



# **COUNCIL OF AMBULANCE AUTHORITIES**

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## **WORKFORCE AND GENDER REPORT**

**2021**

# Contents

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About this report .....3

Background .....4

Overall Results .....5

Service Comparison .....6

Age Groups .....7

Employment Type .....9

Employment Category .....10

Attrition .....17

# About this Report

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The purpose of the Council of Ambulance Authorities Workforce and Gender Data report is annual collection of ambulance data focused on collecting, monitoring and analysing workforce and gender data with the view of getting a detailed understanding of the ambulance workforce.

The report falls under CAA Women in Leadership strategy 'Step 3: Collect, Monitor and Respond: commitment to begin benchmarking data to assist with better understanding of the workforce gender segmentation'.

2021 CAA Workforce and Gender Data report was conducted in 2021 with data from FY 2020-21, reported by CAA member services from 10 states, territories across Australia and New Zealand. CAA member St John PNG did not participate in the 2021 report.

This report is a second report in CAA Workforce and Gender collection.

# Background

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According to the WGEA (Workplace Gender Equality Agency) workplace gender equality is achieved when people can 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. Despite this, the gender gap in the Australian workforce is still prevalent. Women continue to earn less than men, women 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, 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.

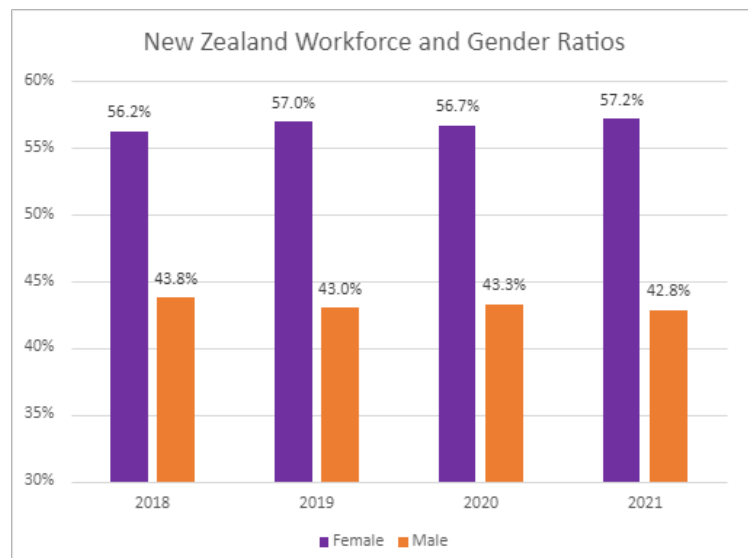
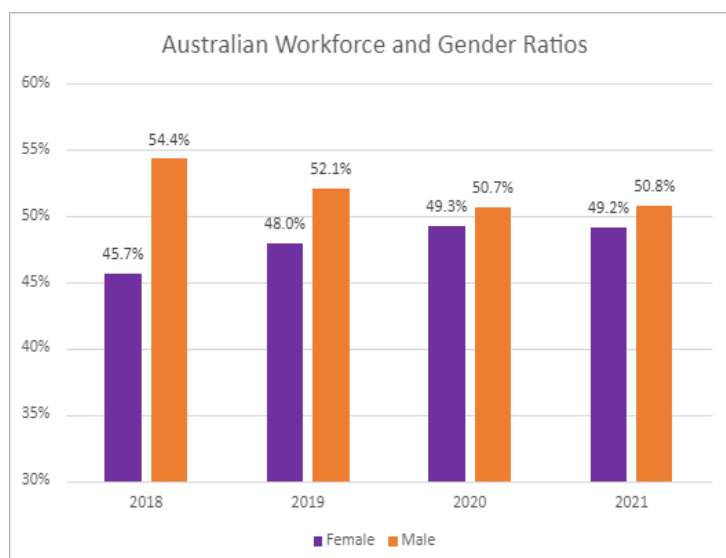
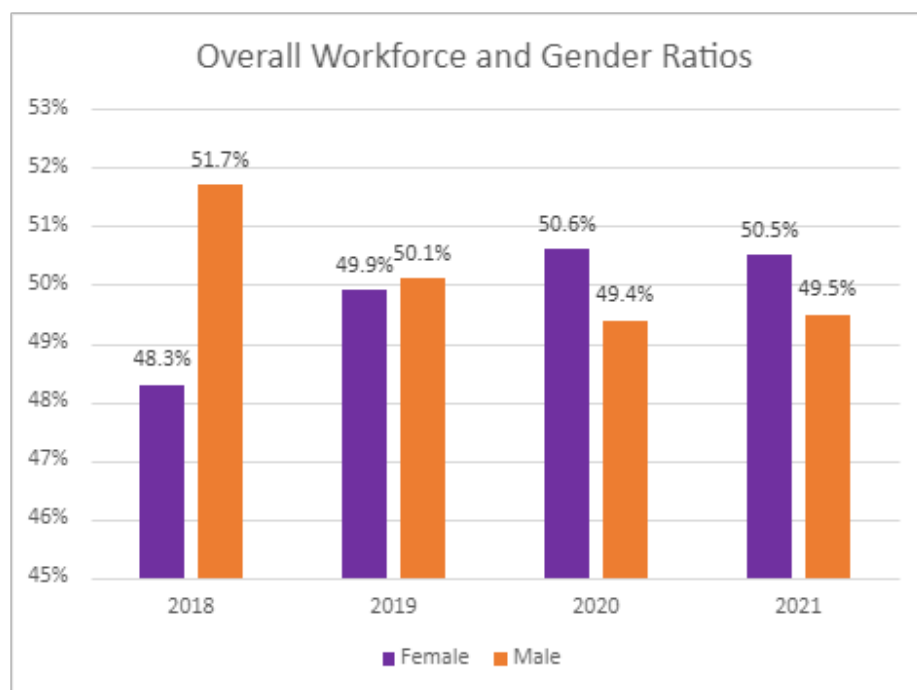
Achieving gender equality is important for workplaces, not only because it is 'fair' and 'the right thing to do,' but because it is also linked to a country's overall economic performance. Workplace gender equality is associated with:

- 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 Australian and New Zealand Ambulance services participated in the CAA Workforce and Gender data collection. For Australia and New Zealand combined, women represent half (50.5%) of the workforce.

For Australia women represent just under half (49.2%) of the workforce and for New Zealand women represent over half (57.2%) of the workforce. It is also important to mention the three individuals who identify as non-binary, making up 0.01% of the workforce.



