

Workforce Development in Action

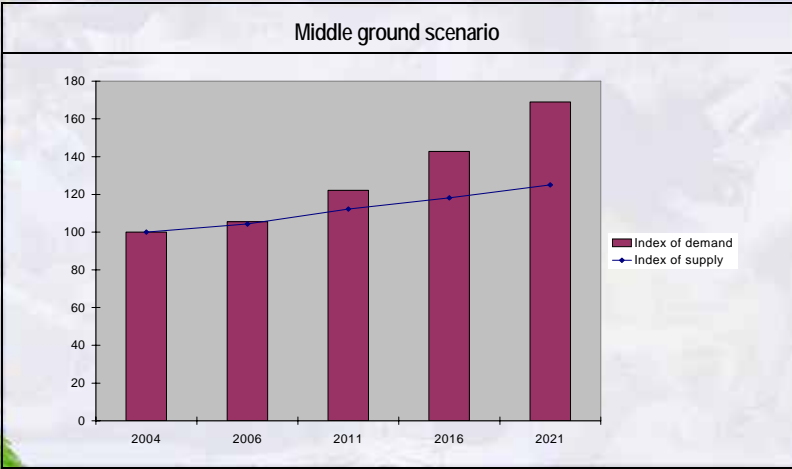
[Run Animation.htm](#)

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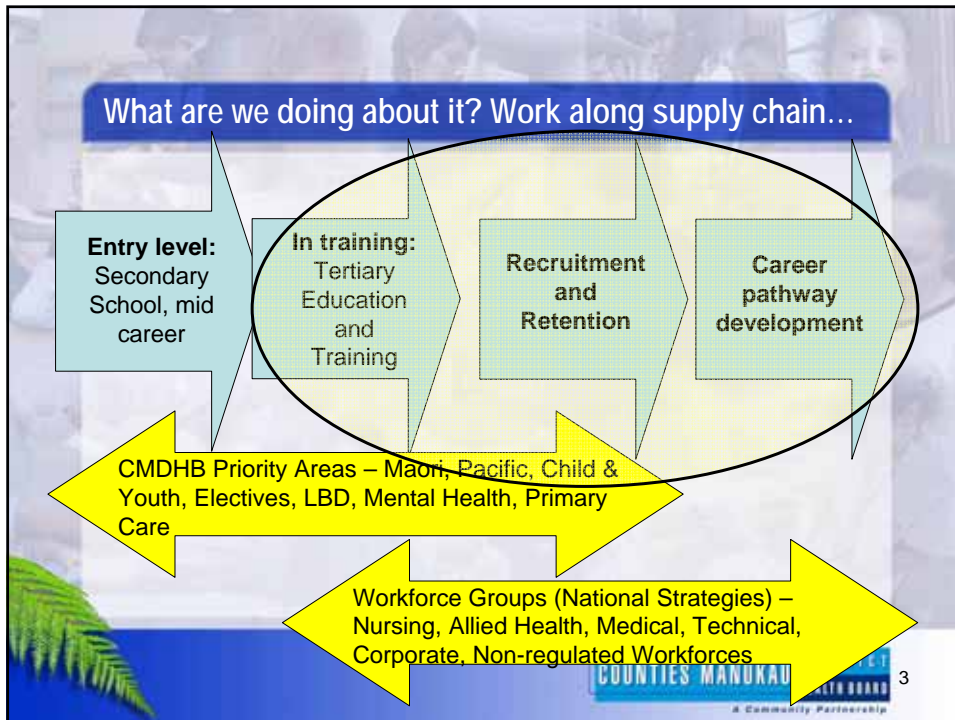
Big problem in workforce numbers.....

