



## What's new?

### **New Jobs Boards: Apply for EOIs and externally advertised vacancies on line on *the Source*!**

Some staff may have already noticed a new link on the homepage of DEC's internal and external websites, [Jobs@DEC \(including EOI's\)](#) and [Jobs@DEC](#).

These two new jobs boards have been established by People Services Branch to enable staff to view and apply for vacancies, including Expressions of Interest from *the Source* (intranet) and provide more flexibility for advertising external vacancies on the DEC website.

Recruitment Coordinator Sue Oakman said the new jobs boards became operational in early October and have the same functionality as the WA Jobs Board, allowing staff to view all vacancies and apply directly from the ad, either on the DEC intranet or the DEC website.

"You can now view all current advertised positions and apply straight from the advertisement," she said. "Staff can create a personal profile or register for job alerts and have job adverts sent directly to their email."

Expressions of Interest, which are open to current DEC staff only, will be listed on the internal jobs board Jobs@DEC (including EOI's) and will be identified as \*EOI – Expression of Interest\* – followed by the position name in the job title. Positions subject to external advertising will be listed with the position name only.

The Recruitment Team will continue to broadcast a list of vacancies including EOI's each Friday morning and an alert to each EOI as it is posted live on Jobs@DEC (including EOIs).

For more information please contact the Recruitment Coordinator, Sue Oakman on 9219 8363 or [sue.oakman@dec.wa.gov.au](mailto:sue.oakman@dec.wa.gov.au).

Closing Date YYYY-MM-DD	Job Title	Agency	Classification	Position Number	Location
2011-10-17 12:00 PM	Graduate Development Program 2012	Environment and Conservation, Department of	Up to Level 3 / Spec ... (more)	DECGDP2012	Various regional and metropolitan locations throughout Western Australia
2011-10-17 12:00 PM	Senior Environmental Officer	Environment and Conservation, Department of	Specified Calling Le ... (more)	DEC3086623	Perth, Western Australia
2011-10-18 12:00 PM	EOI - Expression of Interest Environmental Officer/Senior Environmental Officer - Industry Regulation	Environment and Conservation, Department of	Specified Calling Le ... (more)	DEC3087063	Perth and/or Kalgoorlie
2011-10-18 12:00 PM	Expression of Interest Project Officer	Environment and Conservation, Department of	Expression of Intere ... (more)	DEC3083643	Crawley, Western Australia

## Leadership Program

Organisational Learning and Development have coordinated another successful Leadership Development Program for DEC staff.

Twenty staff from regional and metropolitan DEC offices, including staff from the Swan River Trust and the Office of Environmental Protection Authority, participated in the four workshops delivered by Integral Development during 2011.

Topics covered during the program included:

- Leadership in the 21st century and understanding your personal leadership style
- Strategic leadership
- Leading and motivating people and teams
- Leading cultural and organisational change.

Participants enjoyed the opportunity to network with others and the ability to apply the coursework and tools directly to their work. Many participants also took advantage of the individual coaching that was offered.

During the program, participants were required to work in teams, with the assistance of a sponsor, on a strategic challenge. The teams presented their solutions at the final workshop.

The teams, sponsors and strategic challenges were:

1. Team Members: Peter Adkins, Morgan Marsh, Kobus Wentzel, Neville Welsh, and Tim Foley. Sponsor: Alan Sands. Challenge: How should DEC deal with tension between regional and central service delivery?
2. Team members: Bridget Hyder, Mike Coote, Luke Bentley, Shawn De Bono, and Robert Blok. Sponsor: Robert Atkins. Challenge: How in a productive organisation do we manage the tension between personal values (environmental) and government direction?
3. Team members: Denam Bennetts, Suzanne Roworth, Brian Moss, Renee Evans and Cameron Oxford. Sponsor: Peter Dans. Challenge: How do we develop a fully integrated organisation and ensure that everyone within DEC has an understanding of the breadth and depth of the business along with its alignment to the government?
4. Team members: Colin Yates, Deon Utber, Sharon Ferguson, Laurina Bullen, and Alex Bite. Sponsor: Jim Sharp. Challenge: What should the span of business be for DEC? What are the outcomes that will drive DEC towards greater success?

Bridget Hyder, one of the participants, commented:

“The course was extremely useful and will provide me with ongoing benefits in my current and future roles. It was delivered in an engaging and entertaining manner and provided a great opportunity to network with a range of DEC officers.

“The projects were challenging and also provided a valuable opportunity to work more closely with other officers in DEC.”

### **Employee Relations Team – Important Milestones Achieved**

#### DEC Agency Specific Agreement for Employees Working on Barrow Island 2011

The DEC Agency Specific Agreement for Employees Working on Barrow Island 2011 (the Agreement) was registered on 11 January 2012. This is the first fly in fly out (FIFO) agreement to be registered in the public sector and represents a good outcome for DEC and our employees. The Agreement provides for an annualised salary-based on the existing entitlements currently being paid as per the *Public Service Government Officers General Agreements 2011*. The FIFO arrangement meets the legislative requirements under the *Barrow Island Act 2003*. This agreement is set to be renegotiated in late 2014.

#### AWU Fire Service Provisions Agreement 2011

The AWU Fire Service Provisions Agreement 2011 (Fire Agreement) was registered on 11 January 2012. Some of the changes introduced in the Fire Agreement include;

- an increase to the fire service availability to 50% of a level 3.1 and 100% of a level 3.2 for fire availability away
- an amendment to the application clause to accurately reflect the work undertaken by employees
- an expiry date of 30 September 2012

#### Replacement Agreement Negotiations

The negotiation process is also underway for the following replacement agreements;

1. DEC Common Fire Service Provisions Agreement 2009
2. AWU (Western Australian Public Sector) General Agreement 2010

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### **Graduate Development Program**

In January, DEC welcomed eight new staff as part of the 2012 Graduate Development Program which commenced with a one week induction held at Kensington.

The eight successful graduates were selected from over 200 applicants and are located in various divisions of DEC;

Blake Edwick and David Lindner, Parks and Visitor Services, Kensington

Alison Crowther, Corporate Services, Kensington

Melissa Faassen, Environmental Regulations, Atrium

Tammy-Ann Cole, Deanna Rasmussen and Megan Rowland, Regional Services, Albany, Jurien and Manjimup

Three internal staff were also selected to complete the program: Lynette Marshall, Nicola Mincham and Kelly Rayner.

We wish all the graduates every success over the next 12 months as they work to achieve a Statement of Attainment for eight units from the Certificate IV in Government qualification.