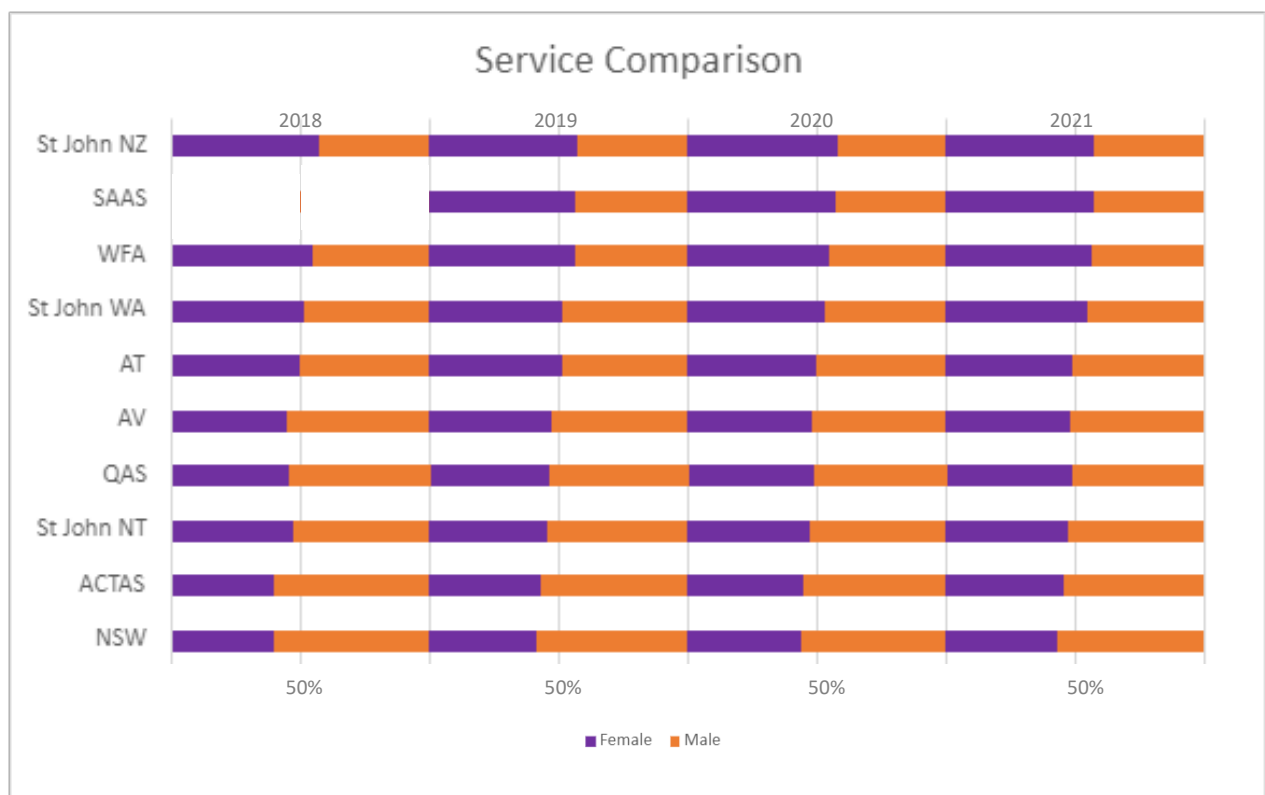
# Services Comparison

## NEW ZEALAND

Both St John and Wellington Free Ambulance services in New Zealand have over 50% females in their workforce, St John have had over 57% for the last four years and Wellington Free Ambulance have on average 56% for the last four years.

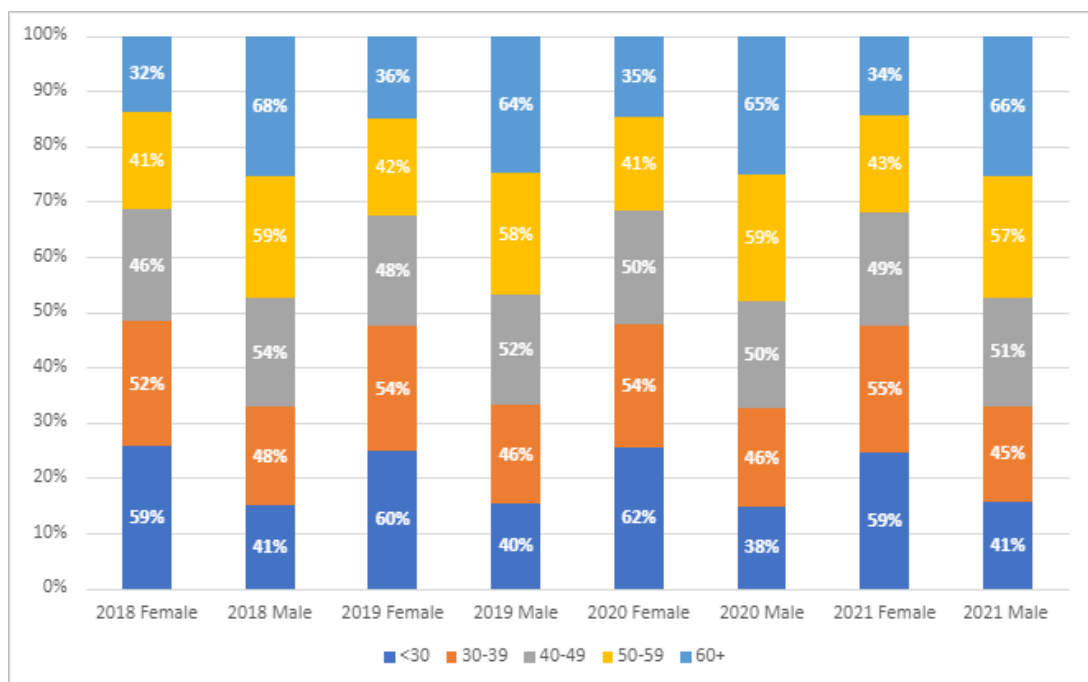
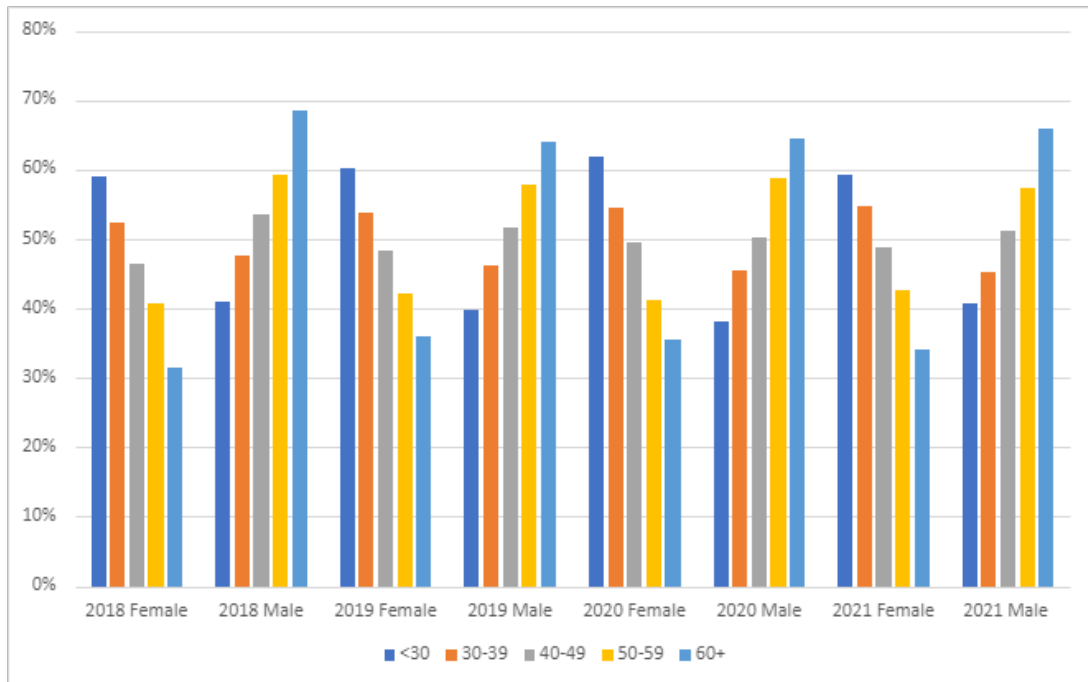
## AUSTRALIA

Only two services in Australia have over 50% females, South Australian Ambulance Service (SAAS) and St John WA. SAAS have 57.7% and St John WA have 55.3% females in 2021. The percentage of women employed has consistently increased in the past four years for NSW Ambulance, Queensland Ambulance Service, Ambulance Victoria and St John WA, and increased in the past three years for St John NT.

