

Right People. Right Skills. Right Place.

ROSTERING BEST PRACTICE



155,672  
Employees in NSW Health



58.8%  
Budget spent on employees



7,976,421  
In overtime hours (FY2021/22)



\$670m  
Spent on overtime (FY2021/22)



3 in 5  
Staff have excessive leave



\$520m  
Excess leave liability (as of Feb 2023)

## Aim

Support Health Agencies to embed robust rostering governance processes and practices to enable safe patient and timely health care across all settings.



## Background

- Findings from Statewide Rostering analysis:
- A lack of formal statewide policy or guidelines that provide a framework for defining rostering
  - Inconsistent rostering practices across facilities and disciplines within an organisation
  - The need to replace multiple legacy rostering systems with one statewide supported system for rostering and reporting
  - A lack of governance or overarching approval processes over rosters to ensure they comply with Industrial Awards and meet patient, staff and organisational needs
  - Inconsistent training, education and staff support to facilitate good rostering practice

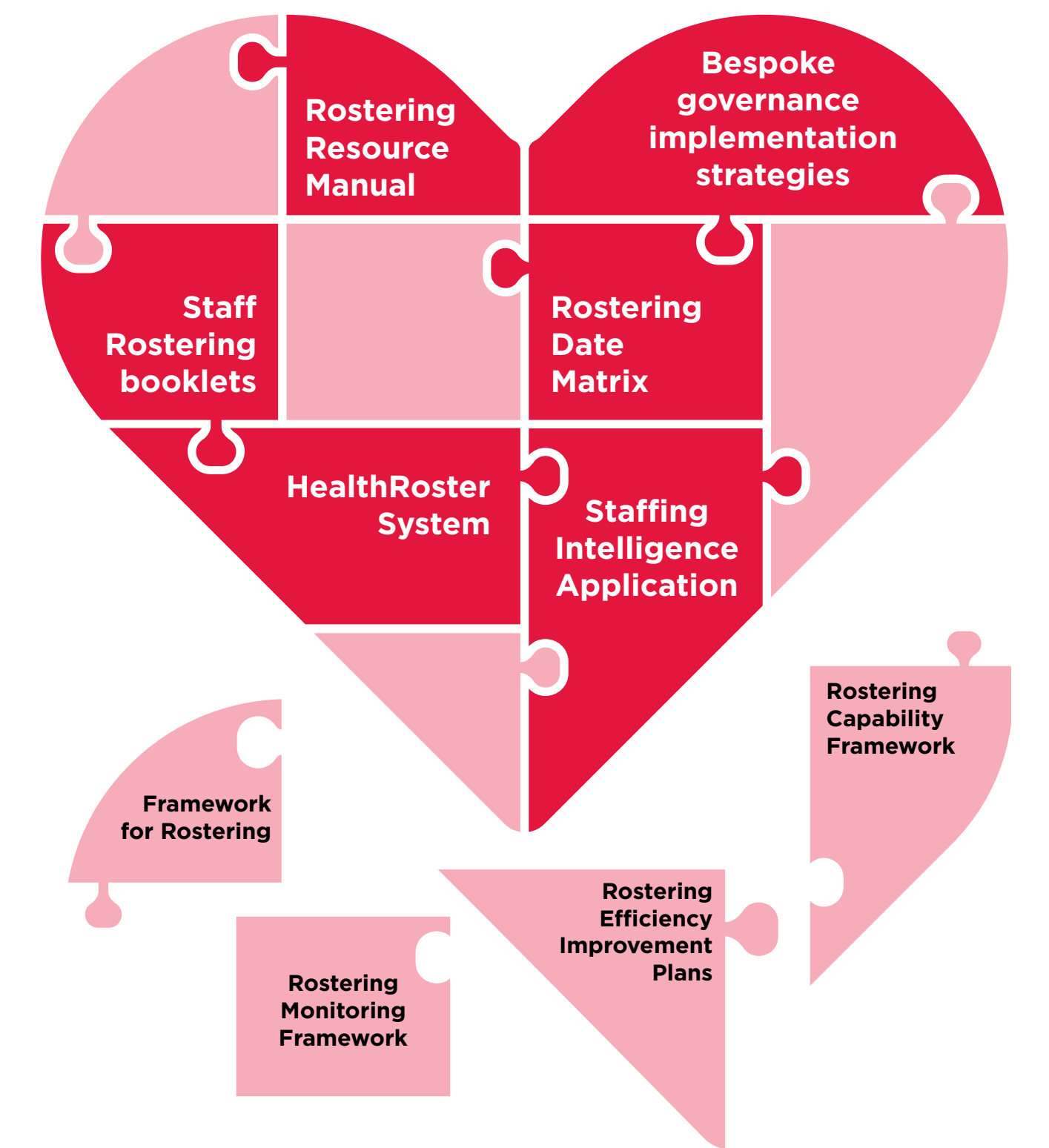
## Methodology



## Journey outcomes



## Innovative tools



## Collaborative relationships

