



Upcoming events

The Institute of Public Administration Australia is running 'Conversations with Poor Performers' training on 22 February 2011.

At the conclusion of this workshop participants will:

- understand key principles of building a high performance team
- gain knowledge of practical strategies for maximising individual performance through feedback
- be able to provide feedback effectively and accurately
- be able to apply the knowledge of motivation, performance and feedback to the workplace
- to feel confident to be able to manage the most challenging poor performers and to get the most out of your people.

The workshop would be beneficial to managers and supervisors to improve their ability to build productive, motivated teams.

Details are available on www.wa.ipaa.org.au.

What's new?

New Agreement for AWU Staff

On 23 December 2010 the Western Australian Industrial Relations Commission issued an order registering the AWU (Western Australian Public Sector) General Agreement 2010.

This General Agreement replaces and cancels in their entirety the:

- Australian Workers' Union (Western Australian Public Sector) General Agreement (No. 45 of 2007),
- Australian Workers Union And Department Of Environment And Conservation Visitor Centre's Industrial Agreement 2007 (No. 50 of 2007),
- State Research Stations, Agricultural Schools and College Workers General Agreement 2007 (No. 42 Of 2007), and
- Midland Sale Yards Agreement 2007 (No. 34 of 2007).

The Agreement provides for a 3% increase on the first pay period on or after 23 April 2010 and a further 2.75% increase on the first pay period on or after 1 January 2011.

Reminders.....

Impact of paid parental leave on super contributions

Employees are reminded that paid parental leave does not incur the 9 per cent employer superannuation contribution.

Frequently asked questions on parental leave including this and other relevant information are currently under preparation and will be released shortly.

Reminders.....

Candidate management system (CMS)

Using CMS saves time, making it possible for a panel to shortlist within a day of closing and have interviews arranged within a week. No longer do you need to spend weeks of valuable time appointing new staff!

Selection Panels for advertised vacancies are given access online to applications, the original DEC100 and other useful documents and templates for quick easy assessment. CMS is accessible from any computer via Internet Explorer negating the time-consuming need to wait to pass around hard copy files. Panel members can be in different locations and still complete the process in a short time, freeing up work time and enhancing DEC's image while capturing the best candidate before other employers.

Step-by-step instructions are provided to panels with the advertising process and the recruitment team are available by phone or email for assistance with any concerns or difficulties panel members may have while learning the ins and outs of the system.

Current advertised vacancies

<p>Environmental Officer (Secretariat to Perth Air Quality Management Plan) Classification: Specified Calling Level 2 or 3, \$75,392-\$83,322 or \$87,732-\$97,150pa, PSGA + Super Position No: DEC3050037 Location: Booragoon (Perth), Western Australia Closing Date: 21/02/2011 12:00 PM</p>	<p>Regional Wildlife Officer Classification: Level 4 or 5, \$62,959 - \$66,538 or \$70,037 - \$77,405 pa, PSGA + Super Position No: DEC3049777 Location: Manjimup, Western Australia Closing Date: 28/02/2011 12:00 PM</p>
<p>Visitor Services Officer Classification: AWU/VCA Level 2, \$18.30 - \$21.50 per hour Position No: DEC3072240 Location: Exmouth, Cape Range National Park and Ningaloo Marine Park, Western Australia Closing Date: 28/02/2011 12:00 PM</p>	<p>Administration and Finance Officer Classification: Level 3, \$55,913 - \$60,707 pa PSGA + Super Position No: DEC3054036 Location: Perth, Western Australia Closing Date: 01/03/2011 12:00 PM</p>
<p>Environmental Officer - Industry Regulation Classification: Specified Calling Level 1 or 2, \$53,665 - \$73,578 or \$75,392 - \$83,322 pa PSGA + Super Position No: DEC3055956 Location: Kalgoorlie, Western Australia Closing Date: 01/03/2011 12:00 PM</p>	<p>Recovery Catchment Technical Officer Classification: Level 3 or 4, \$55,913 - \$60,707 or \$62,959 - \$66,538 pa PSGA + 9% Super Position No: DEC3025578 Location: Esperance, Western Australia Closing Date: 03/03/2011 12:00 PM</p>
<p>Regional Leader Sustainable Forest Management Classification: Level 5 or 6, \$70,037 - \$77,405 or \$81,501 - \$90,249 pa PSGA + Super Position No: DEC3027800 Location: Bunbury, Western Australia Closing Date: 25/02/2011 11:00 PM</p>	<p>Assistant Operations Officer Classification: Level 1/2, \$45,045 - \$52,916 pa PSGA + Super Position No: DEC3029673 Location: Kalgoorlie, Western Australia Closing Date: 28/02/2011 12:00 PM</p>
<p>Legal Officer Pool Classification: Specified Calling Level 3, \$87,732 - \$97,150 pa PSGA + Super Position No: Pool Ref PA1104LO Location: Perth, Western Australia Closing Date: 04/03/2011 12:00 PM</p>	<p>Workforce Service Officer Pool Classification: Level 2, \$48,730 - \$52,916pa, PSGA + Super Position No: Pool Ref PA1102WSO Location: Kensington (Perth), Western Australia Closing Date: 18/02/2011 12:00 PM</p>