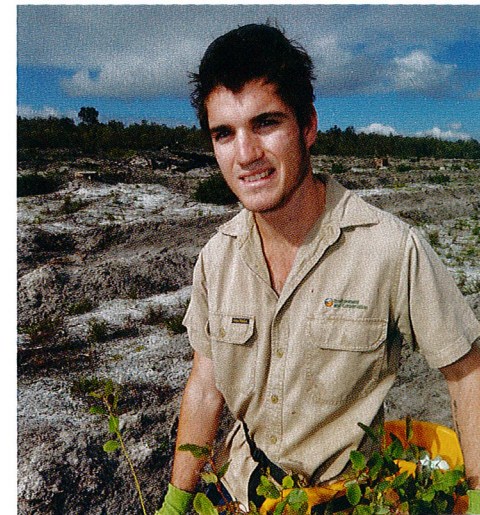
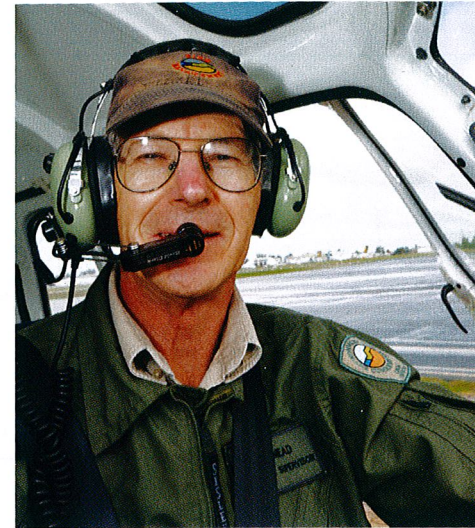


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DEC Workforce plan 2011–2014



DEC Workforce plan

Summary of DEC workforce strategies 2011–2014

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STRATEGIES	Living our values, Setting our strategic direction and Developing our future leaders	Attracting a skilled workforce	Retaining valued DEC employees	Building our capacity
	Develop and deliver the roll-out of the revised DEC values	Simplify application processes and job descriptions	Expand the current awards ceremony to recognise innovation, leadership and outstanding contributions	Strengthen and expand our partnerships with universities
	Develop DEC leadership competencies	Target overseas recruitment and engage with specialist recruitment agencies to assist with talent searches and hard-to-fill positions	Conduct staff satisfaction surveys every two years	Reinvigorate the Indigenous cadetship program
GOALS	Embed revised values and leadership competencies into the Employee Performance Development Plan (EPDP) and DEC Job Description Forms (JDF)	Roll-out training for managers on the revised public sector standards for recruitment and appointment	Develop mentoring, coaching and supervision training programs	Explore career mobility within DEC and across the sector
2011–2014	Develop the DEC Strategic Plan	Review our marketing and branding strategies	Review the current succession planning model	Explore opportunities for targeted engagement with year 11 and 12 students, especially in regional areas
	Introduce a DEC Orientation program for new staff	Investigate strategies to extend non-salary benefits and options across the agency	Explore opportunities to broaden the range of phased retirement options available	Improve the quality of workforce data and develop KPIs to support decision-making of workforce issues
			Use targeted recruitment ¹ (as defined by the PSC) strategies to facilitate positive outcomes for DEC and employees	

[1] www.publicsector.wa.gov.au/SiteCollectionDocuments/CI%20Employment%20Standard.pdf