



Mr Wayne Phillips



Known for his excellent interpersonal and communication skills, Wayne builds high levels of trust within teams and fosters a strong sense of belonging in the workplace. Narrandera born Wayne Phillips started his career as a Firefighter with Fire + Rescue NSW on 23 February 1990, in Sydney.

Throughout his career as Chief Superintendent for FRNSW, and later as Assistant Commissioner Corporate for ESA, Wayne has championed gender equality and diversity capability.

He established the Inclusion and Organisational Development Branch and created the first Inclusive Culture Council within FRNSW. At a national level, he is a major influencer through the AFAC network as part of the Champions of Change Implementation Leaders: Diversity and Inclusion Council.

Wayne is also a Board Member of the innovative Girls on Fire program—a national movement connecting young people with fire and emergency services, helping them see that leadership, teamwork, and bravery are skills anyone can learn.

His unwavering commitment to inclusion and diversity ensures staff feel valued, promotes equality, and empowers everyone to contribute to making their workplace better.

Recently, Wayne led the Agency through an Executive Review, maintaining a strong focus on staff well-being.

He is dedicated to ensuring ESA becomes more agile and responsive in everything it does to keep Canberra safe.

Wayne is married to Wendy, and together they have three adult children, a dog named Maisie, and three “grand-dogs” called Geoffrey, Shuckers and Baloo. On weekends, Wayne enjoys sampling coffees, meandering through nurseries and browsing homewares stores.