

Navigating workforce challenges in the rapidly expanding Aged Care sector

Webinar | 25 July 2024



Acknowledgement of Country

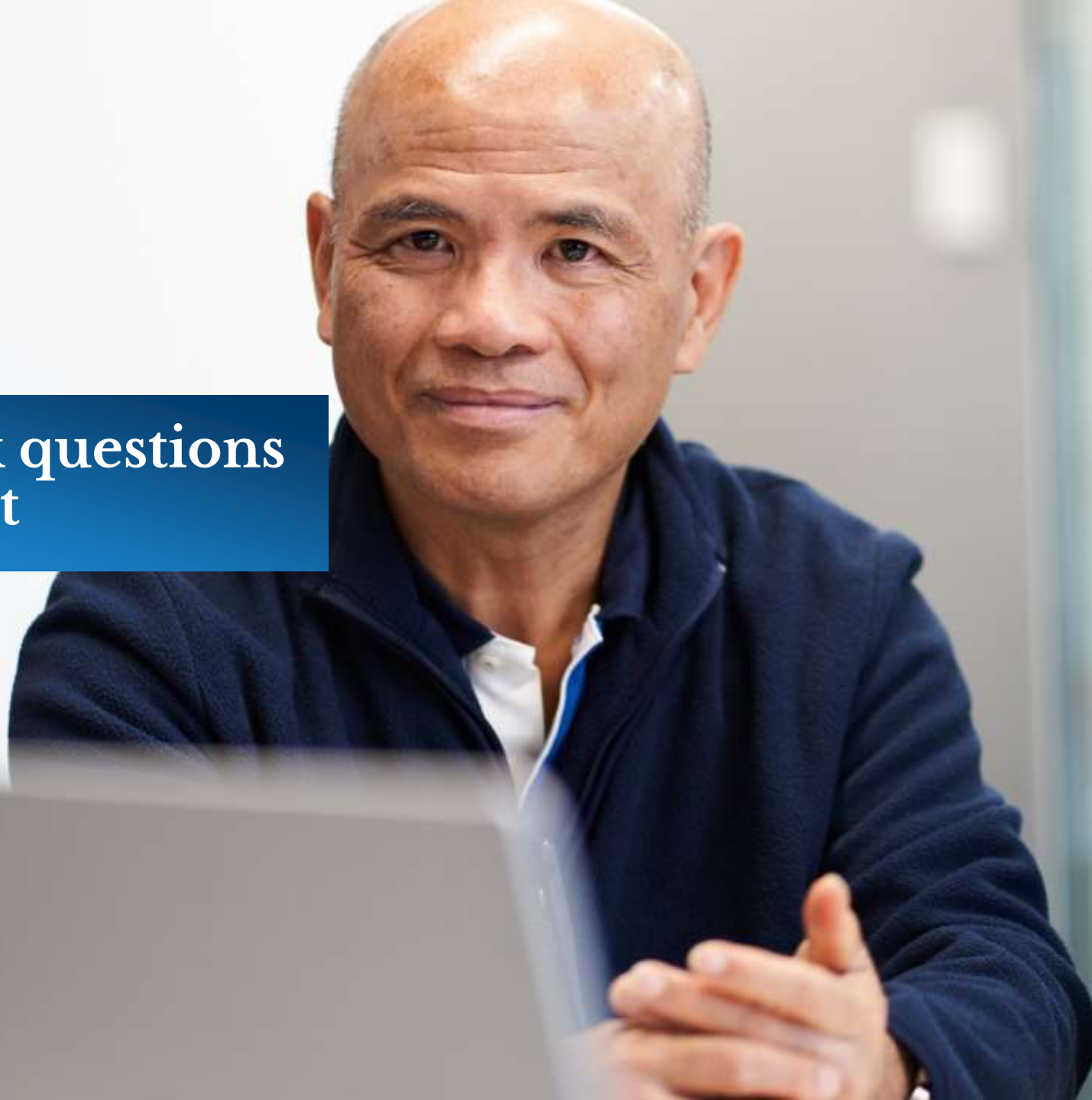
We acknowledge the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

This event qualifies for 1 CPD point. Add it to your log.



