

Money isn't everything



By **BRADEN QUARTERMAINE**

THE seemingly impossible battle against staff shortages is starting to be won by the WA Department of Industry and Resources, according to acting director-general Stuart Smith.

Mr Smith, who will speak at the next Australasian Management Centre Innovation Forum breakfast, said the department was making inroads into the dire labour shortage dilemma.

He said a recent study showed working in a government role with the department, traditionally seen as a less glamorous option than a job in big business, had many benefits despite not being able to match big pay packets.

"We've got all these strengths, but we haven't actually been marketing them," Mr Smith said.

"The things that (employees) are interested in are not just about money."



RECRUITER: Stuart Smith

Mr Smith said being able to communicate directly with managers and key decision-makers, and being able to influence the future of the state were big drawcards.

"They get exposure to the very highest levels of government," he said.

"It's not just making it happen, it's deciding whether or not it will happen. They're having an influence on the future of the state."

Mr Smith said flexibility was a key.

"Our range of flexible working arrangements are better than any company that we came across," he said.

"If they get sick of oil and gas they can go to mining, if they get sick of that they can work in any of the industries such as marine and defence or biotechnology or renewables or astronomy or pretty much whatever they want.

"The sort of things they're looking for are diversity in their role.

"They want to be able to go into a job, learn some new things, acquire some new skills, get a range of experience and then move to another experience — keep developing and keep progressing.

"The diversity and opportunities in the department are very substantial and better than pretty much any other organisation I can think of."

The AMC Innovation Forum breakfast will be held on June 24 at the Perth Convention Exhibition Centre.

Other speakers will be AMC managing director Greg Kinnaird, Tourism WA workforce manager Christine Cole and Bill James-Wallace, VDM Group human resources manager.

Tickets are \$195 each or \$1100 for tables of six, and are available by calling 1300 466 688 or at www.amcinnovation.com.

perthnow.com.au, JUNE 1, 2008