Vice Chancellor’s speech to Resthaven Program Managers

Time: 12:30pm – 1:00pm
Date: Thursday 3 May, 2018
Place: Resthaven Head Office, 6 Bartley Crescent, Wayville
# Program Managers Meeting

**Thursday**  
**3 May 2018**

0830 for 0845 start  
Head Office, Wayville  
6 Bartley Cres

The presentations in this meeting relate to the following trend areas identified in the 2017/18 Learning and Development Needs Analysis:

- Information Technology
- Workforce Development
- Quality and Innovation
- Human Resources
- Policy and Legislation

## PROGRAM

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### Vice Chancellor’s Resthaven speech

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**1300**

**MEETING CONCLUDES – PLEASE STAY FOR LUNCH**

Participants will be sent an evaluation opportunity electronically.

To enquire about this meeting, please contact:

**Wendy Morey**

(08) 8373 9054

wmorey@resthaven.asn.au
• Ngangkirna, Miyurna! Naa marni Ngai nari David

• Ngai yarta-nungku yaku, ngai kunturrunthi taakanthi ngaityu wardli

• Ngai pudlunthi naa-itya, ngai wangkanthi warra Kaurna meyurna, miipudlunthi ngaityu kuinyuntapinthi

• What I just said – for the benefit of those in the room who speak neither Irish nor Kaurna – is that my name is David and while I am not originally from this country, I am proud to call it my home and I do so in the language of the Kaurna people as a mark of my respect.

• Good morning.

• That’s how I start all my meetings and sometimes it causes puzzlement, particularly at Graduations of our international students.

• The demographics of Australia and the rest of the world are changing dramatically.

• We are living longer
• fertility rates are falling in many societies

• and the Baby Boomers still run the show.

• When they have finished spending the kids’ inheritance on recreational vehicles and Harley Davidsons,

• finished terrorising the countryside as grey nomads while injecting massive amounts of money into regional pubs and cake shops

• they’ll come back here and expect you to look after them.

• Baby boomers are the greatest and most lasting social consequence of the last century.

• These are people with long and substantial histories of driving social change and profiting from it.

• They have been entrepreneurs, innovators and hard working people who have coasted on windfall gains from rising house prices and are heading into active independent years with different needs and a lot of opinions.
Now the danger here is that in talking about ageing, people often start thinking about faster stair lifts and better e-monitoring of health.

In truth this is the generation which promised to grow old disgracefully, an attitude I think Joan Collins – though no Baby Boomer herself - summed up when someone pointed out that her new husband was 40 years her junior.

If he dies, he dies, she said.

But these are the people who’ll fill your retirement villages and nursing homes in the next number of years.

By 2050 the number of people aged over 60 will double to more than 2 billion worldwide;

22 per cent of the global population will be entering what international academic and advocate on ageing, Alexandre Kalache referred to as gerontolescence
• by that he meant Baby Boomers’ insistence on active ageing, or living well and ageing when it suits them.

• In South Australia we have the highest proportion of older people on mainland Australia.

• Boys born in South Australia now will live on average until they’re around 80 years old;

• Girls will outlast them by four years.

• At the 2016 census, 24.3 per cent of South Australia’s total population of 1.67 million was aged 60 or over.

• Over the 20 years between 1996 and 2016, the proportion of the national population aged 65 years and over increased from 12.0% to 15.3%.

• This group is projected to increase more rapidly over the next decade, as further cohorts of baby boomers born between the years 1946 and 1964 turn 65.

• Currently only five cohorts of birth years have reached 65;
that means there are still 13 cohorts idling in their recreational vehicles and planning to come home.

To you.

Across Australia around 3.7 million people, or 15 per cent of the population were aged 65 and over in 2016.

Within that group there are three distinct groups of people:

- What they call The Greatest Generation – born between 1901-1925;
- The Silent Generation born 1925 through to 1942-45; and
- The Baby Boomers, brought to life post World War 11, were born between 1946 and 1964.

