

Achieving Work Life Balance Retention Strategies Nursing & Midwifery



Welcome to the fourth News Sheet.

As outlined on previous News Sheets, Drake Australia, in conjunction with the Department of Health and the State Health Advisory Committee on Work Life Balance, is conducting pre and post exit interviews with nurses and midwives who are resigning, or intending to resign, from selected Public Sector Health Campuses across the Perth metropolitan region.

What is an exit interview?

An 'exit interview' is an interview conducted with a staff member who has chosen to resign or change their working relationship with their current Public Health Sector employer. As part of the current initiative pre and post exit interviews are administered by Drake Australia, in which nurses and midwives are asked to provide feedback on their decision to leave and to provide other valuable information on various aspects of their experience within the Western Australian Public Health Sector.

Dr Phillip Della
Chief Nursing Officer

Participating Hospitals

The following hospitals have agreed to be included in the six month pilot:

- Graylands Hospital
- Royal Perth Hospital
- King Edward Memorial Hospital
- Armadale Hospital



Inside this issue:

Welcome	1
Participating Hospitals	1
Participation	2
Benefits	3
Feedback	3

Contact Details:

Further information please visit our website:
www.ocno.health.wa.gov.au



Delivering a Healthy WA

Achieving Work Life Balance Retention Strategies Nursing & Midwifery



Why should resigning staff participate?

An exit interview provides resigning staff members with the opportunity to provide the organisation with valuable insights as to their experiences as an employee. With the majority of the exit interviews completed online, staff have the opportunity to present their thoughts and ideas in an environment that is both independent and non-threatening.

What are the benefits of an exit interview?

Exit interviews are one of the most effective means for organisations to collect information on both its strengths and weaknesses. The information provided by the respondents can be turned into powerful knowledge to help the Western Australian Department of Health reduce employee turnover, improve employee retention and provide an insight into the success of current recruitment, training and management processes.

How will this feedback be used?

Some of the initiatives currently under way include:

In the initial stages of this pilot project respondent feedback is reported on a monthly basis to the Nursing & Midwifery Pre & Post Exit Advisory Committee. As early as October this committee will begin working with the collected information in order to prioritise where targeted interventions will have the greatest impact.





- Under the leadership of the Work Life Balance Planning Committee, workshops are being conducted in the third week of August to up-skill HR personnel in creating flexible workplaces. At these workshops some time will also be spent to highlight how the data collected from the exit interviews can be used most effectively across the health campuses.
- Context specific information from the exit interviews will also provide the foundation for interactive training workshops aimed at delivering effective solutions to some of the key issues underlying a nurse or midwife's decision to leave. These workshops are currently under development.
- For those nurses or midwives who do decide to end their current employment relationship in the Western Australian Public Health Sector, the feedback that you provide is important. Accordingly, while it is regrettable to lose any employee from our health campuses, the Office of the Chief Nurse and the State Health Advisory Committee would like to thank those members of staff who have provided feedback to this initiative.

Contact Details:

Further information please
visit our website:
www.ocno.health.wa.gov.au