Please ask questions
in the chat



Agenda

1. Welcome
2. Survey findings
3. Let's hear from the panel
4. Wellbeing perspectives
5. More from the panel
6. Q&A
7. Close



Your host and guest speaker



Andrew Farmer

Partner

andrew.farmer@mirus.group

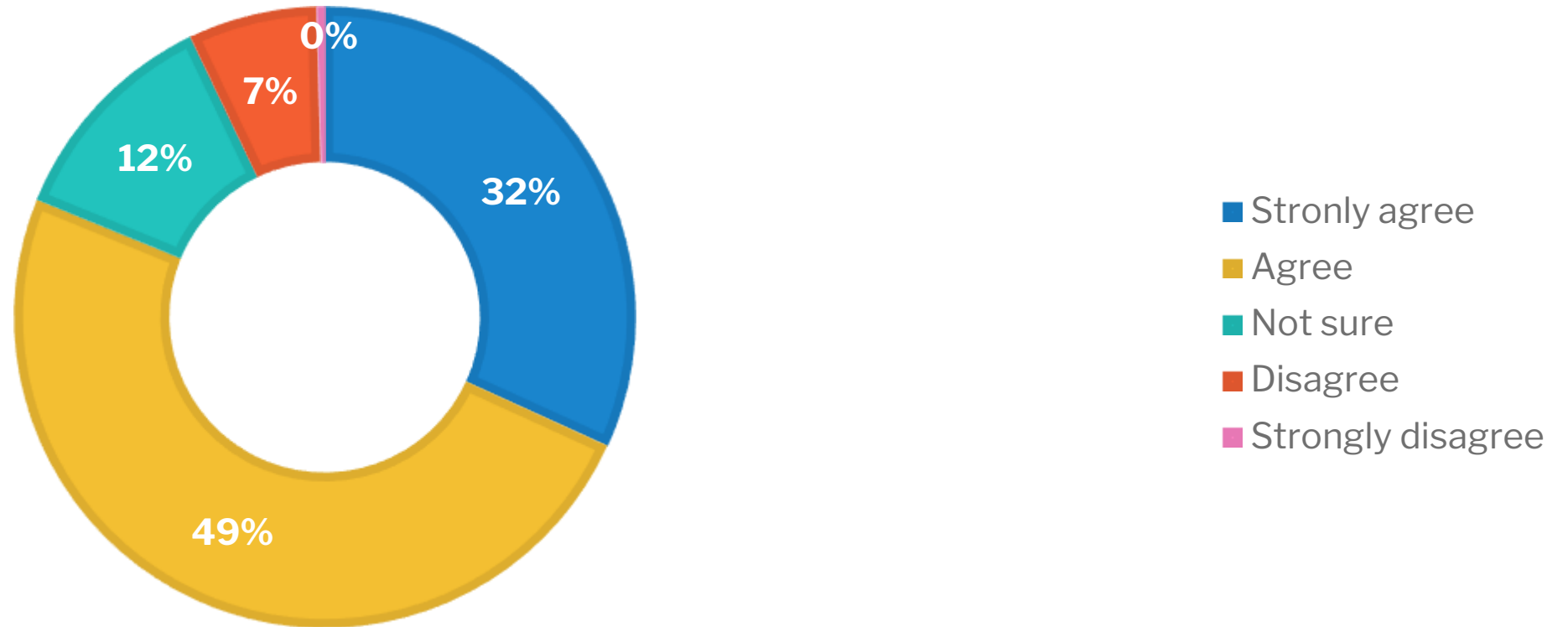


Morag Fitzsimons

Head of People
