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**Sent:** Thursday, 19 December 2013 9:22 AM  
**To:** Committee, JSCNA (REPS)  
**Subject:** Submission - Northern Australia development

Dear Sir / Madam,

It is with great pleasure that we have an opportunity to provide input to the White paper.

I hope my submission will provide some insight to help attract and retain people living in remote areas.

I hope you may be able to use it in your deliberations. Please contact me if you have any questions.

Regards,

Trevor

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#### SUBJECT

- Attraction and retention issues – Remote area

#### RECOMMENDATION

- The submission is provided to the Committee for favour of consideration

#### BACKGROUND

- Rural and Remote Incentive Schemes are a major influence behind the ability to attract and retain employees in remote locations.
- Attraction and retention issues impact on core business with potential losses of productivity, delivery of quality services and the retention of staff.
- The locality allowance of \$41.80 per fortnight in many remote areas is not recognised as an incentive payment that offset the costs associated with family priorities and needs.
- Financial incentives are recognised as an effective tool that will mitigate the high costs of living affects morale and impacts on employees and their families.

#### OPTIONS

- Increase entitlements to eligible employees
- Calculate an increased locality allowance rate
- Provision of an airfare / accommodation incentive for eligible employees

#### FINANCIAL IMPLICATIONS / GST

- Many organisations in remote areas do not have the capacity or are not funded to compensate for gaps that are created through lost time or unfilled vacancies.
- An alternative locality allowance / incentive model would resolve recruitment, retention and morale issues and meet core business requirements.

**Trevor Crawford | Manager | Aboriginal and Torres Strait Islander Affairs**

Aboriginal and Torres Strait Islander Affairs | North West Queensland |

Department of Aboriginal and Torres Strait Islander and Multicultural Affairs



Great state. Great opportunity.

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