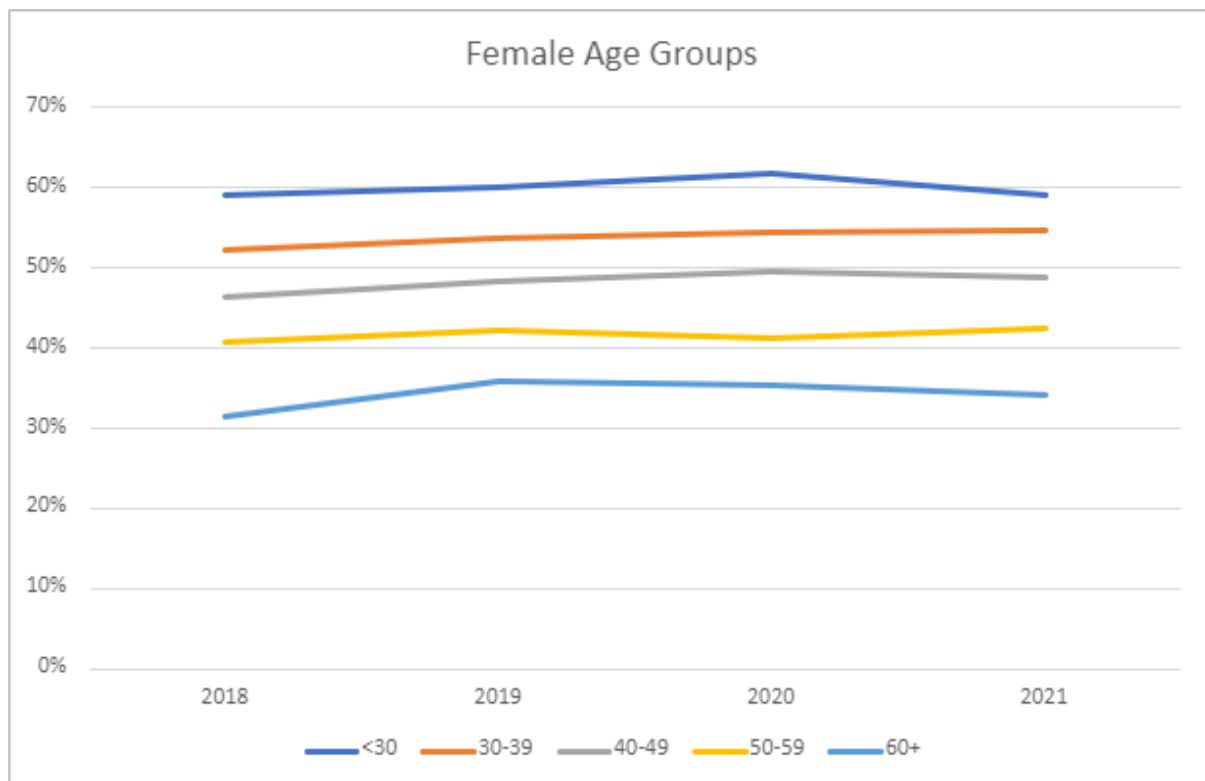
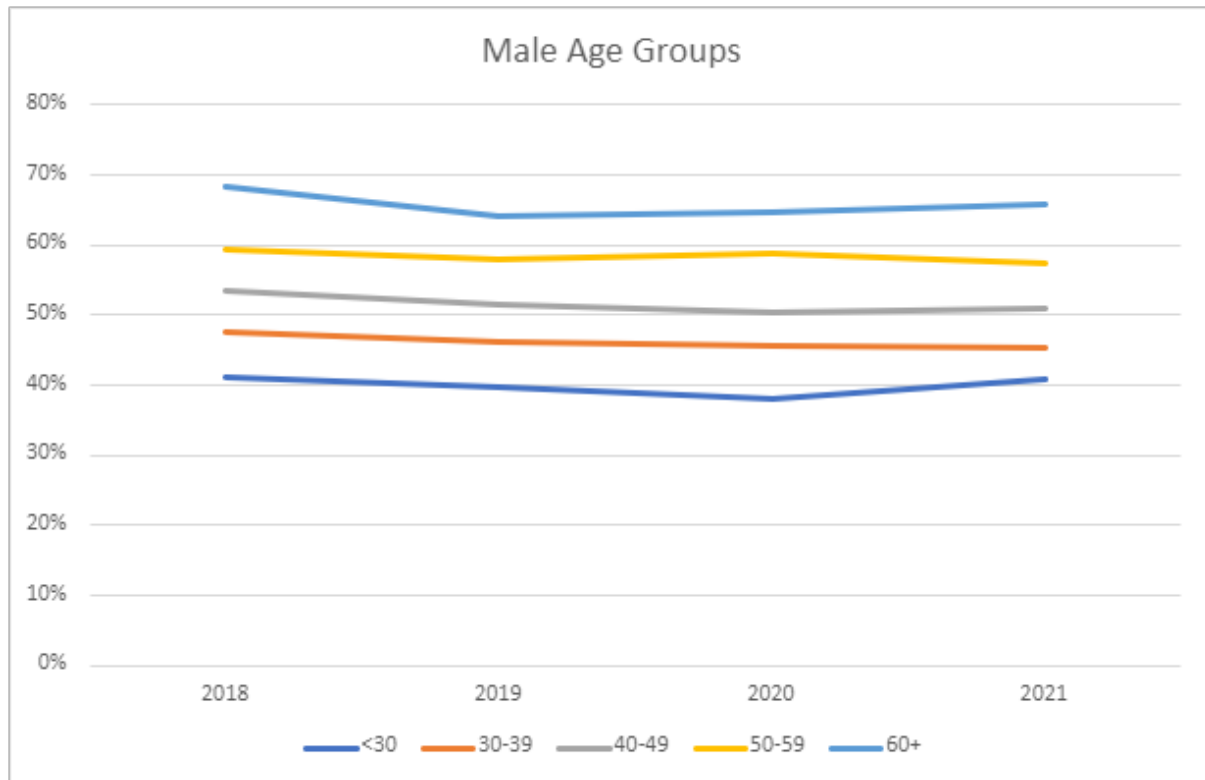


