton SA 5033

www.caa.net.au