


# Is there more than wine in the Vines??

A large, solid red arrow pointing to the right, positioned on the left side of the slide.

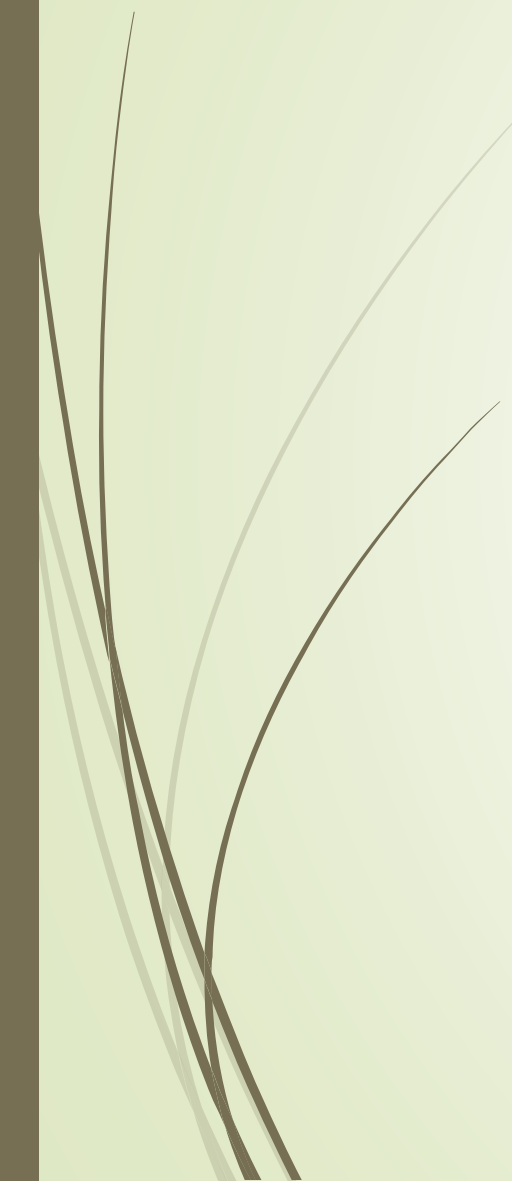
Margaret Drury  
Care Centre Manager  
Summerset in the Vines (Havelock North)



November 2018

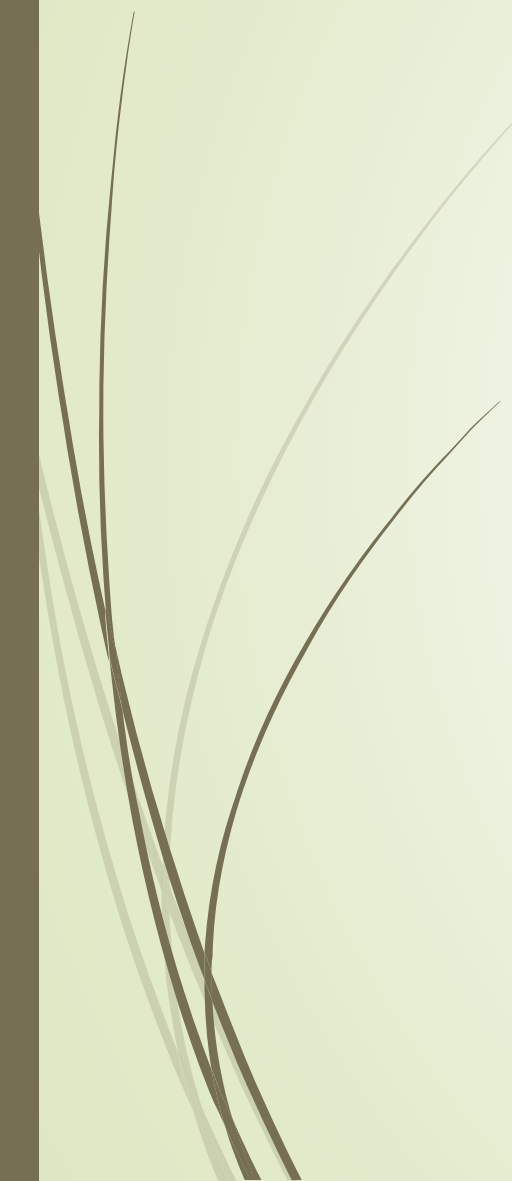


# Overview

- The Past – how easy was it
  - Recruitment and retention
  - The Dilemma
  - The future
- 