Advisory, Lockton

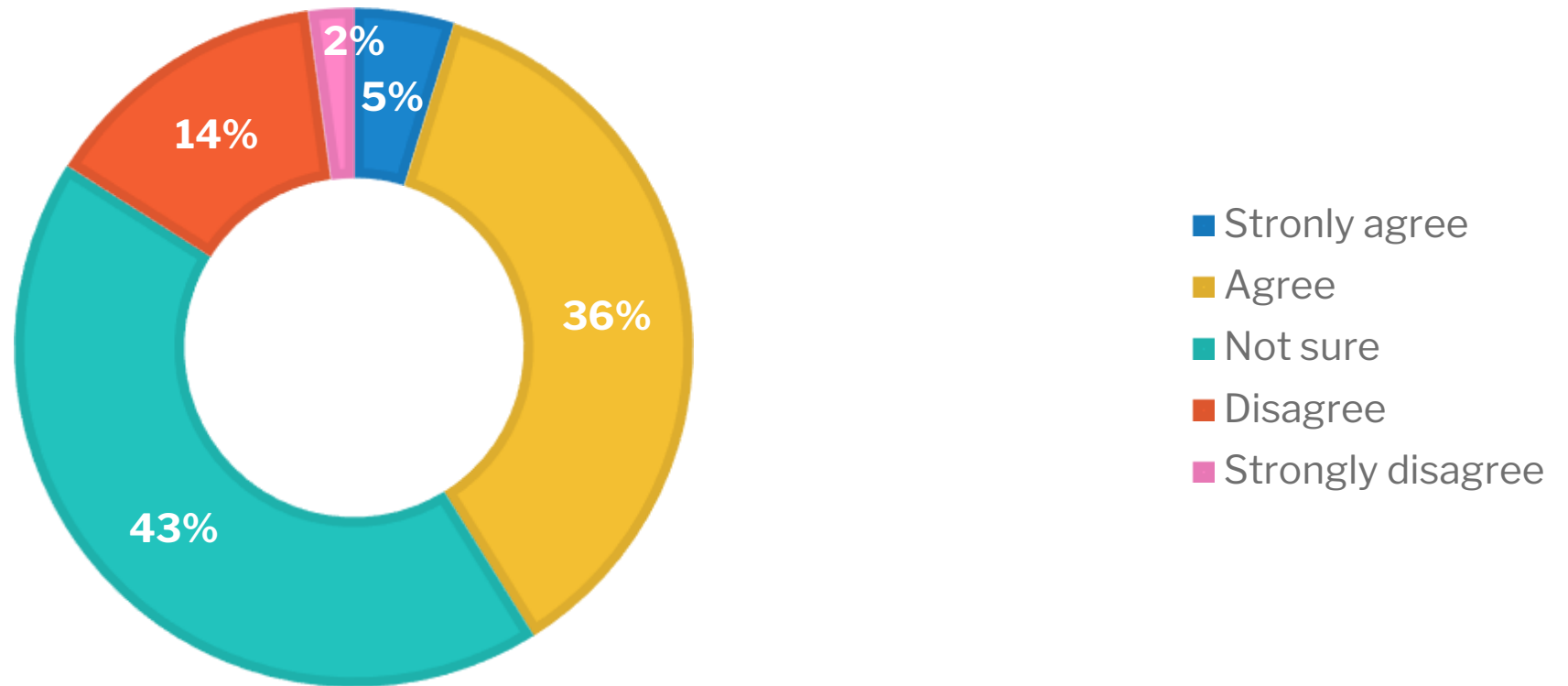
Morag.fitzsimons@lockton.com

It continues to be difficult to find staff to help meet our care minutes ^M



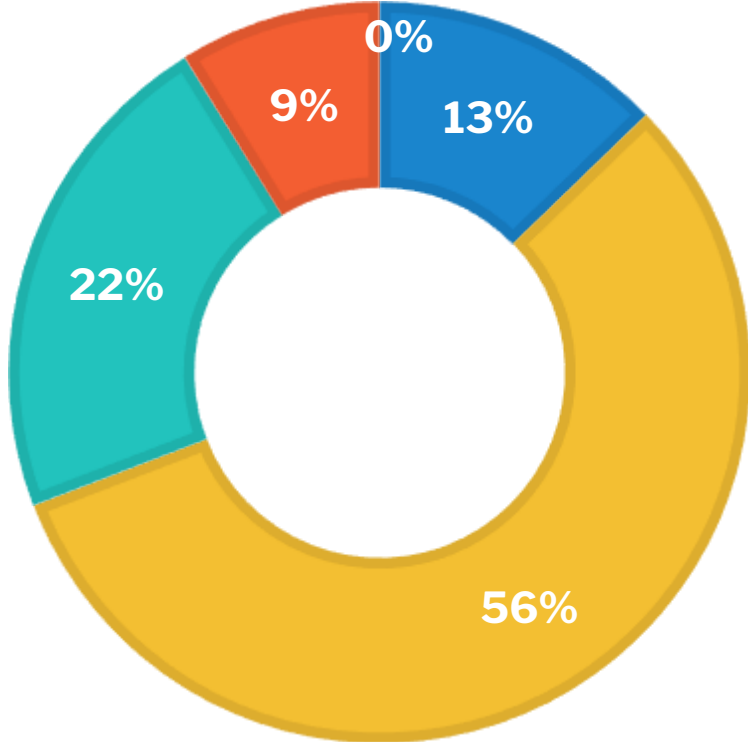
Represents 240 responses

I am confident that we will be able to meet the 215-minute care requirement on our roster



