



# Managing Our Youth Issue: *the perspective of the OAG*

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IPAA 2014  
INTERNATIONAL  
CONFERENCE  
PERTH CONVENTION  
AND EXHIBITION CENTRE  
29 & 30 OCTOBER



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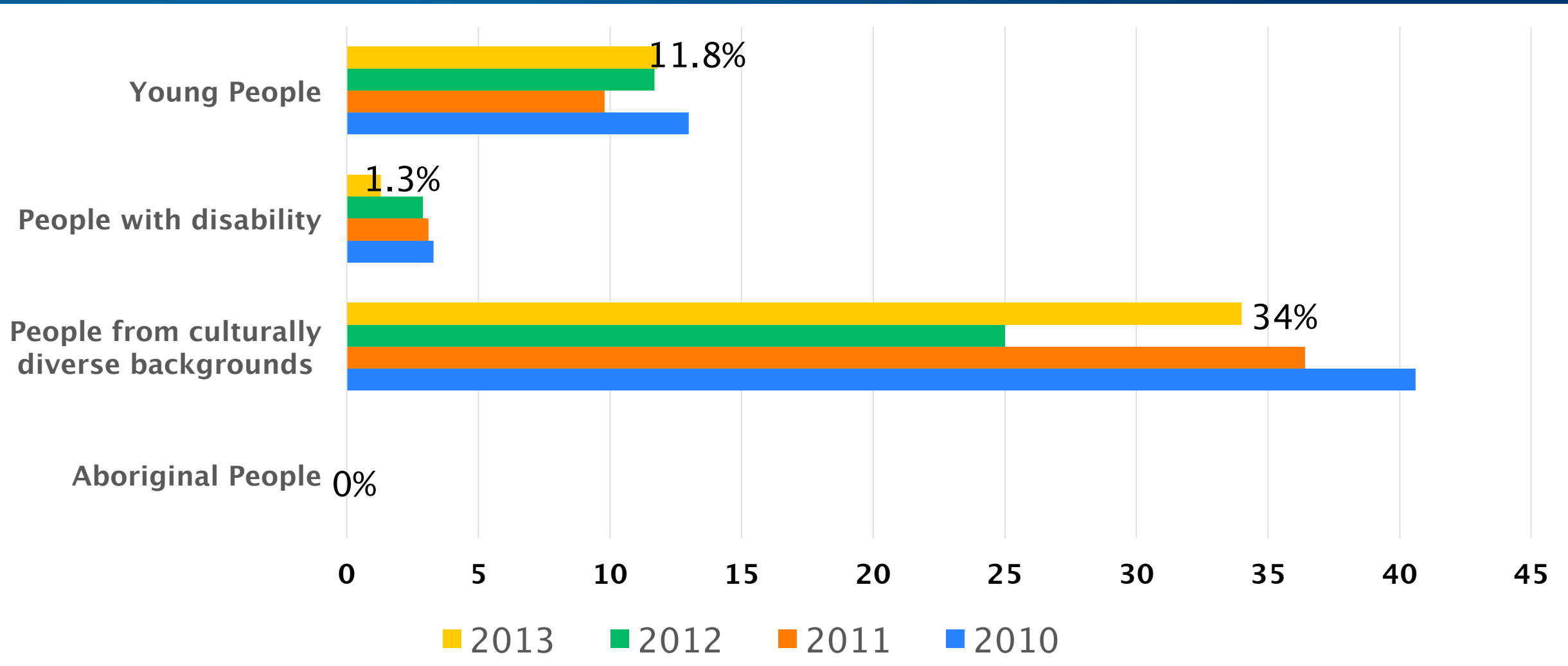
# OAG Graduate Program

- Targeted recruitment process
  - *not just for new graduates*
- Intensive induction program
- Rigorous and structured training
- Ongoing professional development
- Achieve qualified accountant status

