

# Mature Workforce Retention Project



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# Today.....

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- ÿ Retaining Nurses and Midwives in GWAHS-
  - Investigation
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# Greater Western Area Health Service (GWAHS)

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- The largest Area Health Service in NSW, covering 55% of the state's land mass.
- Health Services are provided from 115 facilities, including 53 health and multipurpose services, by 7341 staff, covering 30 separate industrial award groups.
- Over 50% of the existing GWAHS nursing and midwifery workforce are over 45 years of age

# Mature Workforce Retention Pilot

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## Investigation:

- An initial literature review identified key retention themes and prompted initial research questions
- Two sites were selected for the pilot project – Warren Multipurpose Service and Dubbo Base Hospital
- Refined research questions were investigated at these sites

# Mature Workforce Retention Pilot

## Diagnosis:

In addition to flexibility, what other changes might encourage nurses and midwives to delay their retirement?

- Adequate access to learning and development
- Increased support staff to maximize time for patient care
- More responsive recruitment processes
- Improved supply systems
- More recognition of experienced staff
- Incentives

# Mature Workforce Retention Pilot

## Interventions

- Develop flexible rostering guide (access, equity)
- Provide SageCo Age Awareness workshops
- Investigate ways of increasing the proportion of each shift available for clinical functions
- Improve remuneration for overtime when it is necessary

# Anticipated Outcomes

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- Rosters and work patterns that suit the work-life balance and health needs of mature workers *and* enable delivery of safe and quality services.
- Greater awareness amongst managers, HR and L&D staff of the importance of retention of mature workers and how this can be achieved
- Focusing nursing and midwifery roles to improve productivity and retention