Middle ground scenario

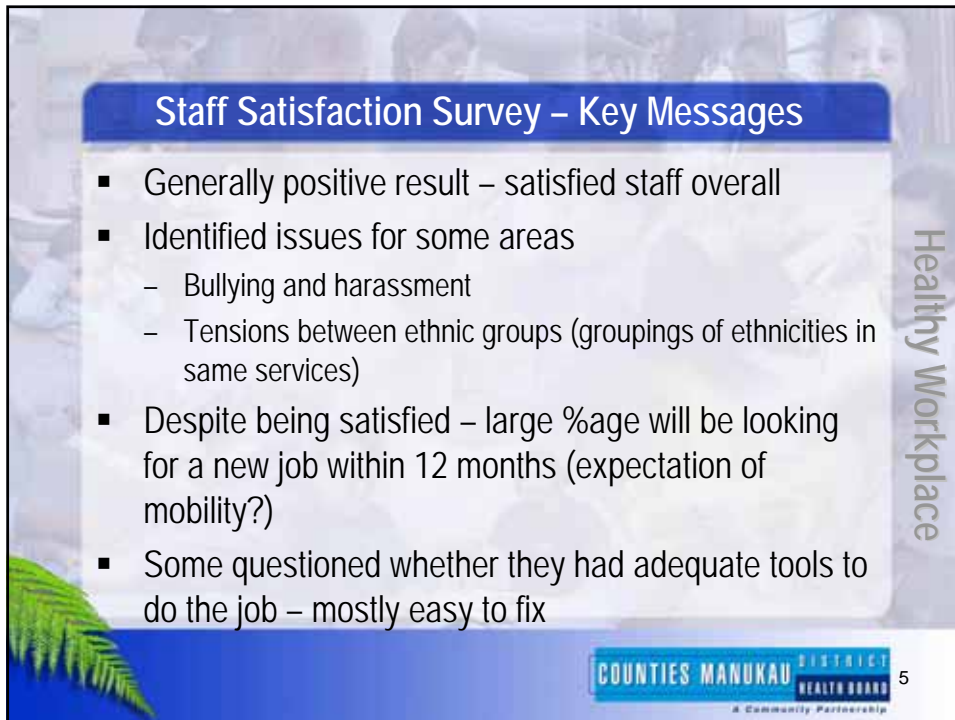


Year	Index of demand	Index of supply
2004	100	100
2006	105	105
2011	120	110
2016	140	115
2021	170	125


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- ### Do we really understand our workforce?
- Provider Arm (Hospital) Workforce Census
 - Staff Satisfaction Survey
 - Projection Reports (understanding our future)
 - NGO/Community Workforce Survey (who we work with)
- Healthy Workplace
- COUNTIES MANUKAU DISTRICT HEALTH BOARD
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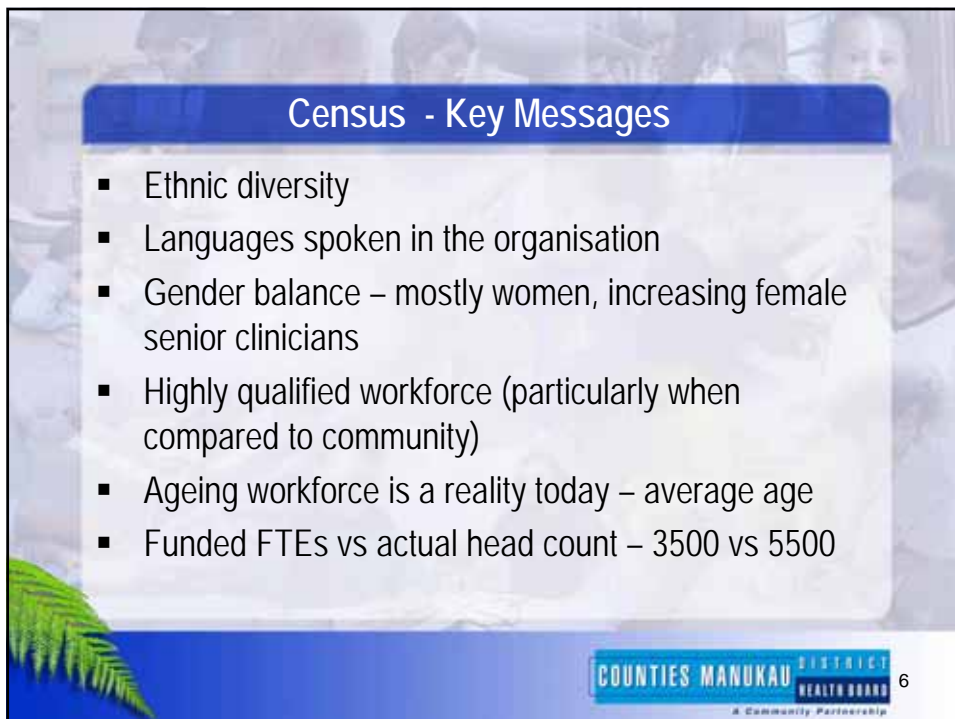


