

Water Utilities Human Resource Managers Network Meeting

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Ross Young
Executive Director

Water Services Association of Australia



Objectives

- Identify whom is doing what
- Where are the gaps/duplication?
- Identify opportunities to move forward and work together to maximise outputs
- Prepare a road map of who is doing what and how we will work together in the future



Context

- \$30 billion investment in new water infrastructure over the next 5-10 years
- \$1.8 billion in Victorian regional water and wastewater infrastructure over the next 5 years
- Mining and infrastructure sectors are all experiencing boom times
- The ageing workforce:
 - a utility has 22% of its staff older than 55 years
 - a water utility has only 2.4% of its workforce younger than 25 years whilst another had only 5% under 25 years
 - the most significant age group in utilities is 45-55 years which comprises 30% of staff



Context

- Water industry infrastructure is becoming more technically sophisticated
- Risk management becoming even more important as we move into an era of recycled water
- Social science now a key part of water resource management
- Meeting the challenges of climate change, population growth and growing affluence in a sustainable matter