# Age Groups

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



## Age Groups (cont.)

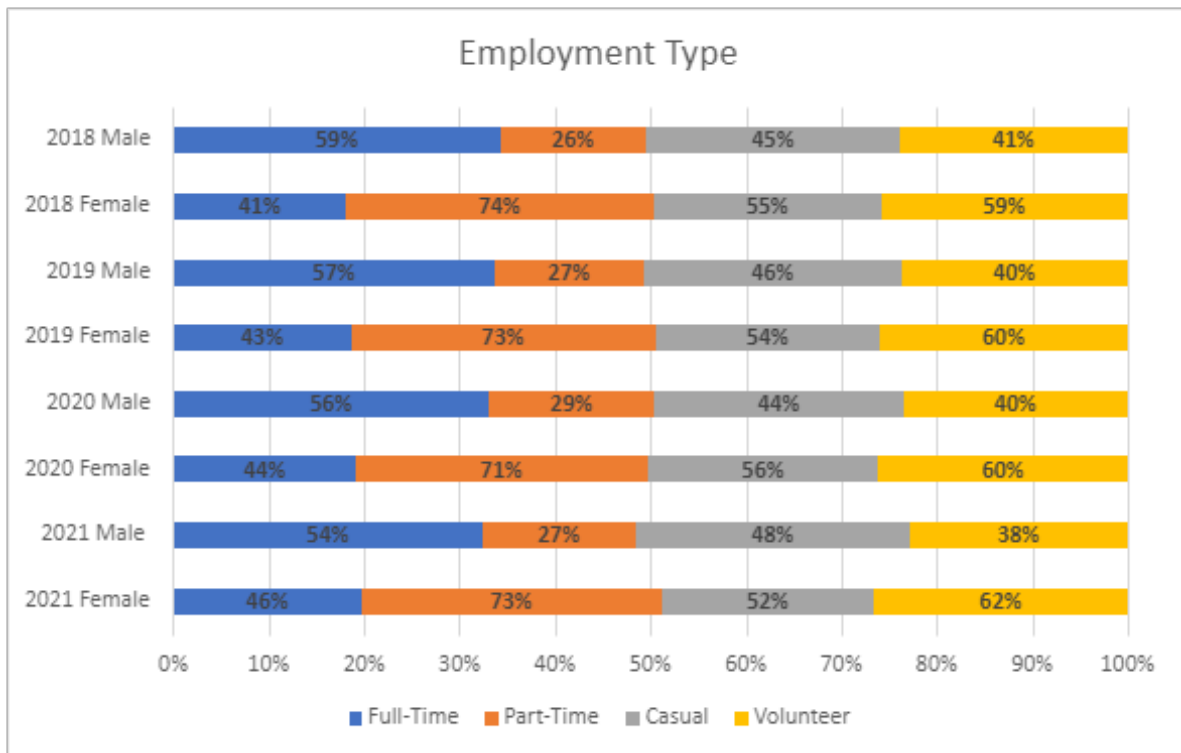




# Employment Type

Less than half (46%) of the Full-Time employees are Female, although the percentage of Female Full-Time workers has increased over the past four years. The percentage of Female Volunteers has also increased over the four years.

Over 70% of Part-Time workers are Female, this percentage has stayed relatively constant since 2018, with an average of 73%. The percentage of Female Casual employees has remained over 50%, although it decreased by 4% since 2020 (from 56% in 2020, to 52% in 2021).



# Employment Category

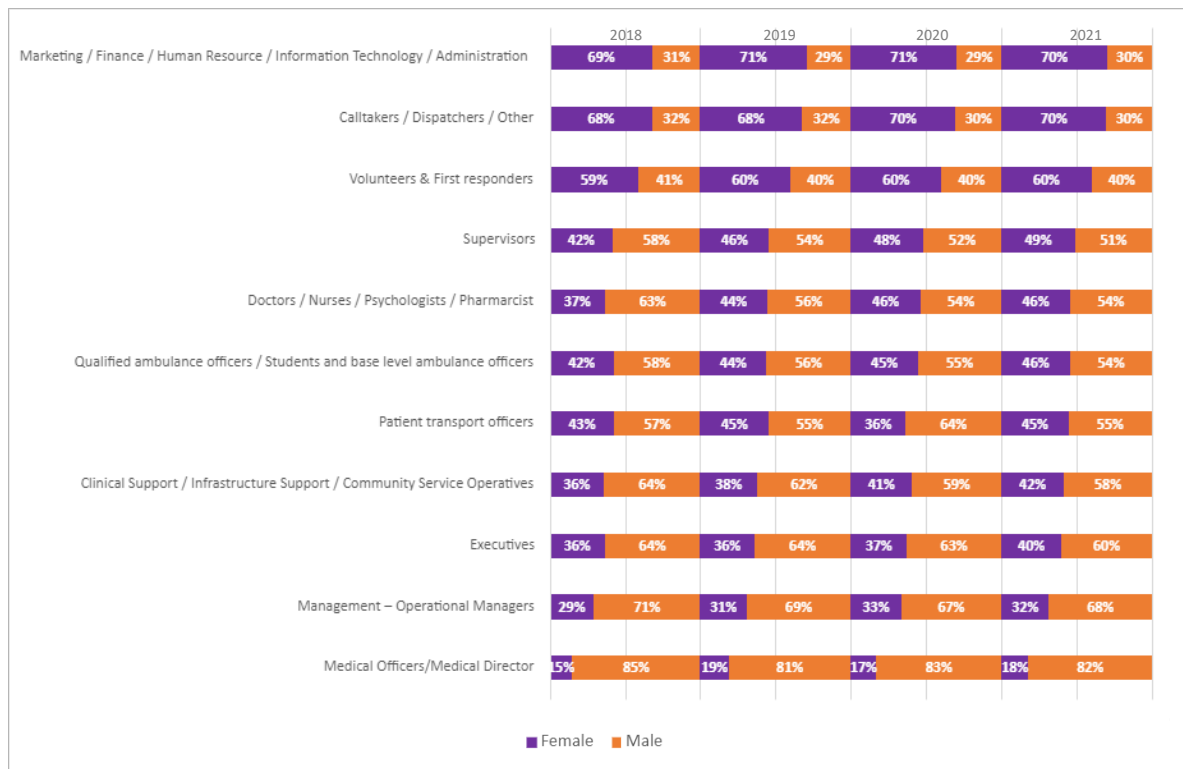
There are only three employment categories where females make up 50% or more, with:

- Calltakers/Dispatchers/other being 70% female
- Marketing/Finance/Human Resources/Information Technology/Administration being 70% female
- Volunteers & First Responders being 60% female

The employment categories where males have the highest percentage is Medical Officers/Medical Director 82%, Management – Operational Managers 68%, and Executives 60%.