Represents 240 responses

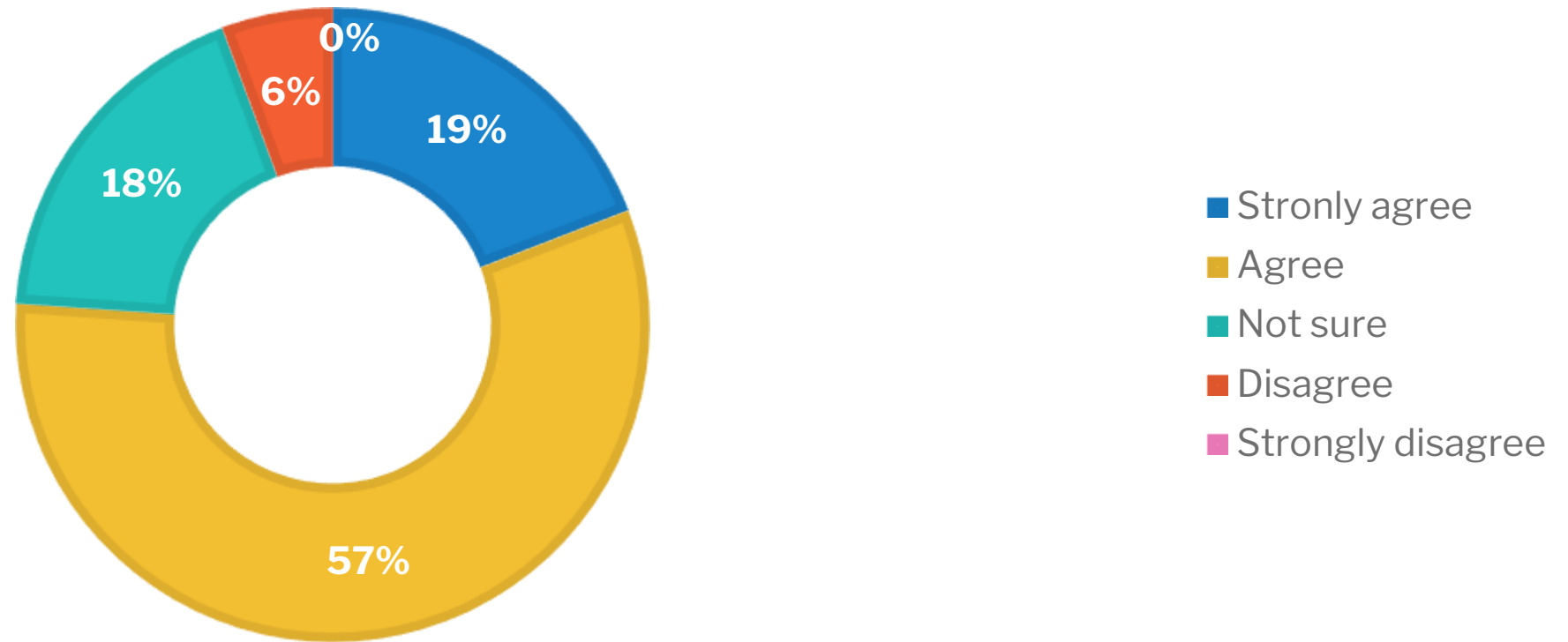
Our organisation has a clear understanding of the employee journey, mapped out from onboarding to exit



- Strongly agree
- Agree
- Not sure
- Disagree
- Strongly disagree

Represents 240 responses

Our organisation understands the current financial impact on employee health and its impact on leave cost and workers' compensation insurance



