



Submission to the Productivity Commission Inquiry Into Aged Care

Submitted by

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Vasey RSL Care Ltd considers the following issues crucial to support approved Aged Care Providers to meet workforce requirements in the future:**1. Labour Supply**

- a. Continue to provide quantitative workforce data regarding Aged Care industry supply and demand in the context of the broader health care workforce.
- b. Continue to increase funded educational opportunities for Health Care workers to expand the available workforce.
- c. Address problems with literacy and numeracy issues within the broader community, which effectively reduces the pool of available workers for Aged Care due to the documentation and communication demands of even the most basic of positions within the industry.

2. Attraction and Retention within the Aged Care Industry

- a. Enable approved providers to effectively compete in the labour market with other Health Care sectors to attract and retain Health Care Workers by providing the funding to achieve wages parity with the public health sector.
- b. Continue to provide qualitative data and quantitative workforce data regarding attraction, retention and push factors for the industry by position type segment. Provision of this data has enabled VRSLC to develop an evidence based attraction and retention strategy which has resulted in a 12% reduction in voluntary staff turnover from 25% to 13%.
- c. Fund marketing of Aged Care as a career choice.
- d. Where practicable, without compromising resident care, alter aspects of the Aged Care system which are contrary to evidence regarding attraction, retention and push factors. The National Institute of Labour Studies¹ data indicates for example that direct care workers feel they are not able to spend enough time with residents. Reviewing accreditation and documentation requirements for example in response to the evidence available regarding attraction and retention of Aged Care industry employees may be useful.

¹ *Who Cares for Older Australians, A Picture of the Residential and Community Based Aged Care Workforce 2007*, Bill Martin & Debra King, The National Institute of Labour Studies, 2007