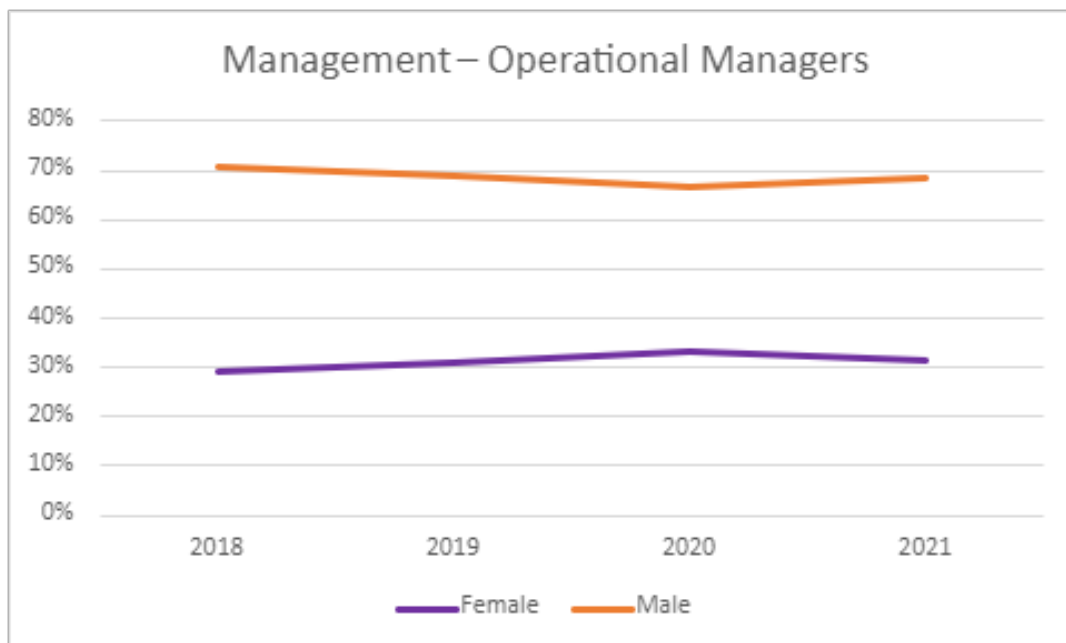
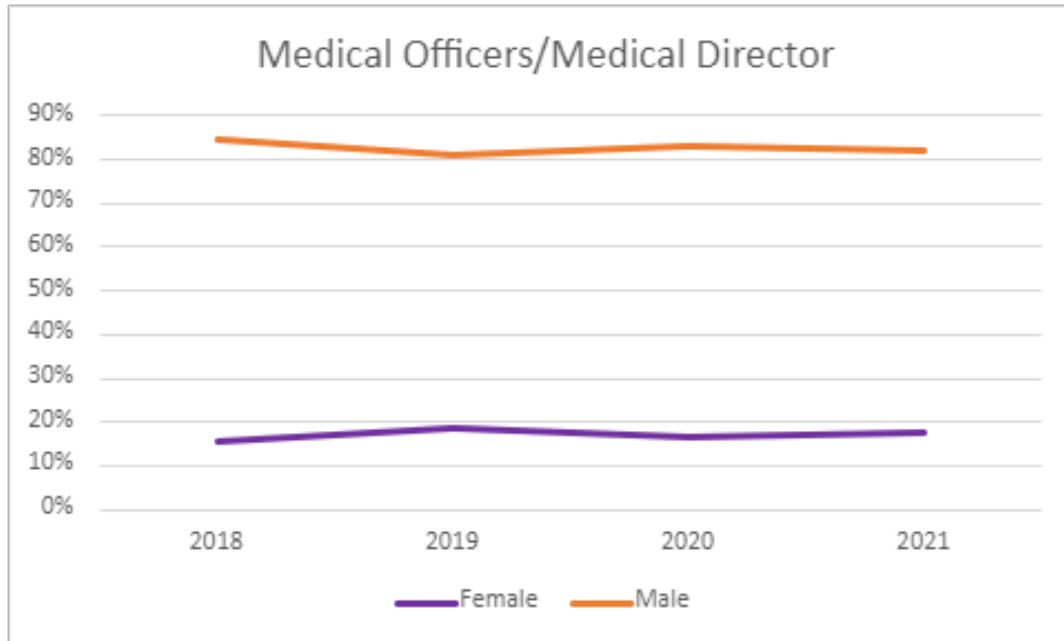
The percentage of females has been increasing over the past four years in six employment categories:

- Executives
- Clinical Support / Infrastructure Support / Community Service Operatives
- Qualified ambulance officers / Students and base level ambulance officers
- Doctors / Nurses / Psychologists / Pharmacist
- Supervisors
- Calltakers/Dispatchers/other