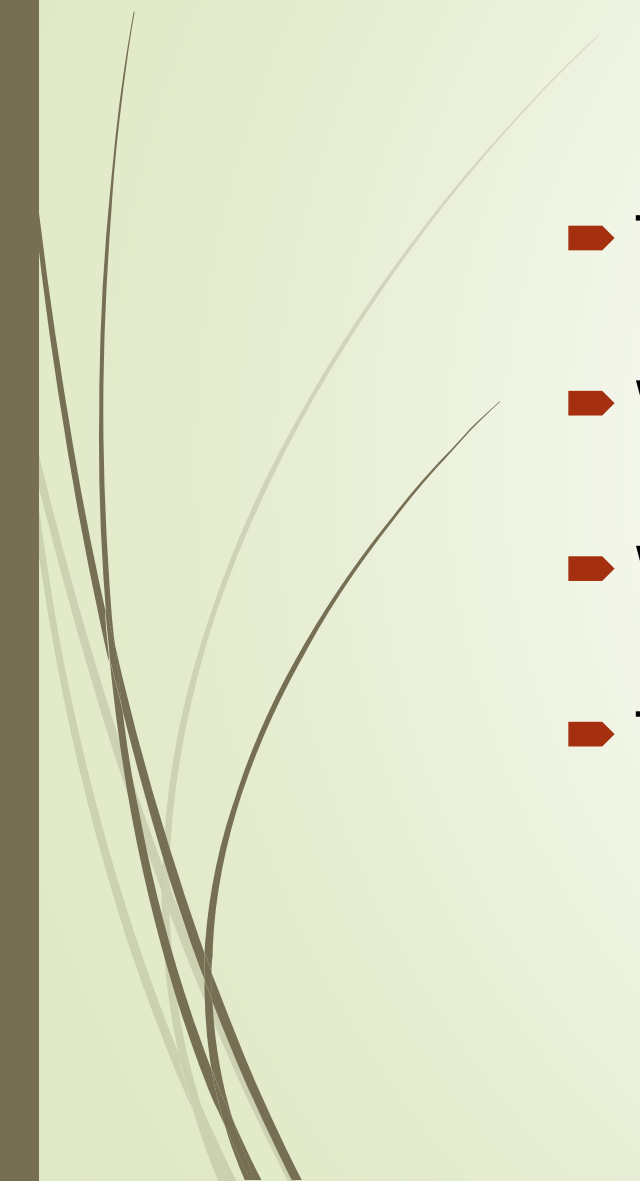


# My Journey

- Papers v's experience
  - Job opportunities
  - Right place at the right time
- 



# Why do we work?


- To earn a living
  - We enjoy socialisation
  - We need challenges in our life
  - To make a difference
- 



# Definition – Recruitment


- The process of finding and hiring the best-qualified candidate (from within or outside of an organization) for a job opening, in a timely and cost effective manner.
- The recruitment process includes analyzing the requirements of a job, attracting employees to that job, screening and selecting applicants, hiring, and integrating the new employee to the organization

(business dictionary.com)



# Recruitment – is it easy??

- Educational organisations
- Human Resources Department
- Job Ads – Agency on-line
  
- Word of mouth
- Drop ins
- Shoulder tapping



# Recruitment - who will reply

- CAPs
- NETP
- NZ
- Unqualified (Care Giver's)




# Considerations

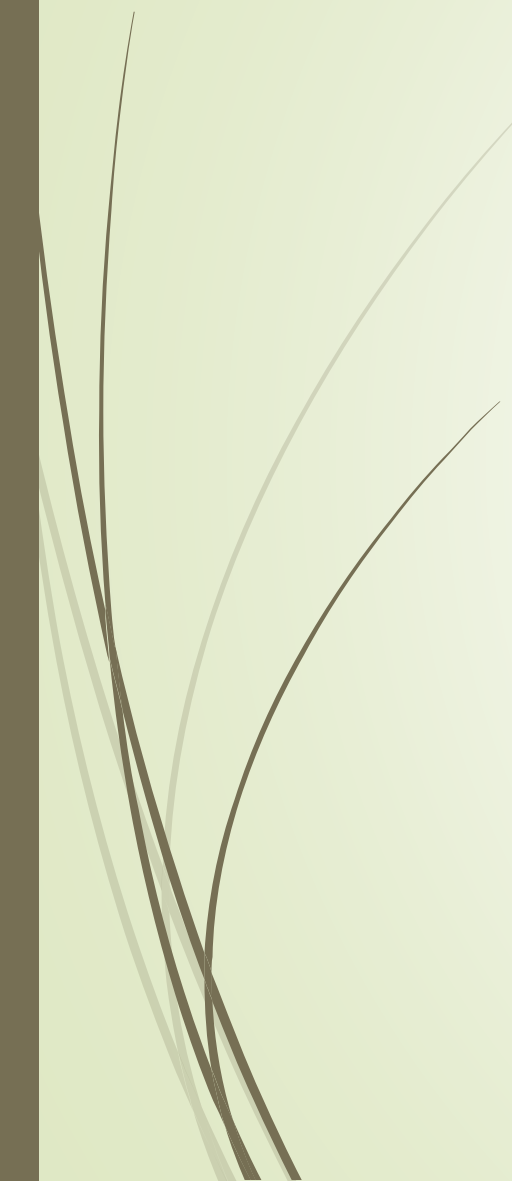
- Safe staffing
- Best fit
- Registration
- Qualifications
- Work Visa
- Length of orientation
- Competition (Private v's public)