And South Australia – and everyone in this room – has made it their business to take good care of all of them,

creating opportunities for older people to lead good lives and taking care of them when those good lives come to their inevitable close.
• The State Government has made ageing a priority, focusing its considerable resources on ensuring the health, welfare and security of older people;

• on improving their social and economic productivity;

• and by building an all-ages friendly state.

• They did that not just for the benefit of the people living here, but to help create new businesses in the State and the nation.

• Accelerating the development and delivery of world-class healthcare, ageing and retirement products and services will not only provide better health outcomes for South Australians

• but will lead to the development of new industries, businesses and jobs which will include the participation of older people.

• This gives South Australian businesses an advantage in the development of assistive
technologies, medical devices, smarter housing and retirement living options,

- as well as innovative goods and services that meet the needs and wants of older Australians.

- Let me tell you briefly about what we’re doing at UniSA and why between us - our business and your business – can make it a great business not just for this State and this nation but for international markets, particularly those with growing middle classes in Asia and the Indian subcontinent.

- As Australia’s University of Enterprise, UniSA is committed to research that has a demonstrable benefit.

- And we are putting an enormous effort into building partnerships to help understand the challenges faced by business and the professions

- and to provide solutions to those challenges.
• We have refined our research into six pillars, each of which is devoted to either providing an economic boost to the State and the nation

• or improving the lives of people in our communities.

• Those six pillars are:

  o Transforming Industries;
  o Scarce Resources;
  o Cancer;
  o Healthy Futures;
  o Transforming Society; and
  o An Age Friendly World.

• And it is this latter pillar that I want to talk about today.

• In each of our research areas we have developed cross-disciplinary expertise

• In fact, we have some of the best minds in their fields researching across a range of areas, from lawyers and designers, to pharmaceutical and linguistics experts.
• Just to give you a few examples:

• Carol Kulik is a Research Professor of Human Resource Management at the University of South Australia Business School, and a senior researcher within the Centre for Workplace Excellence.

• She’s looking into the situation of the mature-age jobseeker and the challenges they experience in the recruitment process.

• Age-friendly is not just about old age. It also is about engaging older people in meaningful work.

• Just think for a moment about what some of those challenges older workers might face:
  
  o using a high-tech application process for jobs that do not use technology; or
  o words and practice that are code for age discrimination

• If you want to create an environment where aged care is seen as a preferred profession,

• there’s a ready answer in older job seekers who tell us that what they care most about in their search for
new employment – encore professions if you will - is making meaningful connections with other people.

• You are in an industry that can deliver those meaningful connections most directly through carer-client relationships but also through support roles, as long as the worker can see his or her impact on the client.

• Mature-age workers tell us they would work forever if they could change just one thing about their jobs.

• Most often that one thing is losing a physical task or adjusting their work hours.

• These are not expensive or difficult adjustments for employers to make

• but if we can help managers to identify opportunities to adjust the workplace and work content to better suit older people it opens up a whole new recruitment opportunity for you,
• particularly in the aged care sector where there is a great need to find carers and drivers and cooks and cleaners and gardeners to support you.

• A major focus of our research energies in creating an age-friendly world is being devoted to loneliness.

• More than one million older people regularly go an entire month without speaking to anyone, according to charity Age UK.

• Last year American Psychologist, Julianne Holt-Lunstad stated that loneliness and isolation have the same impact on a person’s health as smoking 15 cigarettes a day.

• Professor Andrew Beer is Dean of Research and Innovation at the University of South Australia Business School.

• Among his three major areas of interest is the use of services and housing by Australia's ageing population.
• Some of the strategies he’s working on include housing policies that encourage ageing in place

• that’s continuing to live in the same community, if not in the same house;

• which helps achieve a home that is suitable for a person’s needs, while still maintaining their connections;

• They are also looking at local government programs that seek to build community links for individuals after age 50,

• helping ensure a successful retirement once people leave the world of work.