Staff Satisfaction Survey – Key Messages

- Generally positive result – satisfied staff overall
- Identified issues for some areas
 - Bullying and harassment
 - Tensions between ethnic groups (groupings of ethnicities in same services)
- Despite being satisfied – large %age will be looking for a new job within 12 months (expectation of mobility?)
- Some questioned whether they had adequate tools to do the job – mostly easy to fix

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Census - Key Messages

- Ethnic diversity
- Languages spoken in the organisation
- Gender balance – mostly women, increasing female senior clinicians
- Highly qualified workforce (particularly when compared to community)
- Ageing workforce is a reality today – average age
- Funded FTEs vs actual head count – 3500 vs 5500

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Implications from management perspective

- Need to support managers (toolkits) to manage complexity of their workforce
- Need to be more family friendly environment rhetoric into reality now (rosters, return to work support)
- Managing current talent better is critical when facing shortages (maturing workforce)
- Managing potential talent through workplace flexibility (expectation of mobility, multiple career shifts)
- Focus on career development and support for all staff to see opportunities for mobility
- Industrial relations environment potential constraint to what we want to achieve

Creating an environment that people want to work in

- MOOD – Employee engagement*
- Employee Wellness programme (Azion) *
- Employee Purchasing Programme
- Health & Safety
- Head, Hands & Heart (Nursing At Its Best)
- Recruiting the Right Staff the first time *
- Learning & Development
- Branding – Employee Value Proposition

MOOD Document - engaging with employees

Management
Of
Organisation
Development



At Counties Manukau District Health Board

Consultative processes

A handbook for employees and managers

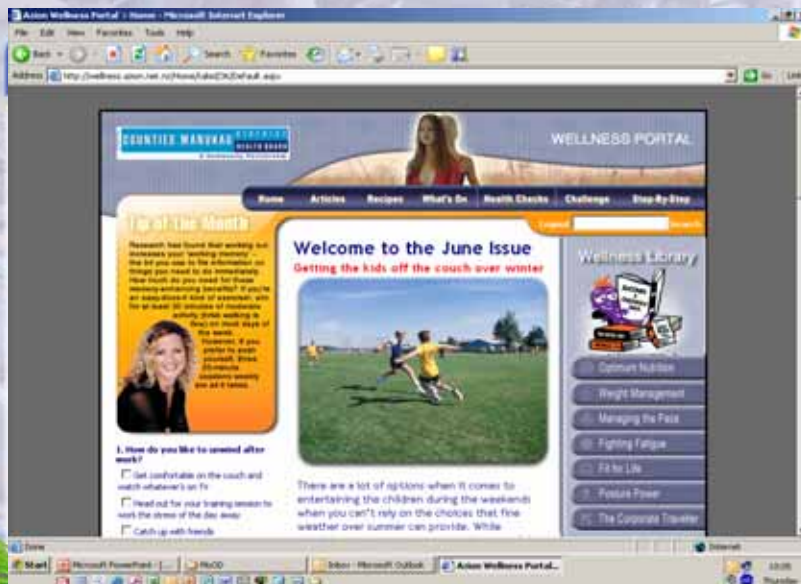
A joint venture between Counties Manukau District Health Board,

the New Zealand Nurses Organisation and the Public Service Association

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• [http://www.animation.htm](#)



