

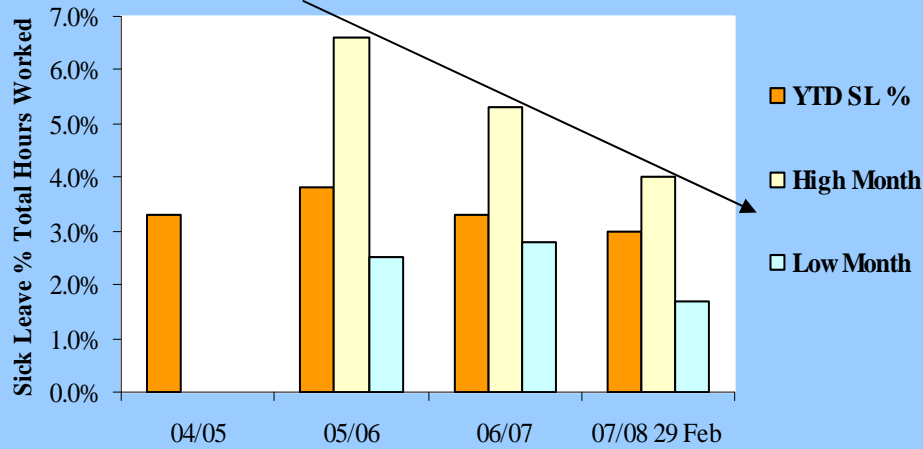
# WORKFORCE CULTURE CHANGE- RURAL

<b>THE UGLY</b>	<b>THE BAD</b>	<b>THE GOOD</b>
PROFESSIONAL V'S PERSONAL RELATIONSHIPS	LIMITED HR CAPACITY	STRATEGIC LEADERSHIP
COMMUNITY INFRASTRUCTURE	INEQUITIES	RECOGNITION
SUPPORT & TRAVEL	LACK CONFIDENCE	UPSKILLING
ACCREDITATION & REPORTING	WORKLOADS	ICT IMPROVEMENTS
CONFLICT	HIGH S/L & W/C	EFFECTIVE LEAVE MANAGEMENT

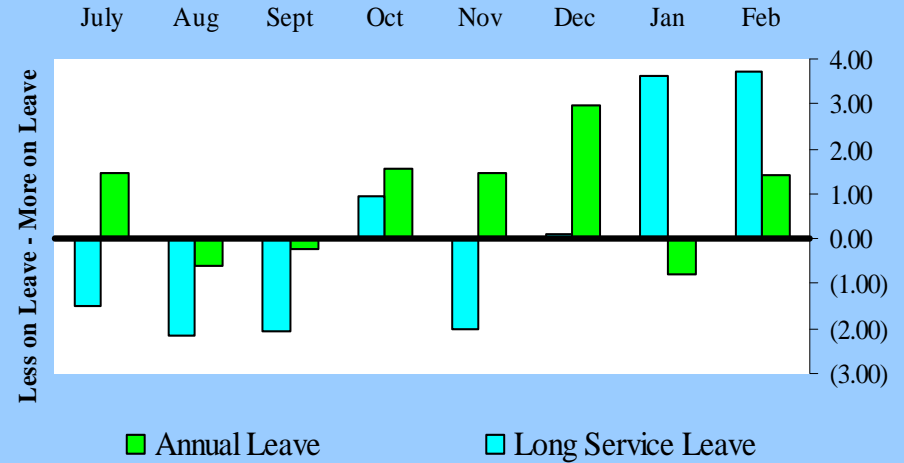


# IMPACT FOLLOWING INTRODUCTION OF A RANGE OF INITIATIVES INCLUDING BUILDING POSITIVE ATTENDANCE VICTORIA

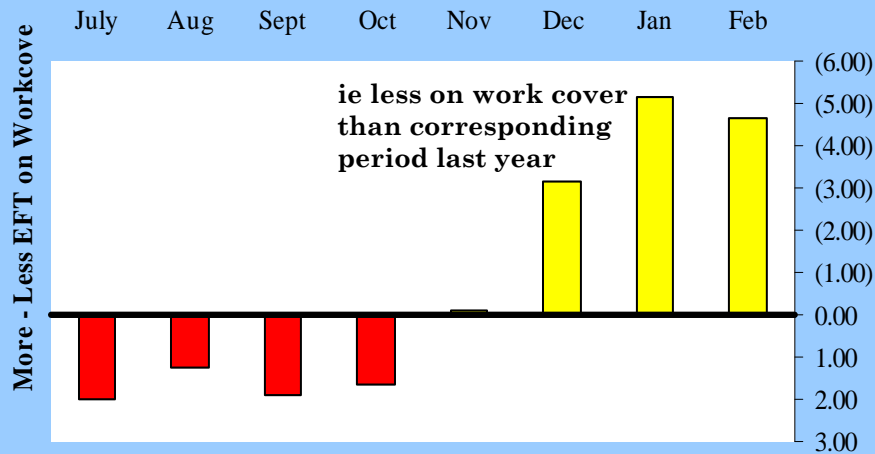
### SICK LEAVE as % AGE TOTAL WORK HOURS