Represents 240 responses

Meet the panel



MaryAnn Curry

Chief Executive Residential
Care at
Anglicare



Russell Bricknell

Chief Executive Officer at
Juniper



Kim Riley

General Manager at
Quirindi Care Services



Peter Williams

Chief Executive Officer at
OneCare

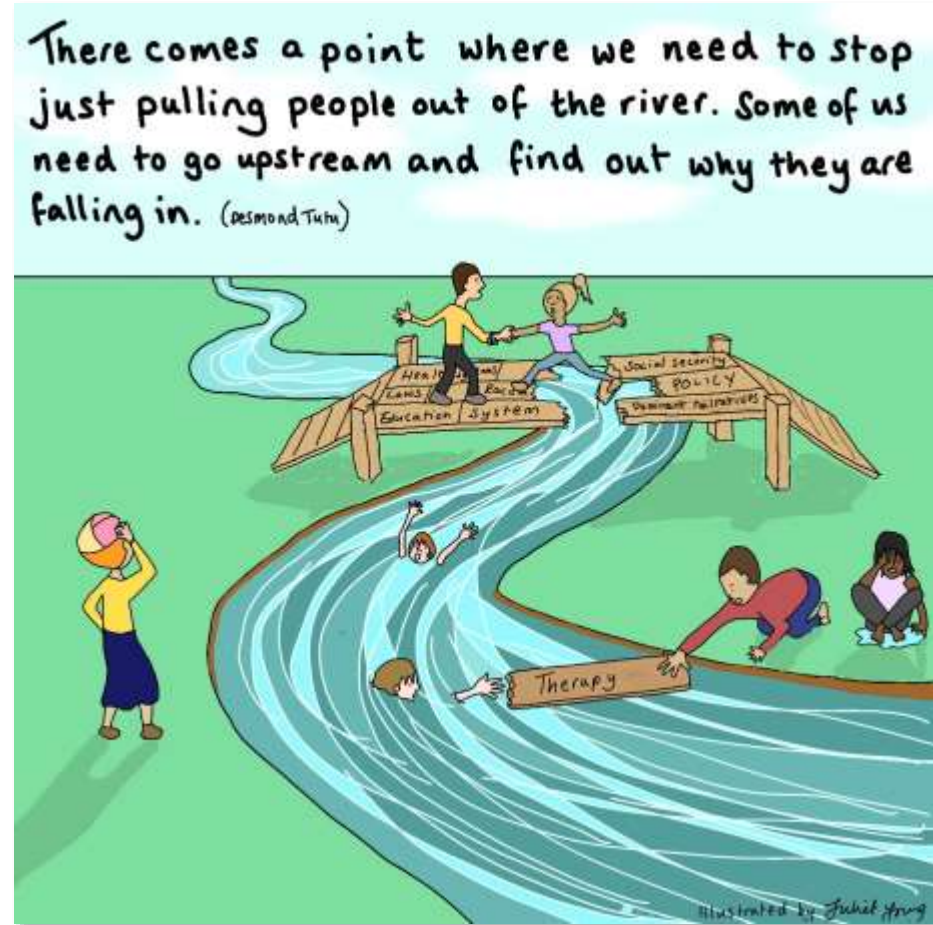
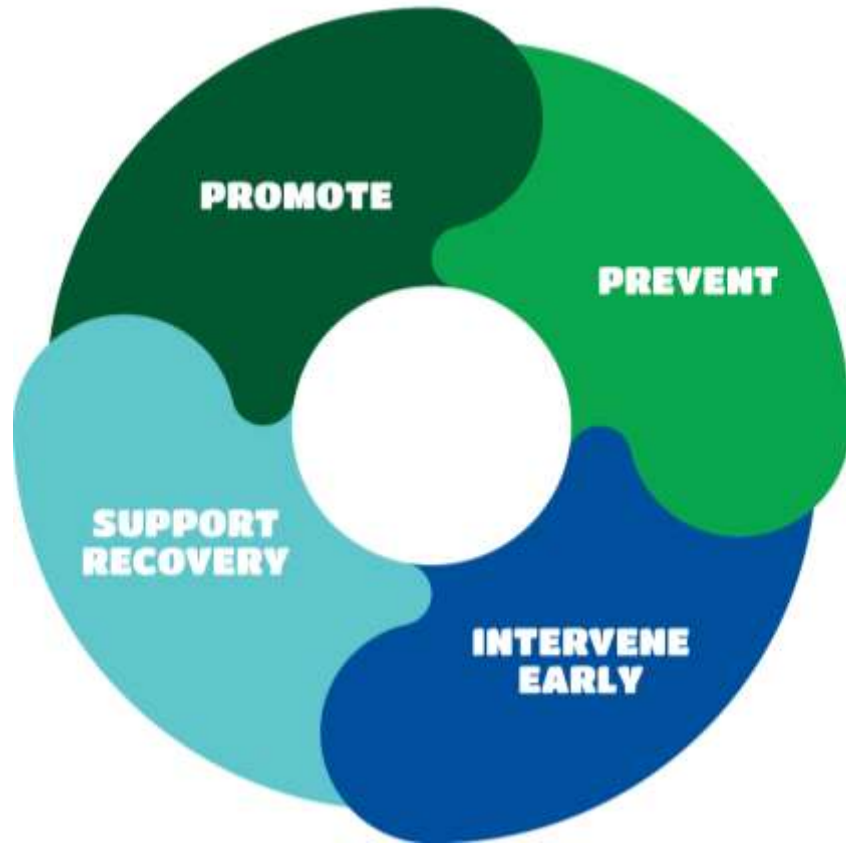
Reinventing Retention