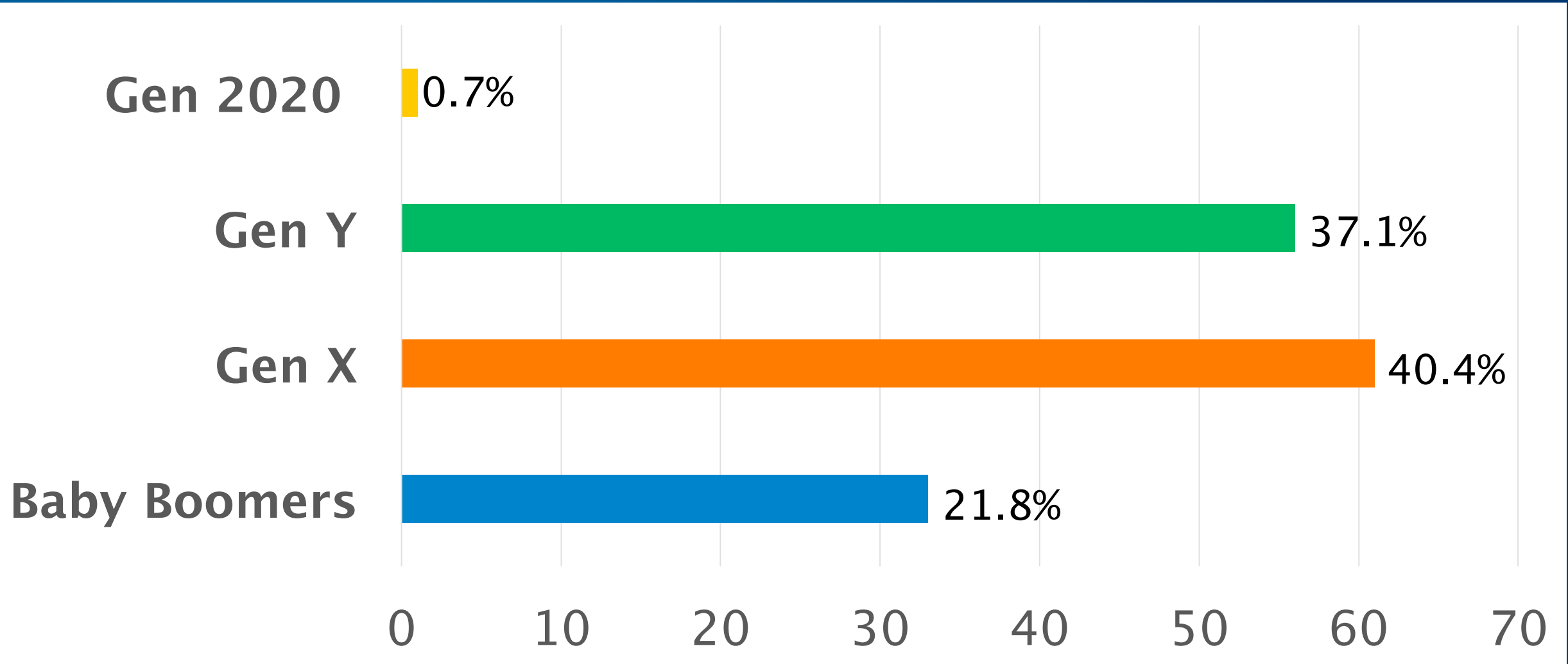
# Why youth is important to the OAG

- Innovation, energy, challenge, questions
- Diversity
- The age imperative – *a public sector issue*
- Audit specific issues – *attrition and retention*

