

RECRUITMENT & RETENTION FORUM

This forum is vital for all managers!



Sally is a well respected and loved carer!
She has just handed in her resignation!
She can't handle the stress anymore!
You were dreading this day!
How much will losing and replacing Sally cost?
Is it possible to still retain Sally?

Presenters

- Stephen Kobelke**, ACSWA 'Update on Workforce Taskforce'
- Peter Fahey**, Anson Partners, 'Visible and Hidden Costs of Recruitment & Retention'
- Laurie Burns**, Brightwater 'People Magnet Program'
- John Metaxas**, Hellenic Village 'Investing in Staff'
- Rebecca Hall**, OSA Group 'Recruitment and Retention Strategies for Gen X and Y'
- Johanne Klap**, PRIMEXL 'Cost benefit of training for retention'
- Todd Paterson**, Ken Paterson Architects 'Joeys: Boomers Babies initiative'
- Jean Rothschild**, Caring for The Team



Aged & Community Services
 Western • Australia • Incorporated

Wednesday 4th June 2008

Calling all managers and those in HR and recruitment

Question: Every time a care worker leaves your organisation how much will it cost you?
Research reveals it could cost you between \$30,000 and \$60,000 in terms of:

- Loss of production from departing employee
- Loss of production from position being vacant
- Loss of production due to new employee
- Loss of production from co-workers and manager
- Employee processing cost.

This forum is vital for all Managers as it will address why staff leave, look at retention strategies and give you successful strategies for recruiting and retaining your key staff

9.15 am to 4 pm
4th June 2008
at
The Guide Dog Centre
Victoria Park

Cost
\$99 members
***\$135 non-members*
(inc. GST, lunch, morning and afternoon tea)

**** Non members - do you want a lower rate? Call us to hear about a better deal**

Recruitment & Retention Forum - 4th June 2008

Fax reply to ACSWA on 9244 8122 no later than 30th May or email your details to cso@acswa.org.au

Name _____ Email _____
 Name _____ Email _____
 Organisation _____
 Phone _____ Fax _____

Cheques should be made payable to ACSWA - ABN 33 304 773 467

Refund Policy: If the seminar is cancelled, registration fees will be refunded in full. Should any delegate withdraw from the seminar 10 working days or less prior to its commencement, no refund will be given, however, a substitute delegate is welcome.

If you need additional information:
Phone: 08 9244 8233
E-mail: admin@acswa.org.au

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Disclaimer: The views of those presenting at this forum are not necessarily those taken by or endorsed by ACSWA or it's Board. It is intended to provide general information only and should not be taken as constituting professional advice.



RECRUITMENT & RETENTION FORUM

Presenters



Stephen Kobelke, ACSWA

'Update on Workforce Taskforce'

ACSWA's board moved to create a taskforce to look at the industry's biggest issue, and to identify practical steps to address the issue and set aside funds to follow through with some of the proposed actions.



Peter Fahey, Anson Partners

Visible and Hidden Costs of Recruitment & Retention'

It is estimated that the cost of replacing a member of staff can be up to 200% of their salary. Find out how retention costs can be spent to offset these replacement costs.



Laurie Burns, Brightwater

'People Magnet Program'

Whilst Brightwater doesn't have the solutions to all of these challenges, we have developed, through our People Magnet project, a raft of strategies to attract and retain staff both now and into the future.



John Metaxas, Hellenic Community Aged Care

'Investing in Staff'

Hellenic Village made a decision in December 2006 to stop using agency staff in their 'Staff b4 agency' policy. John will discuss how these changes as well as other factors have enabled them to cease using agency staff.



Rebecca Hall, OSA Group

'Recruitment and Retention Strategies for Gen X and Y'

The workforce in aged care is ageing. We need to attract younger people and retain them. Hear about issues such as: non monetary rewards; healthy, fun and flexible work environments; learning organisations; understanding technology and appropriate recognition.



Johanne Klap, PRIMEXL

'Cost benefit of training for retention'

Johanne is a learning specialist. Currently she designs and delivers professional development training to both educational and corporate organisations, and facilitates change management processes. She is an award winning University Lecturer and a qualified 4MAT trainer .



Todd Paterson, Ken Paterson Architects

'Joey's: Boomers Babies initiative'

Ever heard of a professional network of young professionals working in aged care and retirement villages? These Gen XY: boomers babies need to be enticed into our industry, this is definitely the start of something...



Jean Rothschild, Swancare Group

'Caring for the Team'

Since having the ABC documentary 'Stress Busters' filmed at Swancare's Waminda facility, staff stress has reduced and absentee rates have fallen.