Morag Fitzsimons, Head of People Advisory

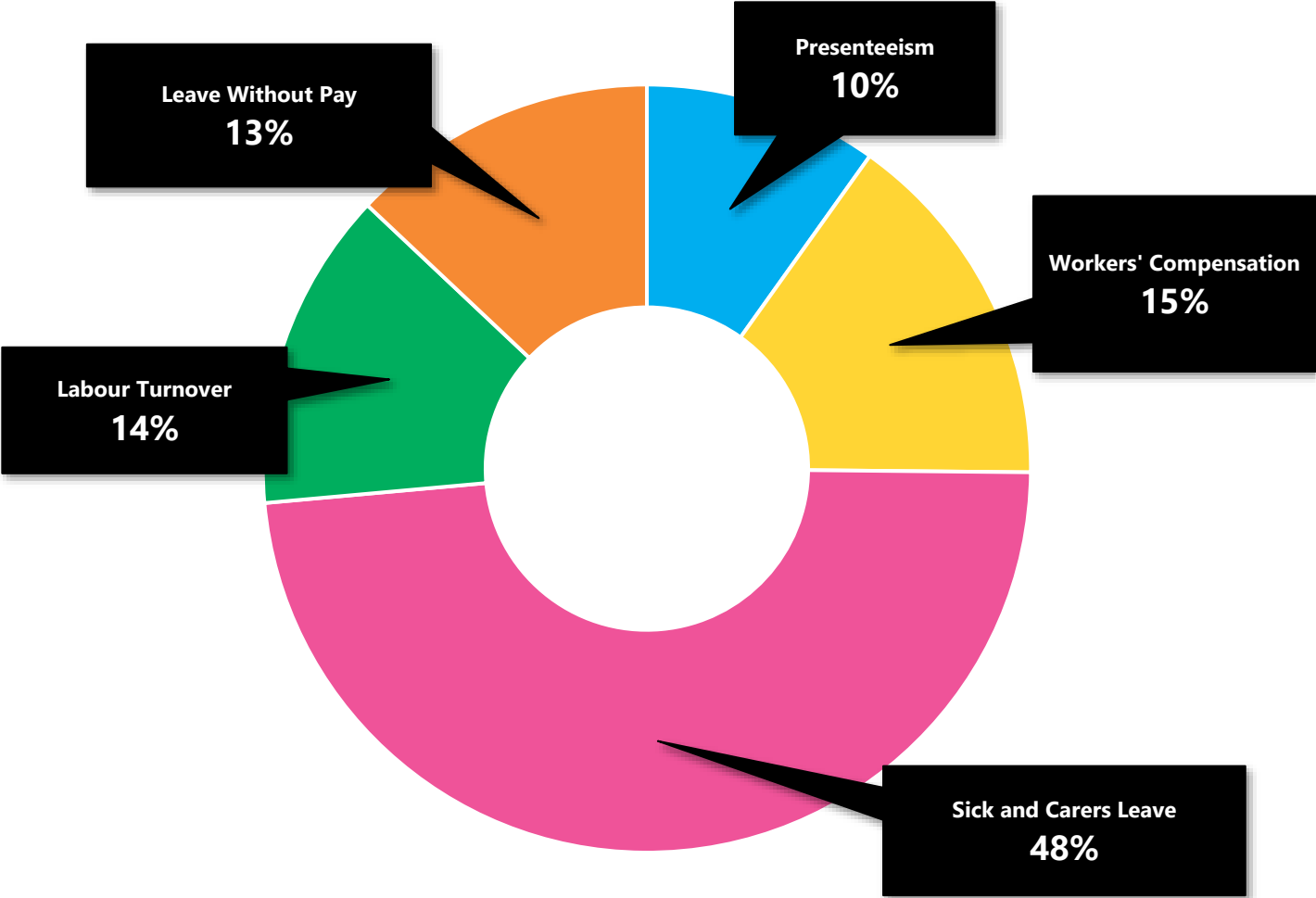
25th July 2024



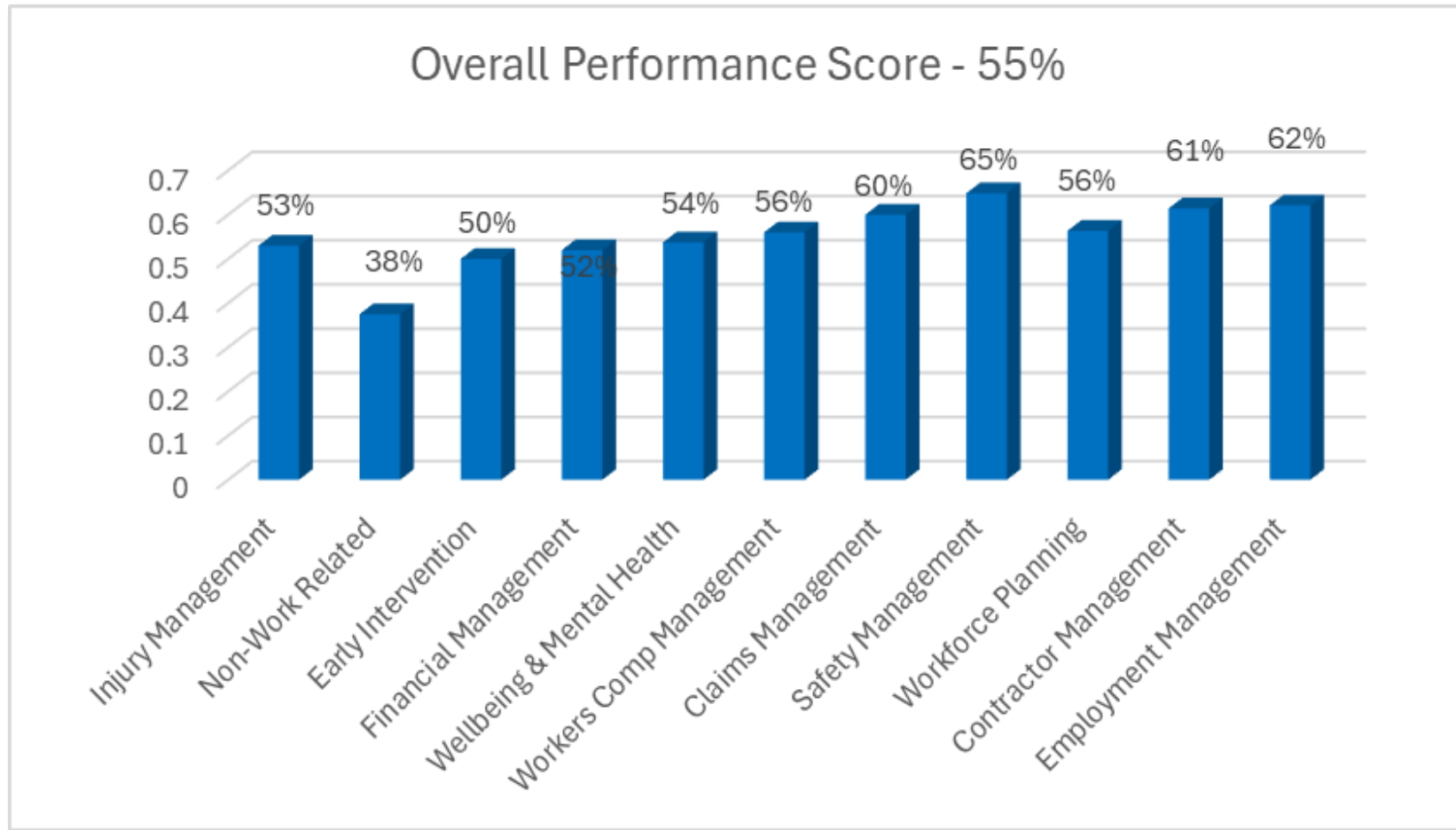
Shifting focus



Total Cost of Absence represents 22% of profit....



Benchmarking your employee experience



The Sandwiched Generation



Parents

- Care needs
- Health

Self

- Aging
- Career

Children

- School
- KIPPERS

Planning for your Life Stage