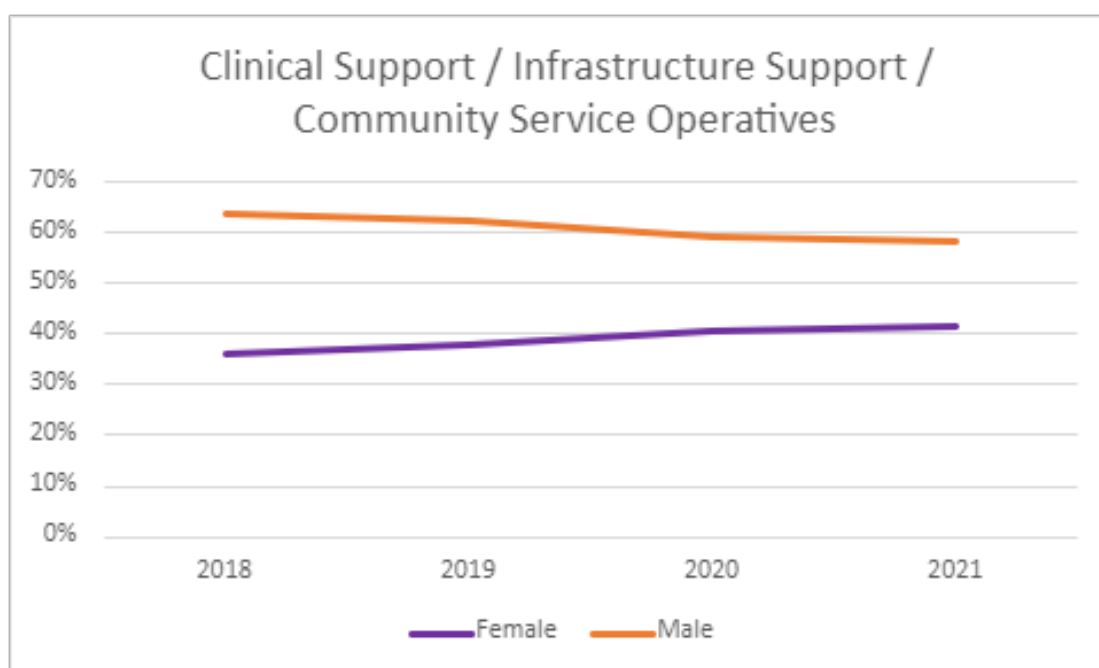
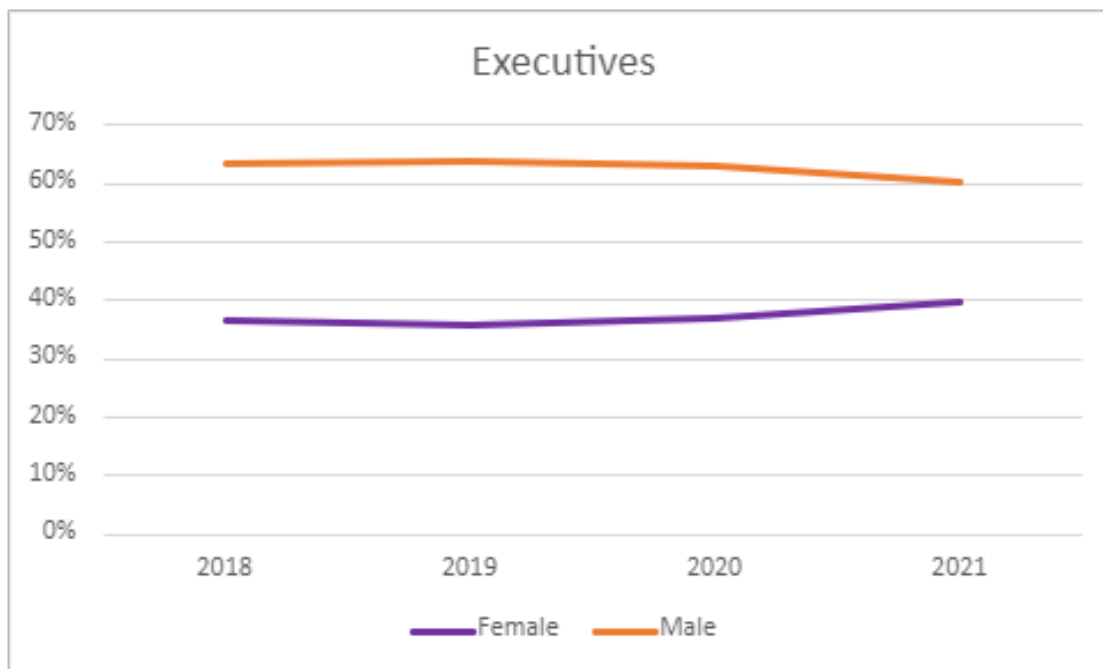
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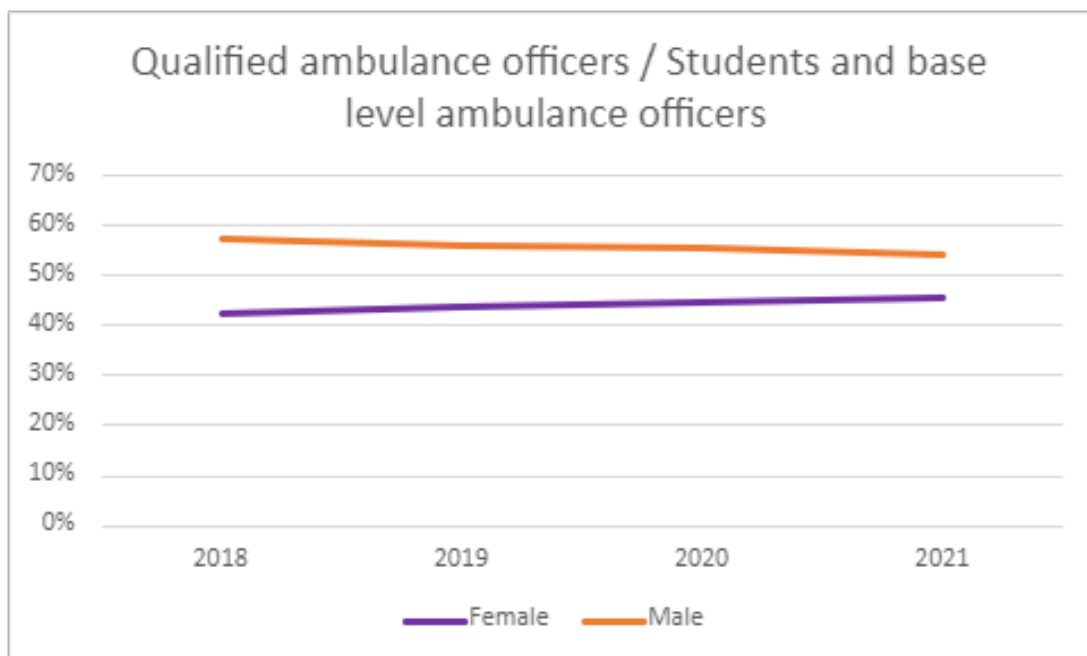
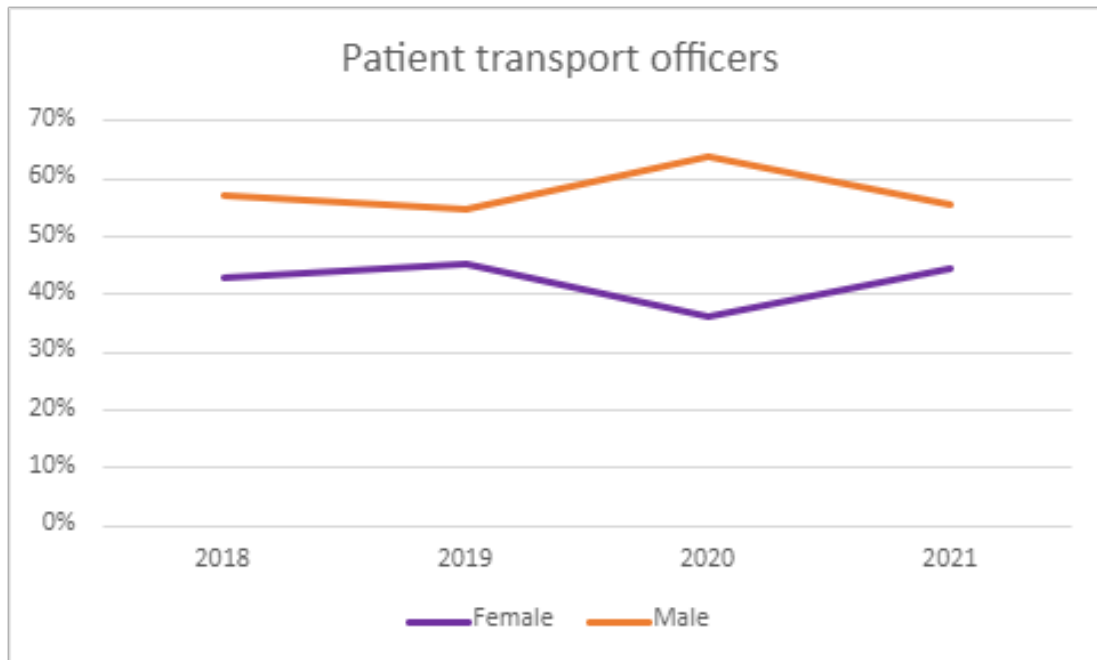
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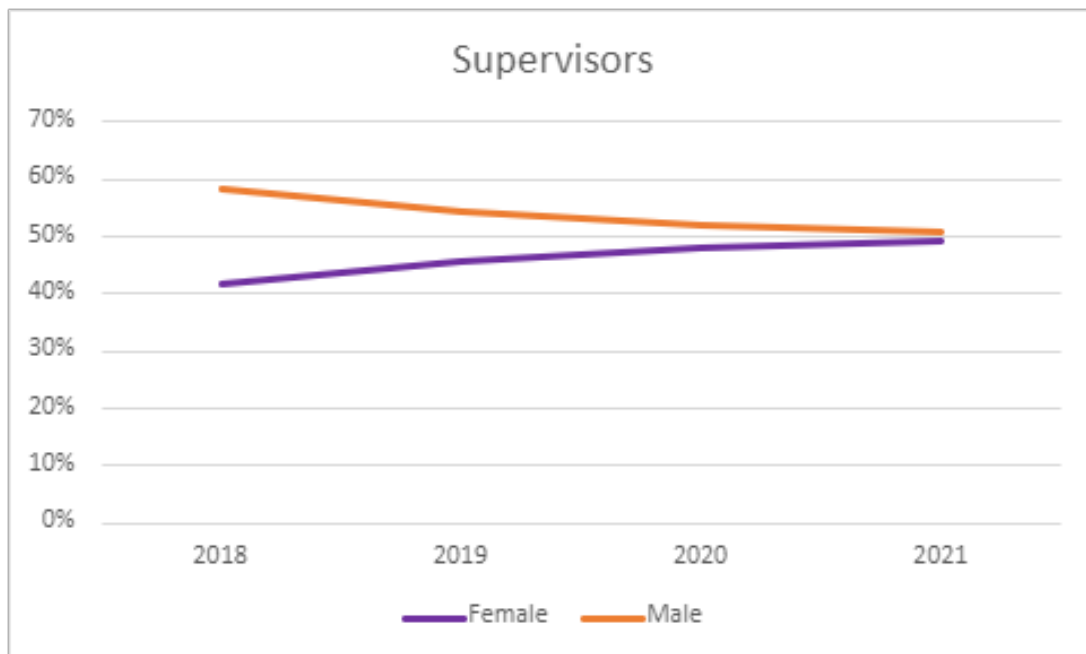
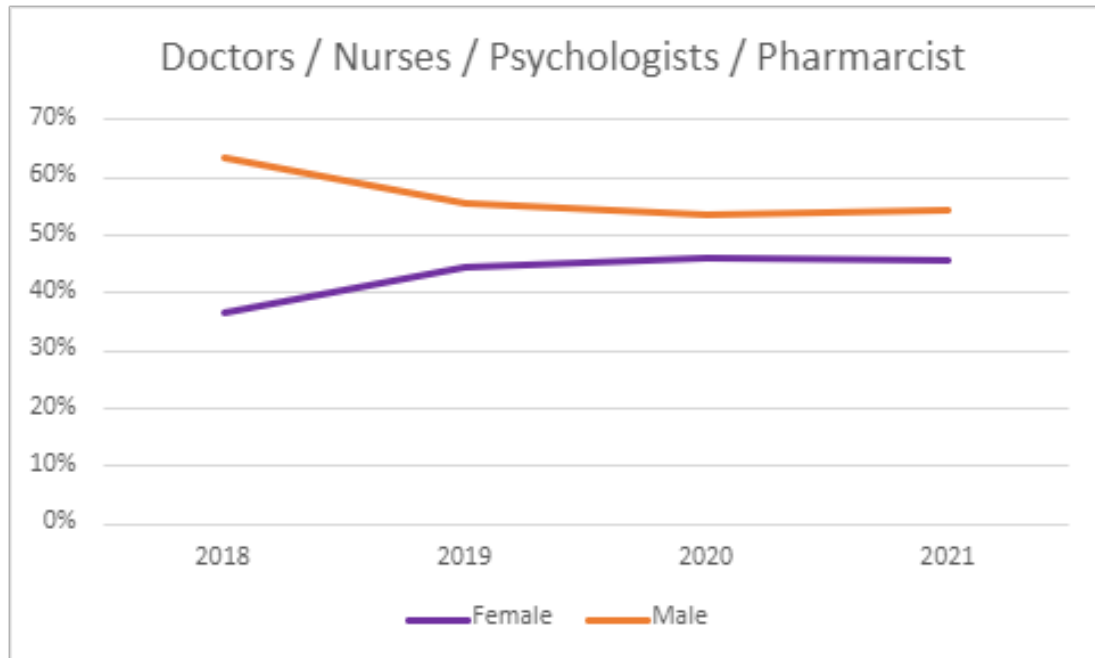
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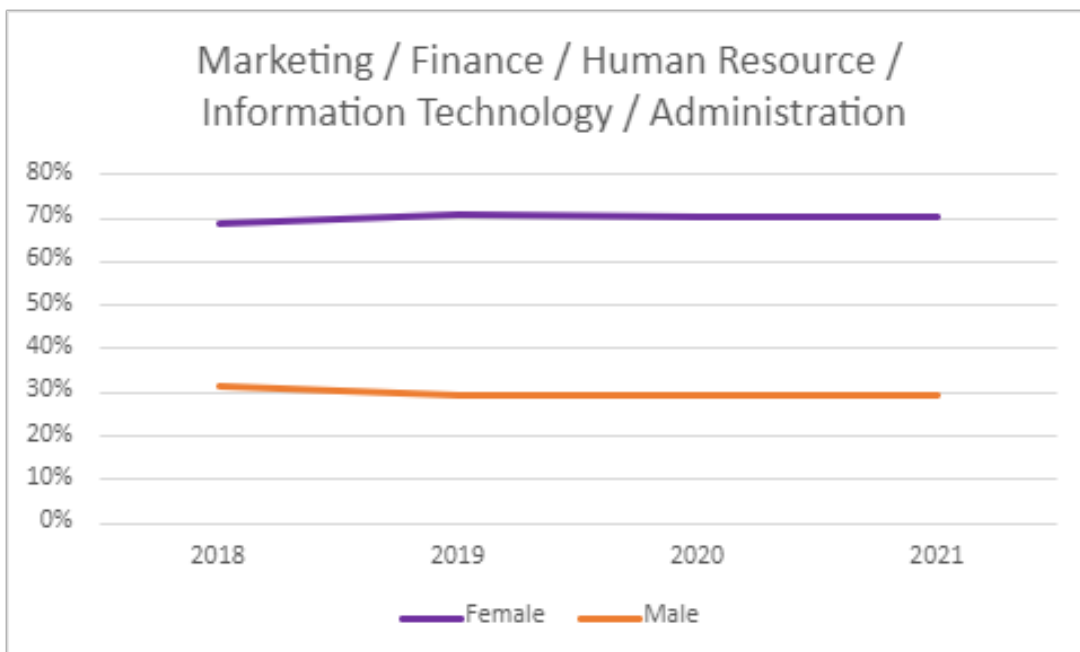
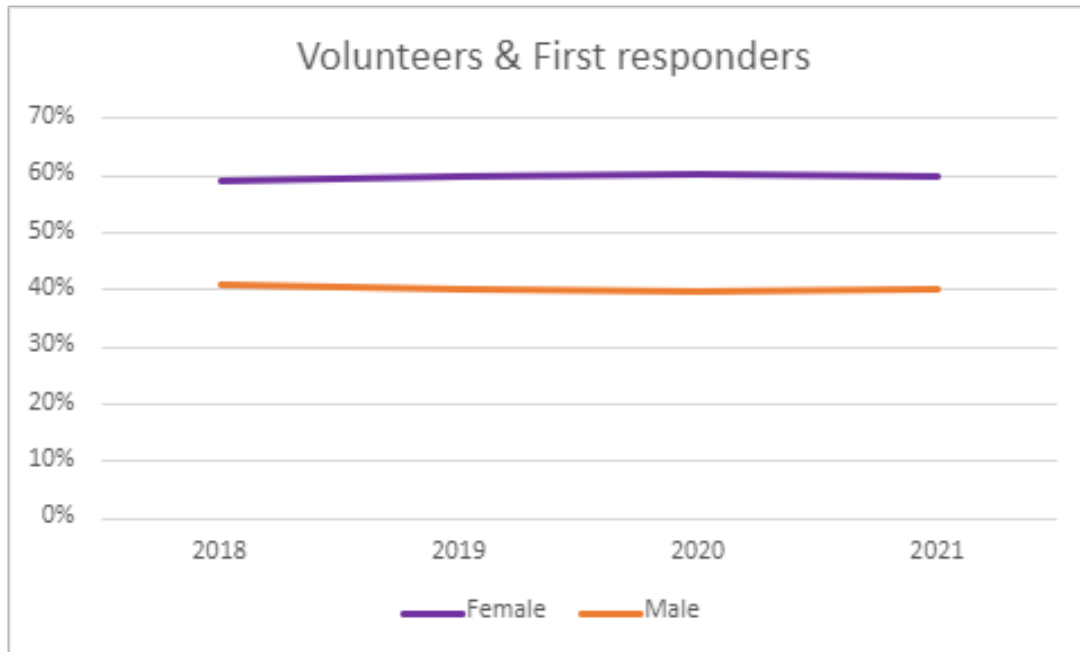
## Employment Category (cont.)

