



Partnering for
health, wellbeing
and productivity



**Lutheran
Services**
There for you

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Effective Pre-Employment Risk Assessment



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Lutheran Services' Journey



Recognition of the need to look at recruitment practises as part of establishing a sustainable workforce

A focus on attracting the right applicants with the right attributes, skills and approach to work in human services

Workforce

Aged care providers are some of the largest employers

Staff costs are up to 75% for a residential aged care service.

Agency staff cost more than regular employees, and don't have the same bond with residents that regular staff have.

Challenges with attracting and retaining good skilled staff. (particularly as the technology 'disrupters' provide flexible alternatives for care staff)



Workforce

Reputational risk

A plan involved a suite of strategies to meet this need

Pre-employment screening of applicants – with a difference

Aged care horrors: call for federal audit overhaul



The regulator responsible for monitoring aged-care facilities has failed to detect cases of neglect.

The Australian | 12:00AM April 29, 2017

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ANDREW BURNELL
WA Chief Reporter | Perth @AndrewBurnell7

The federal agency that oversees aged-care centres has repeatedly failed to detect shocking cases of inadequate care and neglect, sparking calls for an overhaul of the "tick-a-box" accreditation system that is meant to ensure the safety of 170,000 nursing home residents.

Analysis by *The Weekend Australian* has uncovered examples of at least 10 aged-care homes that formally met all of the regulator's 44 accreditation standards in recent years despite subsequent findings that they failed to provide a reasonable standard of care.

These include cases in which an 89-year-old war veteran was attacked by mice as he lay in his Queensland nursing home bed and another involving an elderly dementia sufferer who died after falling into a fountain in a Melbourne home's courtyard.

In other incidents, a 79-year-old woman died from heat exposure after being locked out of a Melbourne home when the temperature hit 46.6C, and an 88-year-old woman in regional NSW died after contracting a urinary tract infection that was inadequately treated by her nursing home.

Only four of the nation's 2678 nursing homes, or 0.14 per cent, had sanctions imposed and their funding frozen for failing to comply with standards.

Occupational Medicine in Aged Care

The interface of health and work

Speciality focused on health, wellbeing and productivity



The Question of Fitness for Duty



Fitness for Duty

Able to carry out the essential and inherent requirements of all the tasks in their job

Without creating a significant risk to themselves, others or the employer

“Foreseeable” and “Significant” risk

Prognosis / treatment / rehabilitation

What can we do? “Reasonable accommodation”

Unique Human Resource Requirements

Human resource needs in aged care are very different to other industries

Care workers make a meaningful contribution to the lives of the people they service

