



Attraction and Retention of the Sea/Tree Changers in WorkCover NSW

Moira Heath
Director, Human Resources Branch
WorkCover NSW



About WorkCover

- Workforce = 1364
- Average Age = 44.6 years
- Average Service = 7.2 years
- 54% women
- Head Office – Gosford and other offices located across NSW
- Specialist and generalist roles

Making a Difference

WorkCover. **Watching out for you.**



Emerging Issues

- Skills shortages in key business areas
 - Engineering, Finance, IT
- Impending retirement of 'baby boomers'
- Loss of knowledge
- Changing employee expectations
- "More with less"



Initiatives

- Regional Transfers (City ↔ Country)
- Employer of Choice strategies
- Flexible Work Options (new and existing)
- Knowledge Transition Toolkits
- Talent Pool



Initiatives cont.

- Mature worker friendly policies
- Planning for Retirement sessions
- Information Kits (Eldercare and Child care)
- Healthy Life /Healthy Work
- Promotion of SageCentre



Case Study

- Branch Director
- Relocated with HO move from Sydney
- Enjoys benefits of flexible work
- Technology to make choices around location
- Healthy Life/Healthy Work
- Parking options for staff



Where to from here?

- Enhance recruitment practices
- Enhanced flexibilities encompassing phased retirement
- Introduction of Alumni and Mentoring programs with retired staff
- Remove barriers to transitioning to retirement
- Securing WorkCover's future



Always Promote

Looking for that sea or tree change?
Interested in working for a dynamic
organisation?

Join us – we have a positive working
environment with great flexible benefits,
career opportunities and we make a
difference to people's lives.