

deliberatepractice named innovative HR team

St Leonards, NSW - Melbourne-based deliberatepractice has been selected in Human Resources Director's Innovative HR Teams list. This prestigious list showcases the industry's most forward-thinking teams.

HRD invited teams from across Australia to showcase their achievements and innovation over the last 12 months. Entries focused on a broad range of areas including talent management, diversity and inclusion, recruitment, reward and recognition, culture, and HR technology. After an incredibly challenging 12 months which saw HR step up to the challenge of leading through the crisis, this year's list showcases the top 30 HR teams who have led the way when it comes to innovation.

Sourcing candidates to work in the aged care sector is challenging even in normal times, but due to the pandemic, the already constrained workforces are further pressured by the practices and processes aged care operators have implemented to protect their residents, as well as the requirement for staff to only work at one home. To address the risk of staff shortages, Japara's HR team and deliberatepractice, a specialised HR consulting firm, came up with a Surge Workforce solution, which solved the challenge of delivering a skilled and trained workforce that could be deployed to a facility at short notice.

The solution included the implementation of a communication strategy and plan to provide information about the recruitment project, as well as pre-boarding and onboarding processes to enhance the workforce's performance and satisfaction. The Surge Workforce Solution offered "extremely valuable" and "very high quality" support to Japara's permanent employees and residents, with managers being overwhelmingly supportive of this solution. Further outcomes included the development of new career pathways for non-aged care workforces and an uplift in customer centricity.

To view the full online special report and to find out more about deliberatepractice, click [HERE](#).

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