

Project Aims:

To retain our Mature Workers and to delay their exit from our organisation, West Coast Home Care & Murray Mallee Aged Care Group.

Rationale:

- The need for practical ways to retain an adequate workforce to sustain current and grow to expected levels of service provision.
- There is significant risk to service levels if current workforce decreases.
- Over 70% of our workers are mature aged and it is imperative to identify their working preferences and offer sufficient flexibility to delay their exit.

The impact of the project:

- Identify workers who are at risk of exiting our workforce
- Identify and document reasons why - including health, ageing, finance
- Identify contributing issues and intervention strategies

Project Steps:

- Development of survey
- Implementation of Survey
- Analysis of survey responses
- Develop strategies/actions required as a result of survey results.
- Implementation of strategies required to retain staff as per survey responses

Success will be measured by:

- Being identified as a "Preferred Employer"
- Implementation of identified strategies
- Increase in staff retention
- Decrease in exiting staff
- Retention of Home Care Workers



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