



BRIGHT*water*

Work Life Balance Conference 2006

Dr Penny Flett
Chief Executive Officer



HEALTH AND AGED CARE

Business Picture

- Government
- Private
- Non-profit
- Small business
- Large business
- Regulated
- Emotive
- Expensive but essential
- Reform and evolve

HEALTH AND AGED CARE

People Picture

- Human Service
- 24 hours a day
- People in need
- Range of expertise
- Clinical Focus
- Management imperative
- Professional & industry trained

Brightwater Picture

- 105 years old
- 1350 employees
- ~ 1000 clients
- 20 facilities
- ~ 200 At home
- Older people
- Younger People

Brightwater People Picture

- 88% Women
- 14% Fulltime
- Average age 44 years
- 1/3 more than 5 years (up to 35 years)

Brightwater People Picture

Challenges as an employer

- Low status perception
- Skills shortages
- Salaries and wages
- Commonwealth system
- Competition for staff within aged care

Brightwater People Picture

What's it like to work here?

- Organisational culture
- Work place environment
- Healthy and safe
- Salary & wages
- EBA
- Flexible
- Employee friendly
- Training & development
- Work-Life Balance

Brightwater People Picture

Work-Life Balance

- Recognition of life outside work
- Rostering flexibility
- Flexible working hours
- Staff counselling
- Personal leave

Brightwater People Picture

Work-Life Balance (cont.)

- Trading salary for additional leave
- Family leave
- Paternity leave
- Flexible approach to annual leave
- Children, animals, home

Brightwater People Picture

Work-Life Balance

INTANGIBLES

- Belonging
- Trust
- Organisation attitude
- Listen to staff

Brightwater People Picture

Work-Life Balance

FUTURE

- Family friendly, carer friendly
- Enhancing technology
- School term employment
- Team job sharing

Brightwater People Picture

Work-Life Balance

FUTURE (cont.)

- Paid maternity leave
- Re-skilling opportunities
- Staff benefit schemes
- Retirement transition planning
“Wisdom Recycling”

The Big Picture

Why do it?



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