• Some examples of these include Men’s Sheds, community houses, interest groups;

• then there’s community based public transport – buses for example - that help older people overcome the challenges of travel when they are without a car, or when they have a disability that makes movement difficult.
• Another idea is partner building, or buddy systems to ensure all individuals are engaged with their community, and

• last but not least, public health interventions – for example a nurse visitor - for individuals who have experienced an adverse event, such as acute illness or the loss of a partner.

• Professor Susan Hillier is Dean of Research (and Research Education) in our Division of Health Sciences.

• One of her main research areas is on the effectiveness of rehabilitation approaches after stroke

• and she is also leading our work into a review of models of care

• looking for evidence that intervention to keep older adults living in their own homes as they age is working

• and finding a role for multifactorial, individualised community programs in effecting positive outcomes.
• Photo interviews they conducted with older folk in the community about their definitions of wellbeing showed their greatest wellness came from interacting with grand-children, engaging in community work and playing competitive games.

• What impacted negatively on that wellness was the feeling that health professionals did not always listen to them about their personal goals like playing with those grand-children.

• And that’s something we also found through the work done by UniSA’s Law School

• which focuses on the rights of older people from a basic human rights perspective.

• Professor Wendy Lacey, Dean and Head of our School of Law, is a founding member and co-convenor of the Australian Research Network on Law and Ageing.

• She is also a member of the Minister for Health's Steering Committee for the Review of South
Australia's 2007 Policy to Prevent the Abuse of Older South Australians.

- According to her, ridding the law of ageist and paternalistic attitudes towards older people is critical.

- Giving people the freedom to determine their own lives is a fundamental human right and one that can quickly disappear if paternalistic, yet well meaning, assumptions are made about what is in the best interest of an older person.

- And a reminder to those who legislate for older people, or who make decisions on their behalf that living, breathing human beings are at the heart of these decisions and have basic human rights to equity and respect.

- The aged care industry in Australia is facing unprecedented growth;

- Last month at one of our Graduation ceremonies, the Occasional Speaker, Associate Professor Elizabeth Dabars Chief Executive Officer and
Secretary of the Australian Nursing and Midwifery Federation's South Australian Branch

- pointed out that in concert with the growth in demand for care and treatment in areas of acute care, primary health services and in the aged care sector,

- there was predicted to be a 50% drop in the nursing workforce with that number of nurses and midwives due to retire within the next decade.

- Areas of critical specialisation will be under particular pressure to attract and retain skilled staff

- and there will be a renewed focus on workforce planning and development

- and a greater need to pay attention to recruitment and retention and to the acquisition of knowledge and skills that will meet the needs of the health and aged care systems.

- Every single one of you in this room is working hard to create an environment where your clients’
needs, whether for active ageing or end-of-life care, are balanced with their needs for personal freedom.

- And on that note, may I make a special request. Besides the huge amount of work we are doing in research to help create an age-friendly world

- we are also teaching a committed and dedicated group of young people to become the nurses, occupational therapists, nutritionists, physiotherapists, pharmacists and podiatrists for the future.

- Their best hope of hitting the ground running once they graduate is to get all the practical experience they can with organisations like Resthaven and people like you.

- You are leaders in your field and you need to be mentors to those who’ll follow in your footsteps.

- And given the huge demand for new staff that Associate Professor Dabars warned us of at Graduations, it would probably be a good idea for you to get a preview of who’s going to be available
• and get in while you can with making those connections with career-focused health professionals.

• We are working hard to create an environment where aged care is a preferred profession

• but you have it in your power to actually show students what a great profession you have and the satisfaction that can be had by working in the aged care sector.

• I can’t think of a better more dedicated group to guide our graduates into their future professions

• And I thank you in advance for being the role models and mentors that offer so many benefits to our students.

• Thank you.