



Speech by

## Hon. Tim Mulherin

MEMBER FOR MACKAY

Hansard Tuesday, 6 February 2007

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### MINISTERIAL STATEMENT

#### Department of Primary Industries and Fisheries, Staff Survey

**Hon. TS MULHERIN** (Mackay—ALP) (Minister for Primary Industries and Fisheries) (10.42 am): As part of our commitment to workforce renewal, the Department of Primary Industries and Fisheries has already this year appointed five new graduates under the DPIF graduate program. The five are extremely talented and bring to the organisation a range of contemporary skills and knowledge which complement the high standards of our existing workforce. The new graduates are Lisa Keller, a plant pathologist based in Toowoomba; Janelle Reichstein, an agricultural extension officer based in St George; Zoie Cook, an internal auditor based in our central office; Sarah Chambers, an economics policy officer in central office; and Gretchen Carrigan, an economist in central office. The graduate program is one of the ways we are responding to pending skills shortages but is also one of the approaches we are taking to ensure that the department's workforce is rejuvenated.

DPIF is working hard to ensure all staff members are focused on industry priorities and that their contribution makes a difference. Over the last two years, it has implemented Aligning for Success—a continuous improvement program targeting staff. This process has involved some changes and change is never easy. The results of the department's 2006 organisational culture inventory reflected this. The staff survey, which formed the basis of the inventory, indicated staff perceived the department's culture as largely passive-defensive, suggesting that staff behave in cautious and conventional ways that discourage flexibility. The survey also indicated the preferred culture was constructive, where people approach tasks in ways that enable growth and development and are focused on exceeding client needs. The findings of the survey were available to all 2,600 staff members last year and were discussed by staff in workshops.

I am pleased to advise the House that the staff survey and the various initiatives we are undertaking—including the graduate program, the workforce renewal strategy, the alumni program and the leadership development strategy—will help ensure that perceptions about DPIF's culture will improve, just as the Aligning for Success program has ensured that its operating systems have improved.