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Approach – Fun, Engaging



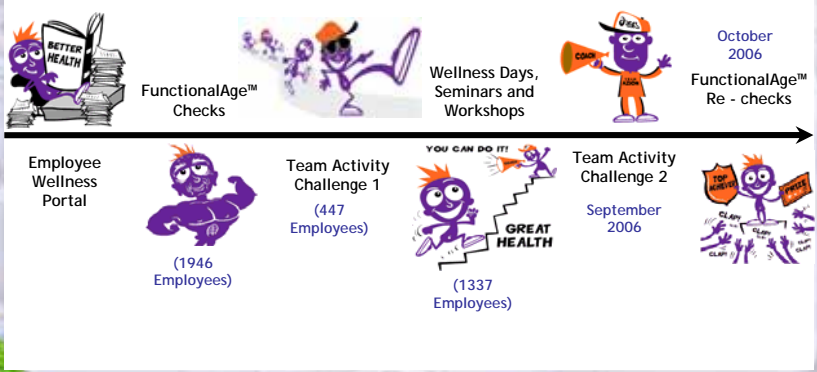
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Rollout and Participation

The Pathway to Employee Wellness



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Employee Feedback

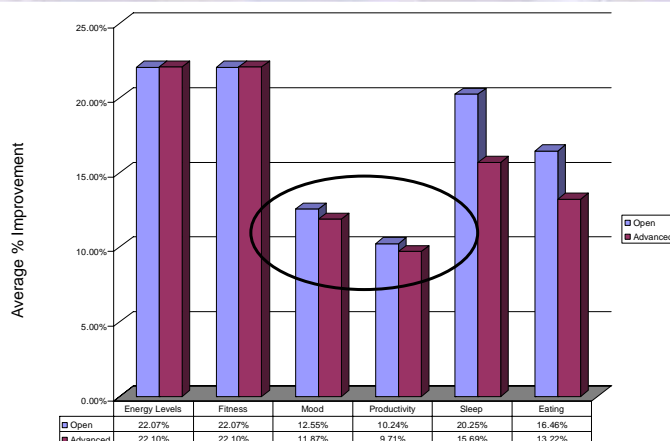
"Exercise is going good. Its been a struggle getting out of bed, but I just keep thinking FunctionalAge 5 years older than I should be and I bolt out of bed. I can't believe that after just one week I'm feeling more alert. Am looking forward to having it redone that's for sure."

"Just a quick note to say the programme was a good point to start me off on my way to a healthier me. I have joined the gym and have lost 10kgs."

"I am amazed that I actually do feel better. Certainly sleeping much better and more aware of doing the extra steps."

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Team Challenge Participants - Overall Percentage Improvement

