

A HEALTHY BALANCE

Updating WA Health on Work Life Balance

May 2008



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Further info:

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

The WLB+E Unit's expansion is almost complete; the Work Life Balance Consultants and the Work Life Balance Education Consultant will be commencing with the Unit in June. Each Area Health Service, along with the StateWide Services, will have their own consultant, while the Education Consultant will develop and deliver a work life balance education and training program across the State. The substantive WLB+E Unit Coordinator is also to be announced shortly.

A strategic planning session for the WLB+E Unit, as well as the Workforce Executive Directors, and SHAC representatives is scheduled for late May, where the job roles of the new Consultants and Educator are to be discussed and clarified.



- The Minister for Health has reconfirmed **childcare at hospitals as a priority** for WA Health regarding attraction and retention
- Childcare across WA Health is to be managed in the future by a statewide non-government organisation
- The childcare centre at Rockingham is to be operational by mid-2009, and options for its construction are currently being explored



**WORK,
LIFE &
HEALTH**

Work, Life and Health Collaborative Research Project

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 visiting WA Health campuses in the weeks of 5-9 May and 26-30 May 2008 (and returning also in 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

Delivering a Healthy WA

The Phased Retirement Policy and Guidelines were released on April 2, and are available on the Health Workforce Link website. The Phased Retirement Working Group is being reconvened to discuss implementation strategies for the policy at each Health campus.

The Nursing and Midwives Pre-exit/Exit Survey Trial across the five participating Health campuses concluded in March 2008, while the pre-exit/exit survey across all occupations will continue at RKDH until May 2008. The final report on the trial will be presented in June, and recommendations will be discussed with DoNs, senior nursing and HR staff and the State Health Advisory Committee.

To date, there has been much interest from all parties in continuing the pre-exit/exit interviews in some capacity into the future.

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.

Equity and Diversity staff also recently met with the Pay Equity Unit at DOCEP, to discuss strategies to address the gender pay gap in WA Health, which was identified at 14% in 2006. This means that for every dollar a male in fulltime employment earns, females earn 86 cents. Addressing the gender pay gap will allow WA Health to identify and redress potential areas of indirect discrimination in employment.



NEW!

- **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) are now available. These pamphlets can be ordered by contacting the WLB+E Unit

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.

NEW / COMING SOON to the WLB WEBSITE

- **Employees and Prospective Employees:** Application form for flexible working arrangements or a phased retirement program, and a Parental Leave Package with all you need to know about parental leave
- **Managers' Training Tools:** Survey to evaluate staff satisfaction with changes in working arrangements (choose Tool Kits) and an updated summary of the flexibilities contained in each of the Awards and Industrial Agreements in operation across WA Health (choose Resource List)
- **What's Happening:** Summary report from the Nursing/Midwifery Pre-exit/exit interview trial

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