**Queensland Water Directorate (*qldwater*)** ***e-*flash**

**Information for Water Industry Managers and Practitioners in the Queensland Water Industry**

**(Issue #401– 9 August 2019)**

1. **Annual Forum – Building Jobs in a Changing Industry (addressing current and future capacity challenges)**

**2.  Resource Library – What’s New**

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1. **Annual Forum – Building Jobs in a Changing Industry (addressing current and future capacity challenges)**

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As our annual forum approaches on 11 and 12 September, we have elected to prepare short articles on each of the main workshop topics being addressed on the 12th to give you a taste of what to expect.  The forum is your chance to contribute ideas to our industry roadmap, particularly to inform collaborative opportunities and policy recommendations.  There will be a series of workshop activities, with discussion introduced and supported by topic leaders and ***qldwater*** staff and our professional facilitator Lara Schlinker.

Narelle D’Amico from Bundaberg Regional Council has kindly agreed to provoke some strategic thought around industry skilling challenges.  Narelle has been with council since May 2018, having previously been with WaterCorp in WA and with a number of NSW utilities, and is currently embarking on a significant strategic planning exercise for her business.

“Asset management is critical to our sector and if we as an industry don’t consider different approaches to the way job roles are structured to support this function, we are going to struggle to continue to provide critical services to our communities.  We need employees who have a commitment to learning and are adaptable, to cope with rapidly changing technology, population growth (and decline) and ageing infrastructure.”

Consultation at ***qldwater*** events and meetings throughout the year has reflected a desire to improve sector-wide workforce planning, the kick-off of some activities around attraction including collaborative approaches to traineeships, and a significant focus on operations roles with a perceived shortage of these critical skills.

In some regions, councils are unable to compete in the employment market at all with long term vacancies, and there are limits to what can be achieved with non-financial reward structures.  There are a very large number of small and struggling service providers, and as an industry we are arguably failing to renew our human assets – ageing, losing expertise and so on.

Increasing automation, outsourcing or throwing training money at the problem aren’t going to fix it for everybody, by participating in this topic workshop you have a chance to throw some potential solutions into the mix which might.

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1. **Resource Library – What’s New**

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The ***qldwater*** Resource Library is updated on a regular basis with sample documents, presentations, tender specifications and more listed under a variety of topics.

As the drought lingers on across Queensland, many ***qldwater*** members are grappling with issues around demand management and water security. We thank Townsville City Council for providing a couple of sample documents, including their **Water Restrictions Policy** and **Penalty Infringement Notice**. These documents are available under the Member sample documents tab at <https://www.qldwater.com.au/Planning_Customers>

Another recent addition is the 2019 Asset Management Workshop Notes which you can find under the Whole of Business topic at <https://www.qldwater.com.au/Planning_WOB>.

Make sure you check it out for inspiration and guidance – it’s all there to make your jobs easier!

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