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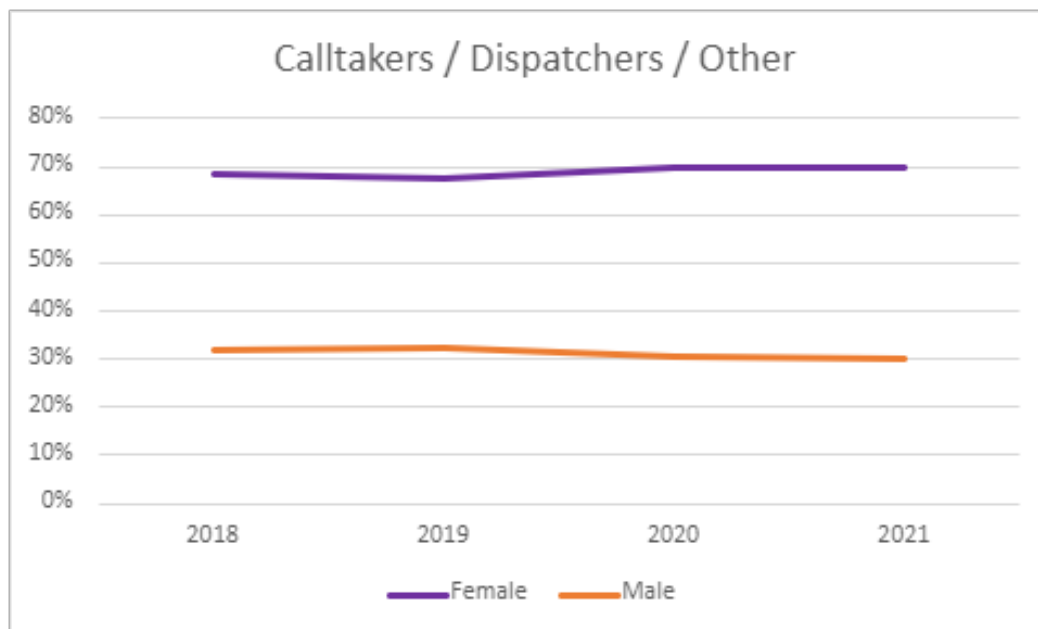
## Employment Category (cont.)