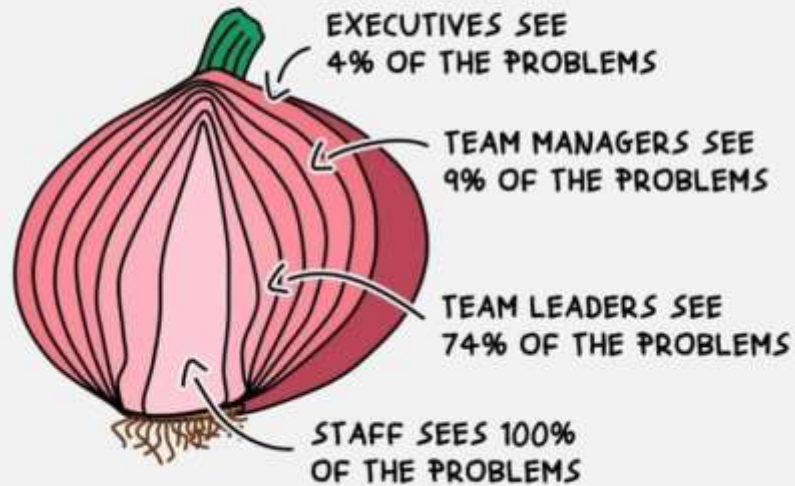
Under 45 Establishment Phase

Education
Travel
Fitness
Buying a home
Family/Children
Gaining Experience / emerging leader
Multiple Career Changes
Acquiring debt

Over 45 Consolidation Phase

Recognition of experience / mature leader
Education
Health
Owning a home
Travel
Family/Children/Aging Parent
Funding retirement
Reducing debt

