

A HEALTHY BALANCE

Updating WA Health on Work Life Balance

March 2008



Inside this issue:

1.
 - SHAC Reappointed
 - WLB+E A/Coordinator
 - WLB+E Unit Expansion
 - Harmony Week
2.
 - Uni SA Research Project
 - Phased Retirement
 - Exit Survey Trial
 - Equity + Diversity
 - WLB Network
 - Out + About
 - New / Coming Soon

Further info:

Please contact the
Work Life Balance +
Equity Unit

Phone: (08) 9222 4426

Email: WorkLifeBalance@health.wa.gov.au

Welcome to the second edition of **A Healthy Balance**, updating WA Health employees on all things work life balance (WLB).

Since the December edition, WA Health has again pledged its commitment to WLB in reappointing the **State Health Advisory Committee on Work Life Balance Initiatives... and Creating Family Friendly Workplaces (SHAC)**, with Dr Cheryl Davenport as its independent Chair, for another two-year term.

The WLB+E Unit's expansion is almost complete; applications have now closed for the four WLB Consultant positions and the WLB Education Consultant. The WLB Consultants will work with each of the Area Health Services (with one Consultant working with the Statewide services), while the WLB Education Consultant will deliver the WLB Education Program to managers and staff across WA Health. Strategic planning continues, and all Consultants will be in operation by mid-2008.

Also since December, the **Work Life Balance + Equity Unit (WLB+E Unit)** has welcomed a **new A/Coordinator**, Elizabeth Cook, who rejoins WA Health on secondment from the Department of Premier and Cabinet. Elizabeth brings a wealth of experience and knowledge to the WLB+E Unit: she has a background in contract and project management; has overseen the production of *InterSector* magazine; has been involved in qualitative human resource management research and has managed the State Government Job Board. In a past life, Elizabeth was also the Director of Nursing at a country hospital.



Harmony Week is happening from 15 - 21 March. WA Health presents a lunchtime seminar with guest speakers Renay Grech and Robyn Sterrett to discuss the skills set required of health professionals working with migrants and refugees to deliver culturally competent health services.

Event details: Tuesday 18 March, 12:15 - 1:00pm, Mary Locket Theatre, SCGH
RSVP to Nilda Eisen by March 14: 9222 4373 or Nilda.Eisen@health.wa.gov.au

Connect, the Harmony Week 2008 theme, symbolises how the West Australian community is made up of various cultural influences that make one rich interwoven society. More information is available at www.omi.wa.gov.au/hw_2008

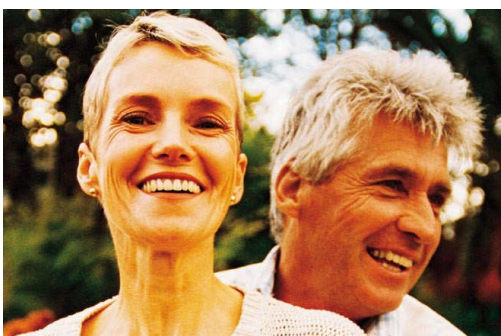
Delivering a Healthy WA

The team from The University of South Australia will be conducting focus groups in May and June 2008 for the **collaborative Work, Life and Health research project**. WA Health encourages all available staff to attend and share their thoughts. Final details of the participating campuses and focus group times will be provided closer to the date. For more information on the Work, Life and Health project, visit the WLB website and choose **Collaborative Research Project** under **What's Happening**.

The Phased Retirement Policy has been approved by SHEF and will proceed for final endorsement by the Director General. The WLB+E Unit is currently preparing packages to assist managers in implementing the policy and accommodating employee requests.

DoNs, senior nursing and HR staff attended a workshop in January to discuss the results to date of the **Nursing and Midwives Pre-exit/Exit Survey Trial**. SHAC and the WLB+E Unit extend their thanks to Professor Phill Della for his support for the Trial, and wish him all the best in his new role as Head of School of Nursing and Midwifery at Curtin University.

Equity and Diversity reminds all commencing staff, as well as existing staff who haven't done so yet, to complete the confidential Diversity Questionnaire either online at www.intranet.health.wa.gov.au/hwl/equity/diversitysurvey.cfm or in paper format. A whole of Health policy on Equal Opportunity and Diversity is currently being endorsed and the existing policy on the Prevention of Bullying, Harassment and Discrimination is being revised.



JOIN THE WORK LIFE BALANCE NETWORK

Become a member of the ever expanding Work Life Balance Network by visiting the WLB website. Choose 'Work Life Balance Network' (under Employees and Prospective Employees) for more details and sign-up information.

WLB Network Members receive advance information on WLB throughout WA Health, and the collective can provide courage to act in seeking flexible work arrangements and WLB initiatives.

OUT + ABOUT

- **SHAC Chair Cheryl Davenport** presented to the **WA Community Health Forum** at the end of 2007 and was received with great interest.
- Cheryl also visited Adelaide in late 2007 as the **Keynote Speaker for South Australia's Public Sector Week** - attending 16 meetings/forums in 4 days with key stakeholders and promoting WA Health's progress with WLB.

NEW / COMING SOON

- **Updated editions of our WLB pamphlets**, including **Ten Essential Management Actions to Create a Workplace with Work Life Balance** and **A Guide to Your Work Life Balance** (formerly A Guide to Your Entitlements). These pamphlets can be ordered by contacting the WLB+E Unit.
- **New to WLB website:** A survey for evaluating new flexible working arrangements in work units which can be given to all staff involved in the arrangements. It will be available under the link **Survey to evaluate staff satisfaction with changes in working arrangements**, accessed from the WLB website homepage by choosing **Tool Kits** under **Managers' Training Tools**.

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