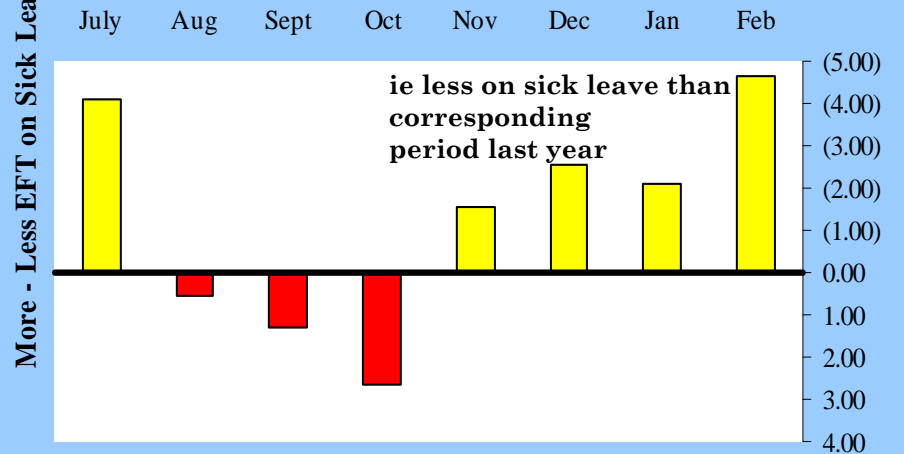
### LSL & ARL EFT VARIANCE 07-08 V's 06-07 Month by Month Comparison



### ONGOING WORKCOVER EFT VARIANCE 07-08 V's 06-07 Month by Month Comparison



### SICK LEAVE EFT VARIANCE 07-08 V's 06-07 Month by Month Comparison



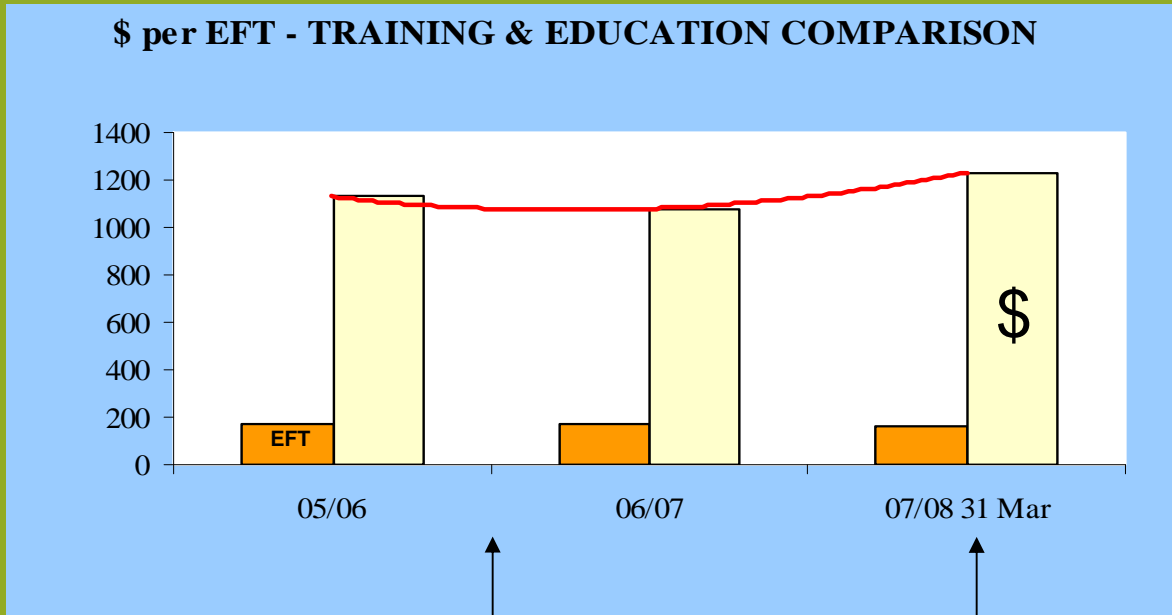
# ONGOING PROFESSIONAL DEVELOPMENT AND UPSKILLING PROGRAM

## EXAMPLES OF 2008 ACTIVITIES

- 3 PCA's upskilling to RN's Division 2
- 1 RN Division 2 upskilling to RN Division 1 (1st year)
- 1 unregistered Division 2 undertaking a refresher for re-registration. (This occurring elsewhere and she should return to RNH)
- 20 RN's Division 2 undertaking 12 week Anatomy and Physiology program to prepare them for undertaking the medication module in Semester 2
- 2 Allied Health staff attending a 2 day program on Health Management Coaching in May 2008
- Participating in the Round 4 Nurse Practitioner Project



# PROFESSIONAL DEVELOPMENT AND UPSKILLING EXPENDITURE



FULL FINANCIAL YEAR

YTD