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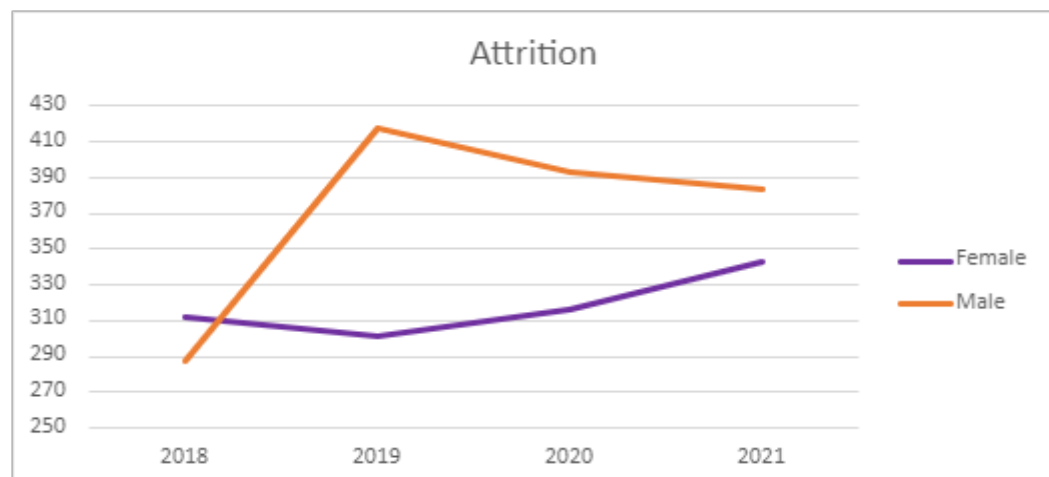
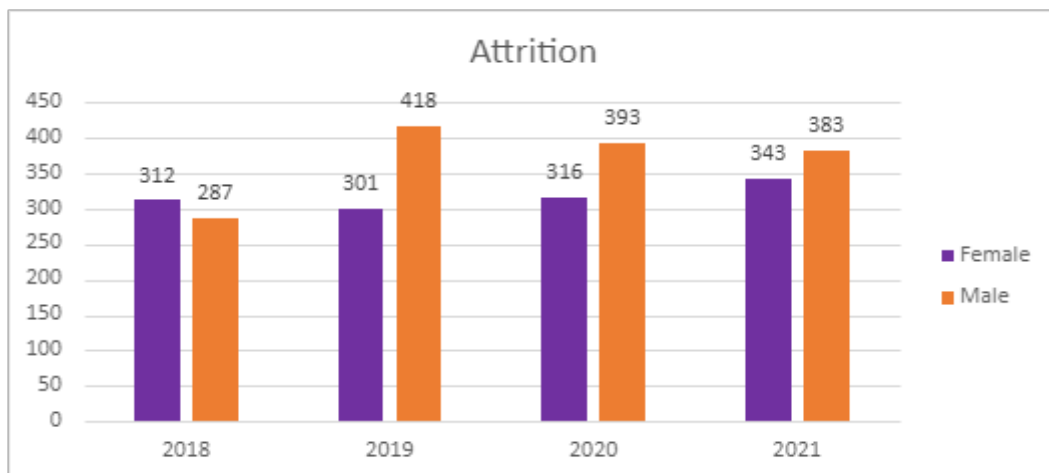
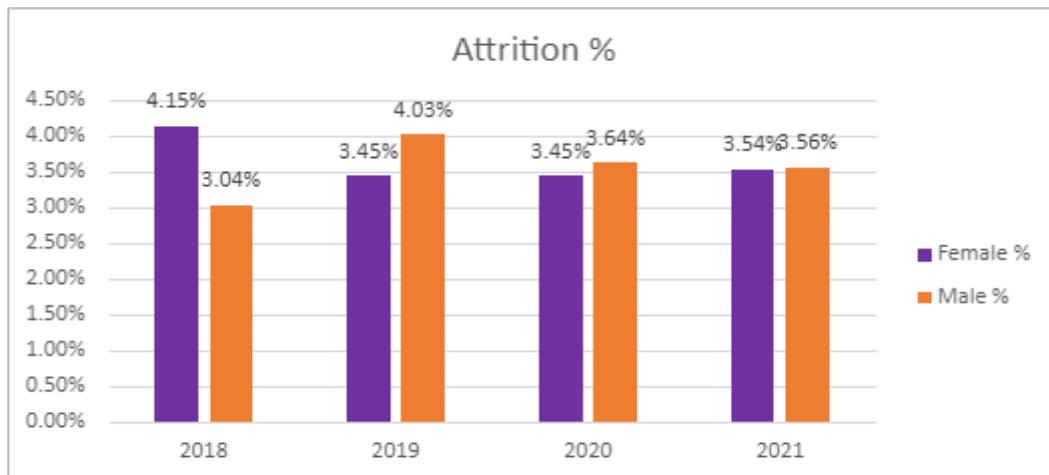
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# Attrition

Attrition for females averaged at 310 per year between 2018-2020. There was an increase of 27 female leaving the ambulance service between 2020 and 2021, increasing the average over the last four years to 318 females leaving the service per year. Over the last 3 years Attrition for males has averaged 398 per year. There was a decrease of 10 males leaving the service per year between 2020 and 2021.



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