



## **Calvary John James Hospital**

Calvary John James Hospital (CJJH) is an employer that promotes and supports a healthy work-life balance. The organisation has achieved this in a number of ways through procedures, policies and in staff-lead initiatives. Calvary John James Hospital has a work force that comprises 80% females, and of those, 50% work part time to suit family and personal arrangements. Of the 20 female managers in the hospital, 9 are part-time. The executive of five comprises four females and one male. Conditions for the staff are excellent with paid maternity leave and support in returning to the workforce.

Staff of Calvary John James Hospital have access to training and development activities that comprise both in-house programs and Nationally Accredited Qualifications. In the past 12 months just over 50% of the staff members have participated in at least one of these programs.

Calvary John James Hospital supports staff and their immediate families through an Employee Assistance Program and has five trained Contact Officers in place to support staff in EEO matters.

Calvary John James Hospital strategic plan over the next 12 months continues to have a strong focus on building upon current initiatives to promote positive outcomes for it's staff and the business.

Profile of staff members who have directly benefited from EO Initiatives:

*Karen Caldwell*

*Position- Infection Control Manager*

Karen accepted a position at the hospital in 1999 because of the flexibility of the work hours to meet her needs as a working mother. Karen has been able to continue her professional development at the hospital and is the Infection Control Manager at Calvary John James Hospital.

"Like many working mothers it is very important to me that I can have a rewarding career and at the same time be there for my husband and children. Working part time with the flexibility and trust from my boss in how I plan my work day, I feel it is a successful work life balance for me and the hospital."

*Natalie Perkins*

*Position - Manager of Central Sterilising Supply Department*

Natalie commenced at the hospital in 2001 as a casual employee. Through professional development opportunities available to Natalie and a supported career path structure, Natalie was promoted to position of manager of the Sterilising unit.

Natalie commenced paid maternity leave in 2007, which is available to all employees at the hospital after 40 weeks of service.

Natalie is returning to her position as a manager in a part time capacity early in 2008. CJJH supports mothers returning to work through Mother Friendly Workplace policies and flexibility in hours of work.