

living organisation

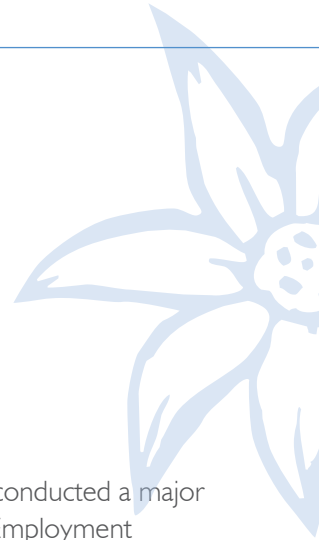


Luana Dance Palace in the 1940s

Warringah Council plans for the future of the organisation by providing effective leadership and ensuring services remain focused on community needs. We aim to attract, develop and retain a highly skilled, diverse and dynamic team operating in a safe workplace.

Warringah Council operates efficient and effective business processes by managing and sustaining Council's financial position and by facilitating information flow within the organisation and between the community and Council.

1906 - 2006



Warringah Workplace

Warringah Council is a major employer within the local area providing more than 600 jobs. Some 75% of our workforce lives on the northern beaches.

Our staff give the organisation valuable insights on the needs and concerns of the local community.

We value the vital role our staff play in providing high quality services to the community and we are committed to motivating, training and contributing to their overall professional development. We develop organisational and people management strategies to continue the focus on outcomes, innovation, motivation and teamwork.

All staff were required to attend Occupational Health and Safety related training courses during the year with a key focus on risk management. We conducted a major review of OH&S systems to ensure our practices and procedures were consistent with regulations and complied with Workcover self insurance requirements.

Human Resources

Council's Human Resources team supported the recruitment of more than 250 positions this year including full-time, part-time, temporary, casual and contract positions.

Human Resources continued to focus on areas identified in the Warringah Transition Plan and Culture Survey for general council-wide training including communication and customer service along with legislative training requirements such as Code of Conduct and Equal Employment Opportunity. Occupational health and safety was the key focus for learning and development training this year. Some 206 training courses were organised for staff on issues such as computer skills, management development and occupational health and safety with 1,983 participants. Many of the courses were accredited on a state or national basis and savings were achieved by sharing the costs of courses with other local councils.

Staff turnover for the year was extremely low compared to previous years. Turnover for every month was lower than the corresponding month for the previous year and this represents a settling down period following significant changes to the organisation's structure during the previous two years.

EEO

Warringah Council conducted a major review of its Equal Employment Opportunity (EEO) Management Plan during the year and developed a new two-year plan for the 2006 and 2007 calendar years. This plan will ensure fair outcomes in all areas of employment including recruitment, learning and development, performance management, equal access to information about Council policies, procedures and practices, supervision and management of staff, and conditions of employment.

The revised EEO Management Plan has a number of key objectives for which a range of strategies were developed during the year including:

- › Ensuring EEO compliant recruitment and selection processes and improved access, retention and participation of members from EEO target groups
- › Promoting procedures for dealing with grievances and investigating complaints of harassment and discrimination
- › Providing learning and development activities that increase awareness of EEO within Council
- › Providing career and self-development opportunities for staff from EEO target groups
- › Ensuring management accountability for the development and effective implementation of EEO policies and procedures
- › Ensuring all employees are given equal access to employment conditions and benefits where available