PROBLEM AWARENESS IN COMPANIES



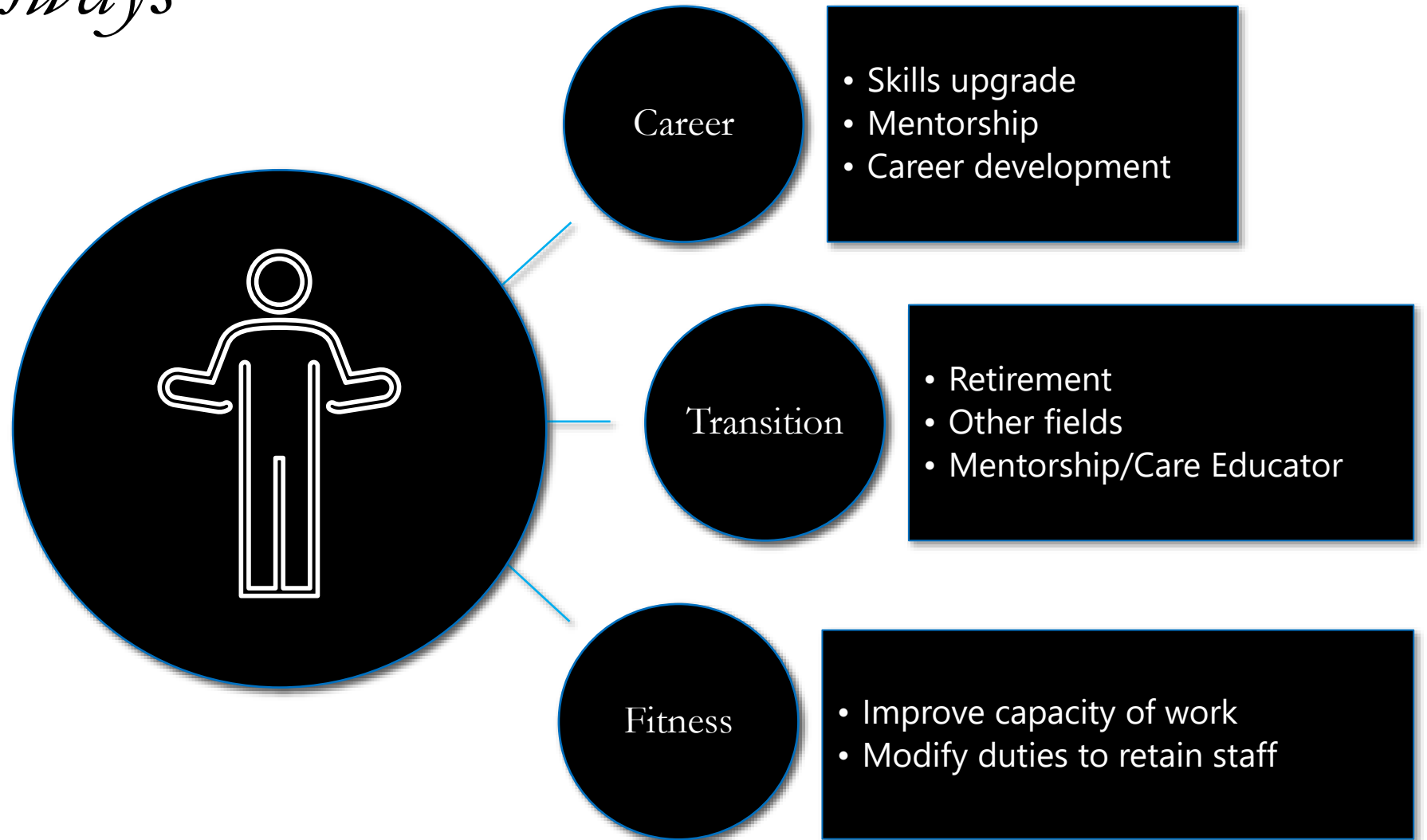
The conversation

The discussion was simple:

1. What drives poor wellbeing?
2. What do we do well?
3. What could we improve?
4. What you like to do more of yourself?

Planning pathways

Often staff will leave because they do not understand the alternatives.



More from the panel



MaryAnn Curry

Chief Executive Residential
Care at
Anglicare



Russell Bricknell

Chief Executive Officer at
Juniper



Kim Riley

General Manager at
Quirindi Care Services



Peter Williams

Chief Executive Officer at
OneCare

A woman with dark, wavy hair is sitting at a desk in an office. She is wearing a black blazer over a white blouse with black polka dots and has white earbuds in her ears. She is looking towards the camera with a slight smile. In the background, there are office desks with computer monitors and windows with blinds.

Questions from the
chat

Our next webinar



How technology and data are transforming the future of Aged Care

How individual organisations can drive their own productivity and value through digital transformation

Wednesday, 28 August 2024, 12pm – 1pm AEST

<https://www.mirusaustralia.com/how-technology-and-data-are-transforming-the-future-of-aged-care/>

**Check your inbox for details
or scan the code to register now**



Contact us



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