



## What's happening in Work Life Balance

The website has gone through a revamp and the new look shows the vibrancy and energy that is also permeating the soon to expand Work Life Balance Unit.

### Creating Flexible Workplaces Across WA Health - Training for Managers

Workshops on flexible work practices were conducted for the Human Resource / Industrial Relations personnel on 21<sup>st</sup> August and 23<sup>rd</sup> August 2007. This is the first stage of the roll out for the Training for Managers in Flexible work practices. The next phase will proceed following the Work Life Balance Unit expansion.

For more information, please see [Manager's Training Tools](#).

### Phased Retirement

This encompasses all mature age employees who are nearing retirement age and employed within WA Health. The State Health Advisory Committee (SHAC) on Work Life Balance Creating Family Friendly Workplaces views Phased Retirement policy as a sub-set of Work Life Balance and will be promoting work practices that assist mature age employees to balance their work and personal life responsibilities, and encourage a more balanced and informed approach to retirement.

To this end, we are working on a Phased Retirement Policy for mature age employees. Together with the Swan District Health Services and Health Corporate Network, we are developing a six-month trial to be put in place over the next few months on phased retirement focusing across all occupations.

### Pre Exit and Post Exit Interviews

Drake Australia in conjunction with the Department of Health and SHAC have undertaken an initiative conducting Pre and Post Exit Interviews with nurses and midwives resigning or intending to resign from a number of Public Sector Health campuses across Perth. The trial is in its fifth month and it will be extended to twelve months enabling the collection of quantitative and qualitative data to assist in developing a range of positive solutions.

For the latest information, please see the [latest Bulletin](#).


### Research partnership with the University of South Australia and the Government of South Australia

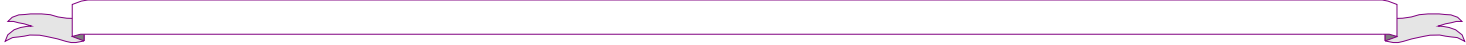
SHAC is a participant in a collaborative research project with the University of South Australia, Worksafe SA. The research will be funded through an ARC grant and contributions from both governments to the value of \$750,000.

The Research will:

- Address the well-being and work/life balance issues within the WA health sector and the larger Australian workforce.
- Establish a longitudinal survey instrument, the Australian Work And Life Index (AWALI).

For more information on the AWALI index, please see the [AWALI Report](#).





The project has an analytical focus on the three key transitions over the work/life cycle:

- Education into work
- Work to parenthood and other forms of care and family formation
- Work into pre-retirement and retirement

### WA Health Child Care Provision

At the 2005 State Election, the Gallop government committed to the provision of specific purpose child care centres providing high quality care at each new and redeveloped hospital campus as an attraction and retention strategy for the WA Health workforce. The first child care centre is in the Rockingham Kwinana District Hospital. It is scheduled to open in late 2008 or early 2009.

*Dr Cheryl Davenport*

Chair

State Health Advisory Committee on Work Life Balance Creating Family Friendly Workplaces

*7 September 2007*

