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Mr Glenn Worthington
Committee Secretary
Standing Committee on Employment and Workplace Relations
House of Representatives
Parliament House
Canberra ACT 2600
ewr.reps@aph.gov.au

Dear Sir

INQUIRY INTO PAY EQUITY AND ASSOCIATED ISSUES RELATED TO INCREASING FEMALE PARTICIPATION IN THE WORKFORCE

Thank you for the invitation to make a submission to the Committee.

The City of South Perth is a Municipal District located approximately four kilometres south of the Perth GPO. It has an area of approximately 20 square kilometres and is bounded by the Swan River, the Canning River, the Town of Victoria Park and the City of Canning. The organisation services a community of over 40,000 residents utilising the skills and expertise of approximately 210 full time equivalent staff.

As a local government agency, terms and conditions of employment for City officers are primarily governed by enterprise bargaining agreements, underpinned by a number of Federal awards.

The City is not exempt from the issues associated with the nation-wide skills shortage. Like any other organisation we must compete for the quality of skills and labour needed to deliver our strategic goals. The City's approach has been to remain responsive to the market, ensuring greater versatility in the way we recruit, advertise and retain staff. Creating opportunities for the development of internal employees, as well as attracting graduates, undergraduates and people returning to the workforce such as women returning from maternity leave, are measures that are proving effective. Changes in the area of traineeships and apprenticeships also mean we can take advantage of the broadened scope of these schemes. These combined strategies have enabled the City to sustainably manage and foster its workforce with considerable success.



Civic Centre, Cnr Sandgate St & South Tce
South Perth Western Australia 6151
Telephone (08) 9474 0777 Facsimile (08) 9474 2425

Email: enquiries@southperth.wa.gov.au
Web: www.southperth.wa.gov.au

ABN 65 533 218 403

The City believes that our engagement and remuneration processes reflect contemporary practice in the government sector, and are confident that no inequities exist within our system.

All employment opportunities within the City are advertised widely, and clearly identify the remuneration and classification levels deemed appropriate for the role. On commencement with the City all staff employed under the enterprise bargaining agreement are appointed to the classification level (as advertised), and City policy is that all staff, regardless of age, gender, religion, national extraction, etc commence at the first pay increment level. Scope exists under current City policy to negotiate a higher commencement salary increment where an individual's experience, qualifications and skills clearly warrant such considerations. Again, the assessment is made purely on experience, qualification and skill grounds and not in consideration of any other factors. It is the City's experience that this approach to remuneration ensures equitable treatment of employees across the organisation.

For senior staff whose remuneration is not covered by the enterprise bargaining agreement, a negotiated salary management process is in place, based on the same criteria - experience, qualifications and skills - that apply to all staff.

The City has in place programs that provide equitable access to skill development and career progression and actively monitors separation data to identify any adverse impacts that the organisation's policies or practices may have on EEO groups.

Yours faithfully



CLIFF FREWING
CHIEF EXECUTIVE OFFICER