

A HEALTHY BALANCE

Updating WA Health on Work Life Balance

September 2008



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Further info:

Please contact the Work Life Balance + Equity Unit

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Welcome to **A Healthy Balance**, the newsletter for all WA Health employees on work life balance (WLB) and equity and diversity.

The new Work Life Balance + Equity (WLB+E) Unit has been in operation for three months now and has many exciting things happening:

- The *Creating Flexible Workplaces* education program for managers has recorded full attendance at all sessions. The program is also visiting WA regional centres (*see page 2*)
- A fellowship with the Combined Universities Centre for Rural Health will evaluate behavioural change from the *Creating Flexible Workplaces* education program
- A retention survey is being developed for use at the work unit level, to keep our precious staff
- A one page flyer on equity and diversity will be incorporated in induction packages
- A WLB pilot project is being planned for Alma Street Mental Health, Fremantle
- A pilot project focusing on Phased Retirement will begin soon at Swan Kalamunda Health Service
- A program focusing on Phased Retirement is also in development for Health Corporate Network



In relation to the WA Health Child Care Program, preliminary plans for the Child Care Centre at the Rockingham Kwinana District Hospital redevelopment have been viewed and include room for expansion in the future.

JOIN A FOCUS GROUP AT THE WA HEALTH CONFERENCE!

Come and share your experiences on managing life across work, home and community, and have a say on what practices and policies will make this easier for you and your colleagues.

The research team from the University of South Australia will be conducting a second round of focus groups at the Perth Convention and Exhibition Centre during the WA Health Conference, 15 - 17 October 2008, and would greatly appreciate your participation.

To register your interest in participating in the focus group discussions, please contact Jocelyn Auer or Jude Elton on 1800 067 281 (toll free) or email jocelyn.auer@unisa.edu.au or judith.elton@unisa.edu.au

**WORK,
LIFE &
HEALTH**
RESEARCH PROJECT

Delivering a Healthy WA

Professor Barbara Pocock will be presenting at the WA Health Conference, giving an analysis of the data from the May 2008 focus groups and interviews in the collaborative **Work, Life & Health** research project (WA Health & University of South Australia).

A second round of focus groups will be held at the WA Health Conference venue (*see page 1*).



The **Work, Life & Health** study contributes to the **Australian Work and Life Index (AWALI)**. The 2008 AWALI report was released in July, and Dr Cheryl Davenport (SHAC on WLB Chair) presented at the launch in Adelaide.

Key points from the AWALI report include:

- 68% of Australians are satisfied with their work-life relationship
- Part-time workers have a better work-life interaction (WLI) than full-time workers
- 50% of men and women have a mismatch of half a day or more between their preferred and actual hours of work
- The strongest predictors of a poor WLI are an unsupportive organisational culture and work overload

EDUCATION PROGRAM: *CREATING FLEXIBLE WORKPLACES ACROSS WA HEALTH*

Are you having trouble retaining staff?

Do you have staff who would like to access flexible work options?

If you answered YES to the above, you should come along to the *Creating Flexible Workplaces across WA Health WLB Education Program for Managers*.

WLB Education Consultant Kylie Kempton will be delivering the positive program at Osborne Park Hospital on Friday 14 November, 9am - 3.30pm.

Creating Flexible Workplaces will be delivered to the following regional centres by the end of 2008:

ALBANY BROOME GERALDTON NORTHAM

To register or for more information please contact Kylie via phone on 9222 4089 or via email at kylie.kempton@health.wa.gov.au



HAVE YOU COMPLETED A WA HEALTH DIVERSITY QUESTIONNAIRE? The Diversity Questionnaire provides important information to help you at work. You can complete a Diversity Questionnaire in paper format or online at www.intranet.health.wa.gov.au/hwl/equity/diversity/survey.cfm

JOIN THE WORK LIFE BALANCE NETWORK

Become a member of the **Work Life Balance Network** by visiting the **WLB website**, and receive advance information and consultation on **WLB across WA Health**.

Choose **Work Life Balance Network (under Employees and Prospective Employees)** for more details and sign-up information.

NEW!

- **BROCHURES:** *Breastfeeding Policy* (brand new!) and an updated edition of *A Guide to Your Work Life Balance* are available from the **WLB+E Unit** (Contact us via telephone or email, p.1)
- **WEBSITE:** Contact details for **WLB+E Unit** staff are available on the **Contacts** section (left margin of **WLB homepage**).

Visit the Work Life Balance website:
www.health.wa.gov.au/worklifebalance