



**Aged & Community Services  
SA & NT Inc**

## **HR Survey – skilled workforce into the future collated results**

**March 2009**

**Number of people responding to survey = 32**

**Question 1. What positions do you regularly find most difficult to fill?  
Responses rated as number 1:**

Registered Nurses x 19
Registered Nurse night duty
Care Workers x 6
Coordinators x 2
Greek and Filipino HACC Program Coordinator
Cert IV in Mental Health
Enrolled Nurses
Housekeeper

**Question 1. What positions do you regularly find most difficult to fill?**

**Responses rated as number 2:**

Enrolled Nurses x 8
Carers x 5
Care Workers for weekends
RN's x 2 experienced
Domestics x 2
Cert IV in Disability
Kitchen Supervisor
Physios
Qualified Lifestyle staff
Therapy Coordinators

**Question 1. What positions do you regularly find most difficult to fill?**

**Responses rated as number 3:**

Carers Workers x 4 experienced
Enrolled Nurses x 2 experienced
Hospitality - Kitchen Hands and Cooks x 2
Lifestyle Staff

**Question 1. What positions do you regularly find most difficult to fill?**

**Responses rated as number 4:**

Lifestyle co-ordinator x 3
Allied health
Social Workers
Therapists
Carers

**Question 1. What positions do you regularly find most difficult to fill?**

**Responses rated as number 5:**

Hospitality staff
Community Support Workers
Activity worker
Enrolled Nurses

**Question 2. What qualifications do you most need new recruits to have obtained? (Please rank in order of importance)**

	1	2	3	4	5	6	7	8	Response Count
Certificate II	<b>50.0%</b> (5)	10.0% (1)	0.0% (0)	0.0% (0)	0.0% (0)	20.0% (2)	10.0% (1)	10.0% (1)	10
Certificate III	<b>65.5%</b> (19)	10.3% (3)	3.4% (1)	6.9% (2)	3.4% (1)	0.0% (0)	6.9% (2)	3.4% (1)	29
Certificate IV	18.2% (2)	<b>36.4%</b> (4)	<b>36.4%</b> (4)	0.0% (0)	0.0% (0)	0.0% (0)	9.1% (1)	0.0% (0)	11
Diploma	30.0% (6)	<b>40.0%</b> (8)	10.0% (2)	5.0% (1)	5.0% (1)	0.0% (0)	10.0% (2)	0.0% (0)	20
Advanced Diploma	<b>33.3%</b> (3)	11.1% (1)	22.2% (2)	22.2% (2)	11.1% (1)	0.0% (0)	0.0% (0)	0.0% (0)	9
Undergraduate Degree	<b>43.8%</b> (7)	0.0% (0)	18.8% (3)	12.5% (2)	6.3% (1)	6.3% (1)	6.3% (1)	6.3% (1)	16
Postgraduate qualification	<b>43.8%</b> (7)	12.5% (2)	12.5% (2)	6.3% (1)	6.3% (1)	12.5% (2)	6.3% (1)	0.0% (0)	16
Total answered question									32

**Question 3. In which of the following skill areas do you most frequently need to recruit staff? (tick all that apply)**

		Response Percent	Response Count
Aged Care Work		<b>78.1%</b>	<b>25</b>
Home and Community Care		43.8%	14

Leisure and Lifestyle		28.1%	9
Disability Work		6.3%	2
Mental Health		6.3%	2
Hospitality		15.6%	5
Enrolled Nursing		50.0%	16
Registered Nursing		65.6%	21
Allied Health		18.8%	6
Administration		9.4%	3
Management		12.5%	4
Other		6.3%	2
Total answered question			32

**Questions 4. Which group do you need more applicants from or would like to target in next 12 months? (tick all that apply)**

		Response Percent	Response Count
Mature aged		62.5%	20
Young		62.5%	20
CALD		31.3%	10
Aboriginal or Torres Strait Islander		25.0%	8

People with a disability		6.3%	2
Parents returning to the workforce		56.3%	18
Retrenched		25.0%	8
Other		15.6%	5

**Question 5. Please indicate the type of service which best describes your organisation (Tick all that apply)**

		Response Percent	Response Count
Residential		68.8%	22
Retirement Housing		18.8%	6
Community Care		50.0%	16

**Question 6. Please indicate where your organisation is located (Tick all that apply)**

		Response Percent	Response Count
Adelaide Metropolitan		68.8%	22
Rural		31.3%	10
Remote		3.1%	1