

# Video transcript: Staff Wellbeing in Fire Rescue Victoria

## About this audit

Staff at Fire Rescue Victoria, or FRV, are regularly exposed to fires and medical emergencies. We did this audit to see if FRV is supporting its staff to maintain their mental health.

## Some background

FRV was created in 2020 as a statewide fire and rescue organisation.

In June 2024 it had around 4,000 firefighters and 750 non-operational staff, such as those in administrative roles.

## What we concluded

FRV supports its staff to maintain their mental health. But it has gaps to address, including in how it identifies, monitors and manages mental health and wellbeing risks.

We made 3 key findings.

### Key finding 1

First, FRV gives its staff access to a range of support services. Staff find many of these services useful. But staff on secondment to the Country Fire Authority are less aware of the support available to them.

### Key finding 2

Second, FRV doesn't have a mental health strategy to guide how it supports staff. It also needs to improve how it assesses psychosocial hazards and collects data on staff mental health and exposure to trauma.

### Key finding 3

Third, FRV hasn't fully documented its health screening process for firefighter applicants. And it needs to improve parts of the current screening process.

## What we recommended

We made 6 recommendations to FRV, including:

- one about improving awareness of support and communicating with staff on secondment at the Country Fire Authority
- 3 about more strategically supporting staff mental health
- 2 about its health screening process during firefighter recruitment.

## More information

For more information, or to read our full report, go to [audit.vic.gov.au](https://audit.vic.gov.au)