***DESPERATION??????***





# Recruitment – the process

- CV
  - Interview
  - Completion of documents (including Police check)
  - Referee check
  - Approval
  - Offer documents
  - Negotiation
- 



# Definition - Retention

- The condition of retaining (keeping) something.....
- "Successful companies need to foster a good working environment so that employee retention remains at a high level.


(business dictionary.com)

- the act of retaining or state of being retained. The capacity to hold or retain liquid, the capacity to remember

(Collins dictionary)

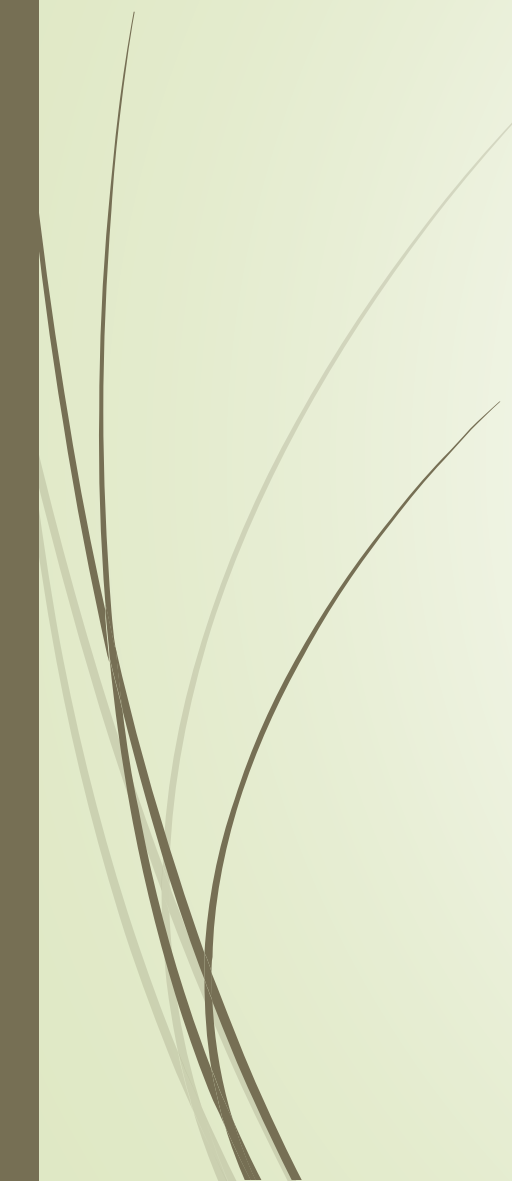


# Retention – how hard is it?

- ▶ Bringing the Best of Life to your Career at Summerset!
  - ▶ At Summerset the way we work is guided by our values - One Team, Strong Enough to Care, Strive to Be the Best.
- 



# Retention - What does it mean??

- Strategies - Point of difference
  - Employment package
  - Competition (private v's public)
  - Working environment
- 



# SS Employment package (off website)

- ▶ day-to-day health insurance cover
- ▶ funeral cover for yourself and your partner
- ▶ long service leave after five years employment
- ▶ an annual entitlement to Summerset shares\*
- ▶ birthday day off
- ▶ go into a quarterly draw to win Flight Centre vouchers worth \$3000
- ▶ referral payment when you introduce great candidates to Summerset
- ▶ discounts from a wide range of suppliers
- ▶ access to hardship loan
- ▶ sick leave from the first day in the role and exceptional leave
- ▶ professional development and career progression opportunities
- ▶ sponsored sports teams, and
- ▶ flexible working arrangements

# The Dilemma





# The Future

- Personal Musing