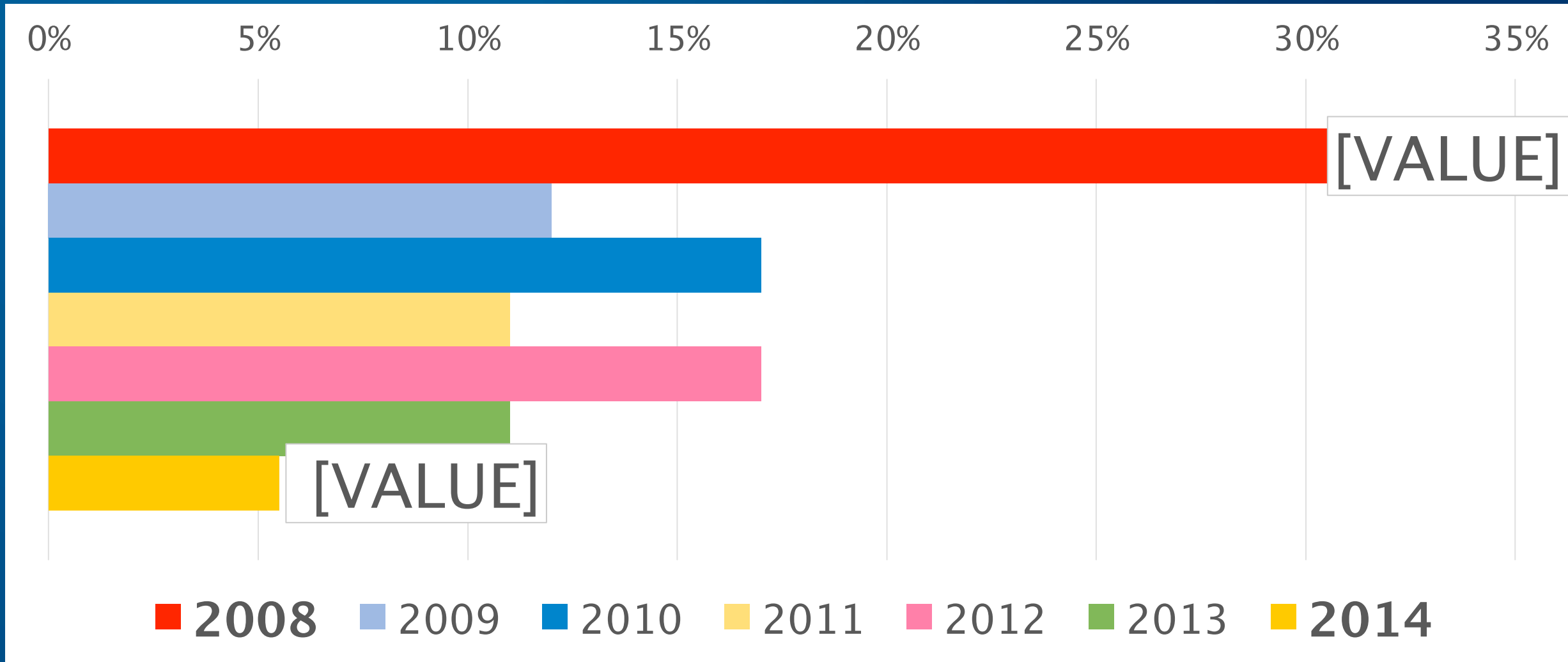
# Equity and Diversity – *the OAG*



# The Age Imperative



# Attrition rates at the OAG



# What are Gen Y seeking?

- *Three Key Motivators*

- § Autonomy

- § Mastery

- § Purpose

- Having a voice

- Recognition, feedback, progression

- Lifestyle, flexibility



*OAG Graduates for 2013*

# Is the OAG up to the challenge?

- Dedicated OAG Graduate Program
- ICG Graduate program
- Effective feedback and support
  - § Performance Development and Review
  - § Career progression
  - § Good supervisor training
  - § Dedicated training program
- Flexibility and lifestyle
- Purpose

# Our work has purpose



...and makes a  
difference

# Our work is closely followed

## Cutting road trauma the public's business as well

Murray Lampard

Last week's release of the Browne report into the governance of road safety in WA has been met with a murmur instead of a roar.

Yes, there was some media coverage of it, but the general indifference of the public concerned me because it reflected the general malaise among us about the urgency of doing something about stopping deaths and serious injuries on our roads.

It's often said to me that if the number of people killed on our roads each year died in one plane crash, there would be a sense of outrage and a string of inquiries.

But, instead, too many people accept the road deaths and serious injuries



Plea: Professor Murray Lampard

journey towards a fuller examination by Peter Browne.

That's good practice and what the community would expect, particularly given the significant funds in the RTTA.

The Government's pledge to commit 100 per cent of speed and red light camera revenue has significantly changed the landscape and identified the need to modify the way we do business.

Soon after my appointment as chairman in November 2012, I recognised the importance of structural and procedural change to the Road Safety Council and have been in positive talks with the Government since that time.

Additionally, I have welcomed the

*"The Office of Road Safety and Road Safety Council have adopted and introduced all the Auditor-General's recommendations..."*

Murray Lampard, Chair of the Road Safety Council

The West, Tuesday 7 October 2014, pg 20.

## NEWS

### Three months to surrender unlicensed firearms

Updated Thu Aug 1, 2013 6:00pm AEST

West Australians with unlicensed firearms have been given three months from today to turn their weapons into police without facing a penalty.

The amnesty is one of the State Government's responses to a report by the Auditor General, which raised serious concerns about how WA Police manages firearms licensing.

The Police Minister Liza Harvey is hoping the amnesty will help reduce the number of unlicensed firearms in

She says p opportunity



*... The amnesty is one of the State Government's responses to a report by the Auditor General...*

ABC Online, Thursday 1 August 2013.



# Thank you

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