

## **Question on Notice**

**No. 1456**

**Asked on Wednesday 7 October 2009**

MR HOBBS asked the Minister for Main Roads (MR WALLACE) -

### **QUESTION:**

With reference to the retention and attraction of skilled staff for the Department of Main Roads—

Have staff lost access to the Transport Infrastructure Capability Scheme and any other incentive schemes (reported separately by Main Roads region) and what was the average amount of incentive lost?

### **ANSWER:**

I thank the Member for Warrego for the question.

In June 2006, the Transport Infrastructure Capability Scheme (TICS) was approved to operate for a period of three years until 30 June 2009 within the former Departments of Main Roads and Queensland Transport. Any extension of the Scheme was contingent upon the outcomes of a review to be completed before 30 June 2009.

The review of TICS commenced in January 2009 and was undertaken by the Department of Justice and Attorney General (formerly Department Employment and Industrial Relations (DEIR) on behalf of the Chief Executives Steering Committee.

The scope of the review included an analysis of the impact of TICS between 2006 and 2009, the future outlook for infrastructure investment in Queensland, independent labour market demand and supply analysis and infrastructure sector remuneration benchmarking.

A decision was made in July 2009 not to continue the Scheme beyond 30 June 2009, given the current challenging economic environment. However in recognition of the impact this decision would have had on staff receiving TICS incentives, the Government approved a continuation of TICS payments to existing TICS eligible staff until 30 September 2009. The average salary incentives previously received by eligible staff was 16%.

The majority of TICS contracts ceased on 30 September 2009 however, the Government decision allowed continuation of TICS initiatives for the duration of existing contracts to a small number of international and interstate relocatees in recognition of personal and family impacts of relocating to Queensland.

The Department is committed to ensuring effective and equitable attraction and retention initiatives are in place for staff in rural and remote locations and work will continue to examine options to enhance retention in these hard to recruit to areas.