



Workforce Strategy



Employee Forum April 2023

Workforce Crisis



The World Health Organisation estimates a projected shortfall of 10 million health workers by 2030



Australia's health workforce shortage is projected to continue to increase exponentially, with a deficit of 109,500 nurses and 2,700 doctors by 2025



Demand issues are further exacerbated by a significant proportion of nurses intending to leave a direct-care position



Workforce Strategy

Lots of work to date...



Lots of work to still do...

Incorporating best practice, engagement insights, and your feedback our Workforce Strategy will be designed to have a dual focus.



Based on what we know, examples could include:

- grow your career & achieve your goals
- promote retention of existing workforce
- implement flexible working arrangements
- career progression pathways

Based on predicted gaps, examples could include:

- recruitment networks & development of advanced practise roles
- research partnerships
- workforce planning / forecasting data & tools
- utilising technology to increase efficiency



Workforce Strategy

To deliver excellent care
we must ensure we have the
right people in the right jobs,
reaching their full potential.



Workforce Strategy

Have your say about your workforce...



Suggestion Box

Written

QR code link

First round opened
18 April – 12 May



Virtual Drop in Sessions

Online

2 x sessions per week
over a 3-week period
(6 sessions)

Various days and
times between
19 April – 10 May



Local Area Meetings

Face to Face

Facilitated by
Workforce Working
Group members
within operational craft
groups

Ongoing



What

How

When

Passionate about Monash Health?

Share your ideas about how to make it even better.

**We'd love to hear from you as we develop our next
workforce strategy.**



Use the QR code to access our virtual suggestion box

