



True Colours Report Our People

A snapshot of Whiddon's Workforce

Whiddon's Workforce

Employees

2707

Total number employed by Whiddon

Work Type



Country of Birth



Location



Age

45 Average age of Whiddon employee

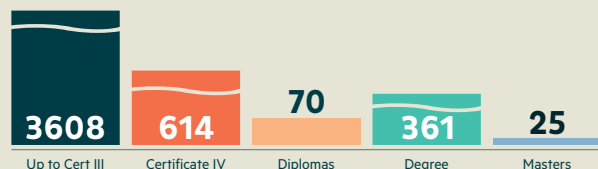
40% under 40

18% over 60

Gender



Qualification levels across our workforce*



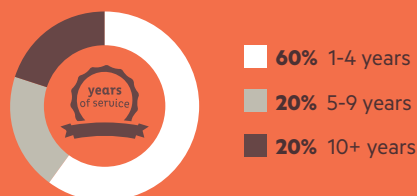
*Includes multiple qualifications per employee

Employee Engagement

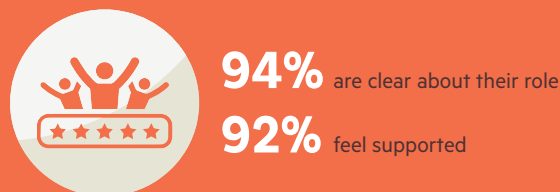
Retention



Length of Service



Satisfaction



Learning & Recognition

Whiddon Scholarships

99 employees

\$1.12m in scholarships (since inception)



Whiddon's Scholarship Program offers employees the opportunity to grow and develop their professional skills through funded tertiary study.

Learning Opportunities



EXERCISE 4 LIFE THERAPY ASSISTANTS



PALLIATIVE CARE



DEMENCIA FRAMEWORK



LEADERSHIP DEVELOPMENT



INDUCTION FRAMEWORK

Recognition – Everyday Heroes program

1645 employees nominated by their peers

"Just In Time"

Reward & Recognition program launch







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Workplace Safety

COVID Impacts

 **967*** confirmed or suspected employee cases of COVID

 **95%** workforce eligible for Australian Governments Aged Care Workforce Bonus

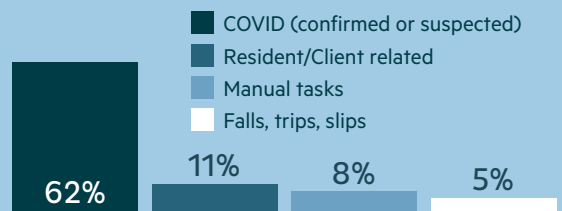
 **2** payments (through eligibility) of the Registered Nurses Grant provided by the Australian Government.

Claims

16 Average days off**
(Industry average 19)

\$7,105 Average cost of claims**
per/week (Industry average \$12,684)

Workplace Incidents



*Reported cases of COVID in 2022 **Average in 2022

Challenges

Time to recruit key roles (avg):

45 days
Registered Nurse

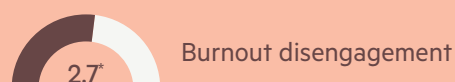


32 days
Assistants In Nursing

Shortages resulted in an increased use of Contracted Agency staff in 2022

Employee Wellbeing & Mental Health*

- Mental ill-health and burn-out were flagged as concerns for our employees
- The emotional & physical demands of the job are considered high



Source: SMART Design for Care Survey Nov 2022 - lower scores tend to be better

Priorities for 2023



Attract

- New workforce campaign "Purpose with passion"
- Global Citizens Exchange Program
- Whiddon Sponsorship Program
- Attracting Mature-Aged Workers



Retain

- Ensure Whiddon is a great place to work
- Increase uptake of Employee Referral Program
- Extend our Reward & Recognition programs
- Introduce Wellbeing Framework
- Action Design for Care design recommendations
- Improve employee communications and engagement



Develop

- Leadership Development Program
- New Learning Management System
- Review of Mandatory Training
- Micro Learning