National Local Government Careers Website

Jennifer James
Service Development Consultant
02 9242 4185
Jennifer.james@lgnsw.org.au
RETENTION vs ATTRACTION CHALLENGES

Of the 185 councils who responded to the survey, 168 (91%) councils are experiencing difficulty retaining and/or attracting the right people.

In all states attraction challenges are greater than retention issues.

Attracting candidates into specialist roles is seen as a major challenge. For NSW and VIC relocating to a regional area is also seen as a barrier.

In NSW some of the reasons sited for causing retention issues included council mergers and lower pay rates compared with corporate competitors or larger councils.
Specific roles within the Engineering & Asset Management category that are difficult to fill included; architect, engineer, network engineers, sewer plant operator and development engineer.

Specific roles within the Planning & Development category that are difficult to fill included; registered surveyors, town planners, strategic planner and building surveyors.
LOCAL GOVERNMENT NSW