

A "Toolbox" for Rotational Secondment Programmes

Ross McCammon and Mike Costelloe

Abstract

At the 2006, NZ Roding Excellence Awards, MWH (in partnership with Transit NZ and Work Infrastructure) received the InfraTrain Best Practice Award for the "Highway Highlanders - Rotational Secondment Programme". The programme was conceived in response to New Zealand's current skill shortage and involved a three year fully mentored secondment of graduates through the different engineering environments of the three participating organisations.

Publicity generated by the award has attracted the attention of MWH clients who have expressed interest in the initiative as a means to address succession planning within their respective organisations. Recently, discussions between the Dunedin City Council and MWH have taken place on the implementation of a rotational secondment programme for Civil Engineering Technicians in 2008.

To assist Local Authorities with their succession planning requirements a paper or "toolbox" to implement a rotational secondment programme has been drafted which documents the secondment framework and the associated barriers and benefits.

The paper will be jointly presented by MWH's Group Manager, Ross McCammon, and DCC's Roding Manager, Mike Costelloe, who will reflect on their collective experiences in regards to rotational secondment programmes.

Bio

Ross McCammon B.Tech(Engineering & Management) CPEng MIPENZ

Ross is the Group Manager for MWH's Transportation Group in Dunedin. He has a background in Roding & Transportation and has a particular interest in project investigation. Ross enjoys the business development side of his role and helping others develop their respective talents.