

A HEALTHY BALANCE

Updating WA Health on Work Life Balance

July 2008



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Further info:

Please contact the Work Life Balance + Equity Unit

Phone: (08) 9222 4426

Email: WorkLifeBalance@health.wa.gov.au

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

Building on five years of hard work by the State Health Advisory Committee on Work Life Balance, the Work Life Balance + Equity Unit which reports to South Metro AHS Executive Director Workforce, Ms Suzanne McCavanagh is now fully operational.

The WLB Consultants and the WLB Educator commenced at the beginning of June: each major Health Service, along with the StateWide Services, now has their own Consultant, and all Health Services will have access to WLB education programs provided by our Education Consultant.

The WLB+E Unit is 'walking the talk' on flexible work arrangements and has adopted a strengths-based approach to its work. The Unit will also be capturing WLB success stories across WA Health to promote to other work units, managers and employees. Contact details for the Unit are below.



The WLB+E Unit's Project Officer will be dedicating time to the **WA Health Child Care Program** alongside Project Manager Cora-Ann Wilson. The plans for the RKDH onsite child care centre will be ready for viewing, and then final approval, in the near future.

WLB and Equity & Diversity are being considered in the **Fiona Stanley Hospital (FSH) workforce plan**, and Sue Flindell has been seconded to the planning team for 6 months to complete the job. In a time of labour shortage, staffing for FSH will affect all hospitals metro-wide with WLB strategies being a key component of recruiting and retaining WA's top talent.

WORK LIFE BALANCE + EQUITY UNIT		FTE	Email
Elizabeth Cook	Coordinator	1.00	Elizabeth.Cook@health.wa.gov.au
Natalie Fletcher	SMAHS Consultant	1.00	Natalie.Fletcher@health.wa.gov.au
Carli Woolfrey	NMAHS Consultant	1.00	Carli.Woolfrey@health.wa.gov.au
Yvette MacPherson	CAHS and NMAHS Consultant	0.40	Yvette.Macpherson@health.wa.gov.au
Marie Norris	WACHS Consultant	1.00	Marie.Norris@health.wa.gov.au
Lorraine Telfer (commencing 21/07/2008)	StateWide Services Consultant	0.75	Lorraine.Telfer@health.wa.gov.au
Kylie Kempton	Education Consultant	1.00	Kylie.Kempton@health.wa.gov.au
Donna Haney (on secondment)	Project Officer - WLB	0.80	Donna.Haney@health.wa.gov.au
Sue Flindell (on secondment)	Fiona Stanley Workforce Planning project	0.50	Sue.Flindell@health.wa.gov.au
Kate Riley (on secondment)	Equity & Diversity Project Officer	1.00	Kate.Riley@health.wa.gov.au
Marina Gray	Administration Assistant	1.00	Marina.Gray@health.wa.gov.au



Delivering a Healthy WA

EDUCATION PROGRAM: *CREATING FLEXIBLE WORKPLACES ACROSS WA HEALTH*

Are you having trouble retaining staff?
Do you or your staff need to balance their work and life commitments?
Do you have staff who would like to access flexible work options?
Have you heard of the Work Life Balance Policy?

If you answered YES to any of the above questions, you should come along to the *Creating Flexible Workplaces across WA Health WLB Education Program*, aimed at Managers, Supervisors, Coordinators and Heads of Department.

WLB Education Consultant Kylie Kempton will be presenting the first session of this day-long program on Thursday 24 July 2008 in Seminar Rooms 3 & 4 (Cafeteria Block), 189 Royal Street, East Perth from 9am until 3.30pm. Two more sessions will be held at the same venue/timeslot on Friday 1 and Tuesday 12 August.

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



A half-day session for WA Health employees wishing to access flexible work initiatives will be released soon.

- **Equity & Diversity** reminds all commencing staff, as well as existing staff who haven't done so yet, to complete the confidential WA Health Diversity Questionnaire either in paper format or online at www.intranet.health.wa.gov.au/hwl/equity/diversitysurvey.cfm.
- The Diversity Questionnaire provides WA Health with important information - employing a diverse workforce enables us to better meet the diverse needs of the community we serve and to provide equal opportunity for all.
- A list of answers to FAQs about the WA Health Diversity Questionnaire are also now available on the questionnaire website to assist you in completing it.
- WA Health recently launched the **Aboriginal and Torres Strait Islander Employment Framework**; developed to assist health services to implement sustainable, long-term Aboriginal employment initiatives.

WORK, LIFE & 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 returning to WA Health 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

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.

NEW to the WLB WEBSITE

- The global email announcement with contact details for the WLB+E Unit staff, available at the top of the WLB homepage
- The Phased Retirement Policy and Guidelines (released on 2 April 2008) have been included in the Policies section, accessible from the left margin of the WLB homepage

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