Dual Health and Safety Obligations

Control the risk of work-related injury and illness

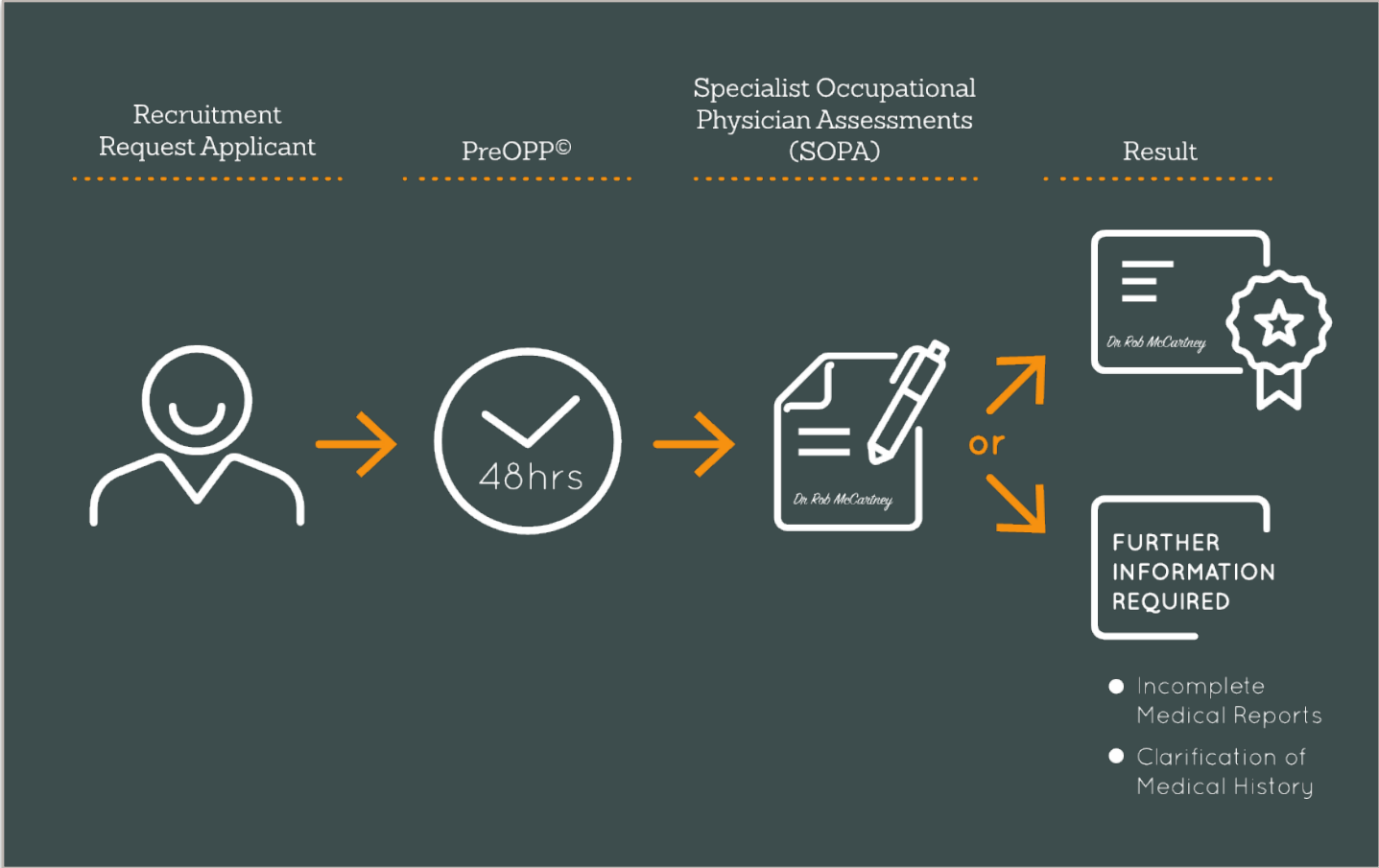
And

Ensure the safety and wellbeing of residents –
reputational risk

Key Considerations

- Duty of care
- Disability Discrimination
- Privacy Act
- QA / consistency over multiple sites
- Cost

Solution: PreOPP[®]

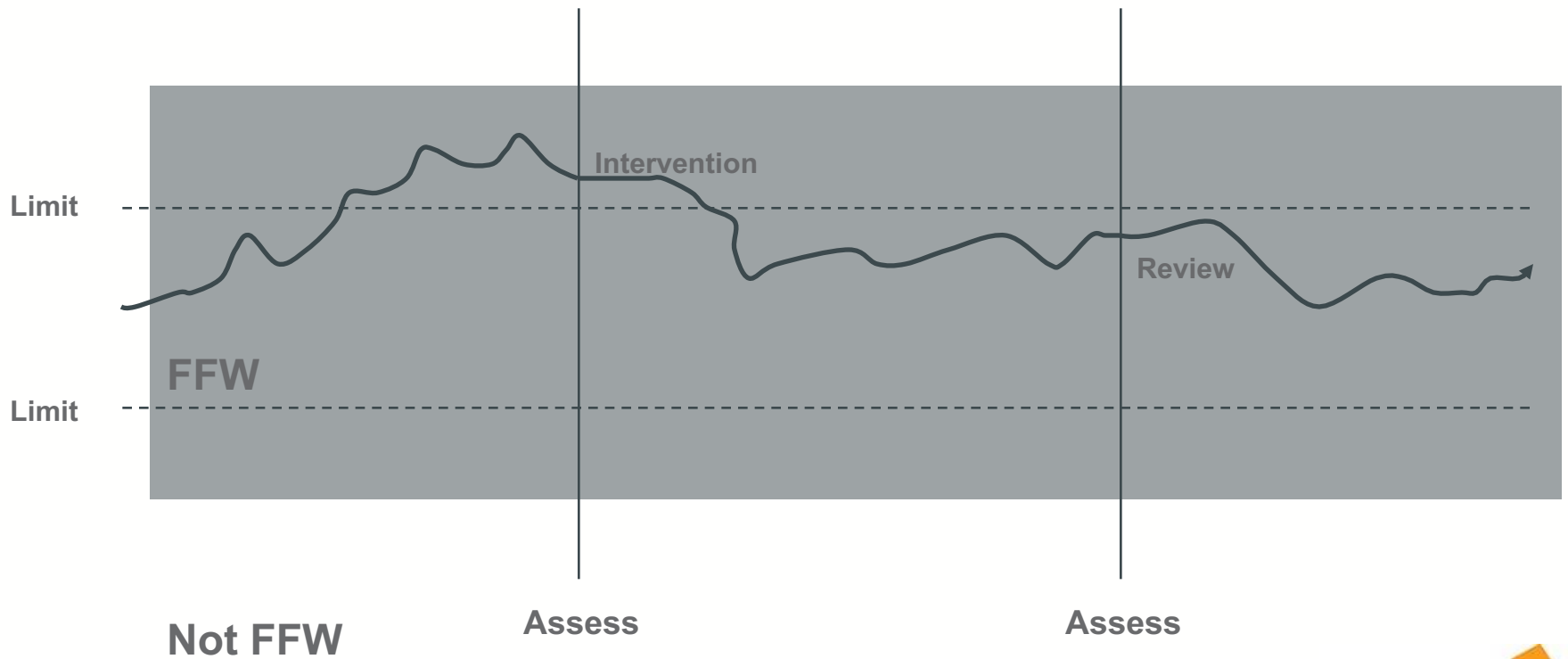


How do we manage workers health across their lifespan?



Periodic Monitoring

Not FFW



Risk Management Options

- Accept the risk
- Outsource the risk
- Alter the risk
- Eliminate the risk
 - Aging population
 - Decrease fitness
 - Less people / candidates / workers
 - Anti-discrimination legislation

What if the best person for a role has a health condition?

Health Management Plans



In order that people may be happy in their work, these three things are needed: They must be fit for it. They must not do too much of it. And they must have a sense of success in it.

Thomas John Ruskin
1850

Thank You

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