

**Submission
No 2**

SKILL SHORTAGES IN NSW

Organisation: Wollondilly Shire Council

Date Received: 20/05/2013



Our Reference: 1457 JH:AD

The Chair
Committee on Economic Development
Parliament House
Macquarie Street
SYDNEY NSW 2000

17 May 2013

Dear Sir/Madam,

SUBMISSION - INQUIRY INTO SKILL SHORTAGES IN NSW

Wollondilly is at the starting point of an exciting future. The State Government is expecting to increase growth projections significantly with Wollondilly one of the areas projected to grow from a population of approximately 45,000 to between 120,000 to 160,000 in the next thirty (30) years. Council is growing much faster than anticipated. Council currently has forty six (46) planning proposals with an additional 30,000 people in Wilton and the pressure of the release of large residential lots in Appin.

Skills necessary to respond to our community's needs in the future and potential shortfalls have been identified in job families such as, Strategic Planners, Development Assessment Planners, Engineer, Finance, GIS and Operational Staff. The Government Skills Australia Environmental Scan identified over 50% of respondents indicated their organisation was undergoing some form of reorganisation which would impact on the skills needs of the Council. Occupations that have been problematic to recruit across the Local Government Sector have included Engineers, Planners, Child Care Staff, Environmental Health Workers, Surveyors and Managers.

The impact of amalgamations on many Local Government Councils has also created retention issues. Both the loss of corporate knowledge through redundancies aimed at reducing duplication of staff, and for some, the resultant increased workload has made it less attractive for staff to remain in the sector.

Wollondilly Shire Council plays a key role in ensuring economic and infrastructure development in local communities due to its regulatory function in relation to planning, building and resource management and the key challenge for Wollondilly Shire Council is to deliver affordable services at levels the community considers satisfactory, and which are supported by sustainable financial, asset management and human resource planning. To enable this to occur, Wollondilly Shire Council needs the right people, with the right skills, in the right job at the right time to implement Council's Delivery Program.

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Wollondilly Shire Council needs to bring staff into the organisation with the right skill sets in the critical areas needed to support the potential growth of the Shire. Our major challenge is how to build a capable and resilient workforce that is able to face the demands of a constantly changing environment.

Council acknowledges that one of the pressures facing it is the current legislative reforms in Local Government and the need to identify strategies to ensure a competent and skilled workforce for the future.

Yours faithfully



Les McMahon
General Manager
EXECUTIVE COMMITTEE