

# 2023 FSRACA NATIONAL CONFERENCE

9–11 AUGUST 2023  
CENTREPIECE AT  
MELBOURNE PARK, VICTORIA

OUR TEAMS  
KICKING GOALS

## **Addressing labour gaps within a specialist aging workforce: utilising strategic planning and review of available resource**

**Ann Borg (QLD)**

**Background:** Relevance to the current economic and post pandemic climate. It is a widespread and real issue impacting in all workplaces and occupations.

**Objective:** I had to grapple with the realism that I was now left with a top-heavy department of junior and novice staff

**Procedure / Methods:** Review available FTE (full time equivalent). Commence recruitment processes. Review rostering styles and the need to adapt to utilise available resources, while maintaining skill mix. Submit business case to reallocate FTE to create new positions. Submit internal expressions of interest.

**Results / Discussion:** Overall, my work in adopting dynamic recruitment approaches has been a collaborative front incorporating Executive management and the Recruitment team. To provide a continuous proactive plan to provide both succession planning for both my own role and that of other existing positions

**Key Learning Outcomes:** Skills shortages; require utilising a more expansive approach to using available resources more effectively. Gaining a collaborative team effort from staff at the front line, executive management, and recruitment department

**Conclusion:** Thinking outside the box, is not easy. Adapting to change is a challenge not only to managers but to staff as well, junior staff need to be supported and guided by management and remaining senior staff. Recruitment and training new staff remains a collaborative team effort.