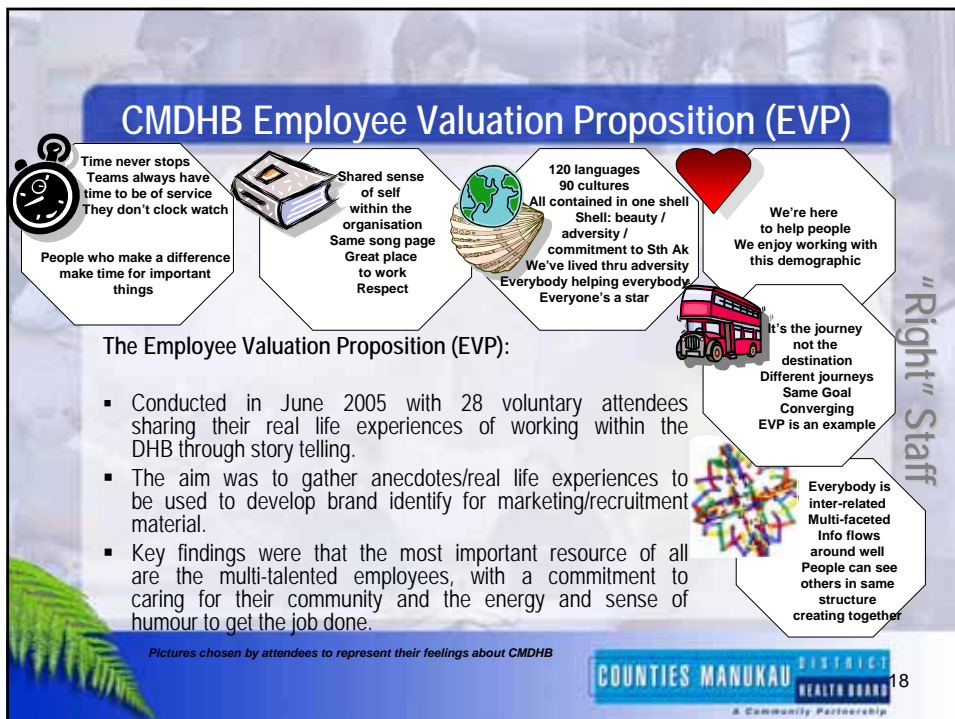


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CMDHB Employee Valuation Proposition (EVP)

- Time never stops
Teams always have time to be of service
They don't clock watch
People who make a difference make time for important things
- Shared sense of self within the organisation
Same song page
Great place to work
Respect
- 120 languages
90 cultures
All contained in one shell
Shell: beauty / adversity / commitment to Stk Ak
We've lived thru adversity
Everybody helping everybody
Everyone's a star
- We're here to help people
We enjoy working with this demographic
- It's the journey not the destination
Different journeys
Same Goal
Converging
EVP is an example
- Everybody is inter-related
Multi-faceted
Info flows around well
People can see others in same structure
creating together

The Employee Valuation Proposition (EVP):

- Conducted in June 2005 with 28 voluntary attendees sharing their real life experiences of working within the DHB through story telling.
- The aim was to gather anecdotes/real life experiences to be used to develop brand identity for marketing/recruitment material.
- Key findings were that the most important resource of all are the multi-talented employees, with a commitment to caring for their community and the energy and sense of humour to get the job done.

Pictures chosen by attendees to represent their feelings about CMDHB

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CMDHB's International Branding

A lifestyle that will move you

Manager
Core Adult Mental Health Services

Counties Manukau District Health Board is seeking an experienced and motivated Manager to lead the team of mental health professionals in the region. This is a full-time position with a salary of \$100,000 per annum. The successful candidate will be responsible for the day-to-day management of the service, ensuring that the highest standards of care are maintained. They will also be responsible for the financial management of the service and for the recruitment and retention of staff. The successful candidate will have a minimum of 5 years experience in a similar role and a degree in a related field. They will also have strong leadership and communication skills. For a confidential discussion please contact Kate Gillingham, Talent Leader - Recruitment on 021 121 1211 or email kate.gillingham@cmdhb.co.nz

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IT'S A BIG STEP THAT YOU'RE CONSIDERING

Once you experience the extensive benefits and conditions on offer, you'll know you've made the right choice.

A MENTAL HEALTH CAREER & LIFESTYLE, THAT WILL MOVE YOU

Our Candidate Consultants can offer you exceptional and professional remuneration packages, including relocation and living allowances, superannuation, and more. Contact us today to find out more!

Check out our international candidate website www.jobpulse.co.nz for further information.

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Future Branding (within a national framework)

Dietitian Wanted

Single men aren't supposed to eat three square meals a day, and here in South Auckland they're not! If you're a Dietitian, we've got a job for you. We're looking for a Dietitian to join our team at the Counties Manukau District Health Board. The successful candidate will be responsible for providing nutritional advice and support to patients. They will also be responsible for the financial management of the service and for the recruitment and retention of staff. The successful candidate will have a minimum of 5 years experience in a similar role and a degree in a related field. They will also have strong leadership and communication skills. For a confidential discussion please contact Kate Gillingham, Talent Leader - Recruitment on 021 121 1211 or email kate.gillingham@cmdhb.co.nz

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Measures of Retention

- Turnover
- Sick Leave
- Work Injury Lost Time Claims
- Staff Satisfaction Survey

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