

# Our shared vision

Safer and more resilient communities

## Our common workforce values

### We work as one

Our sector's varied organisations, roles, conditions, structures and locations are united towards a shared vision

### We are respectful and inclusive

We strive to reflect and connect with the communities we serve

### Communities are at the centre of all that we do

Supporting Victorian communities is our common purpose

### We are flexible, adaptable and agile

Our sector will be ready for the increasing pace of social, technological and environmental change

### Leadership by all, for all

Effective leadership underpins individual, team, organisation and sector performance

### We are outcomes focussed

Service delivery through our core capabilities is our reason for being

### We are prepared for the future

Our sector is guided by a shared vision for the future

## Our common workforce management principles

Our sector, through our people. . .

collaborates to achieve the best outcomes for Victorian communities

respects the criticality of the career staff/volunteer relationship

encourages the sharing of personnel and experience between organisations

understands each organisations' capabilities and capacities

contributes to and benefits from an environment of inclusion and respect

understands that it is everyone's responsibility to foster a positive, inclusive culture

is accountable for behaviours and culture

aligns efforts across the sector to foster safer, more resilient communities

listens to and connects with communities to understand their expectations

communicates in a clear, consistent and timely manner

recognises that communities are the source of our people - volunteers and career staff

willingly shares knowledge, learning and resources

shows resilience and adaptability

is empowered by flexible approaches to work

displays leadership at every level

encourages a common approach to leadership and learning

recognises that positive leadership transcends organisational boundaries

shows that leaders are accountable for safety, behaviours and culture

is trained and resourced to deliver our core capabilities

is mission focussed and strategically aware

acknowledges and celebrates success

fosters an engaged workforce

values succession planning and the professional development of all members

plans for the future demands on our services

shares a common understanding of the future challenges to our sector

### Working together

Emergency Management Victoria

Department of Environment, Land, Water and Planning

Department of Transport  
Department of Jobs, Precincts and Regions

Department of Health & Human Services  
Department of Education and Training

Country Fire Authority  
Metropolitan Fire Brigade  
State Emergency Service

Victoria Police  
Ambulance Victoria  
Parks Victoria

Victorian Council of Churches  
Red Cross  
Life Saving Victoria

