



AGED CARE

RECRUITMENT SPECIALISTS

It's very special to share the journey with people during the later years of their lives, which is what makes working in aged care such a privilege.



OUR VALUES AT THE CORE OF EVERY RECRUIT



Knowledge.

Of every aspect of the healthcare ecosystem.

40+

Highly qualified and healthcare experienced staff.



Connectivity.

Broad networks and strong connections across Australia.

106,021

Healthcare candidates.



Trust.

Built through our longevity in the industry.

24

Years working only in healthcare.

WE RECRUIT

EVERY POSITION THROUGHOUT A PATIENT'S JOURNEY.

As part of our service, we promise you:

- ✓ Healthcare experienced candidates
- ✓ **Knowledgeable consultants who offer a service bespoke to your needs**
- ✓ Optimal representation of your brand

AS PART OF OUR SERVICE YOU BENEFIT FROM:

BRIEFING AND RESEARCH

- Indepth briefing to truly understand your business and its needs
- **Market intelligence, insights and trends**

MARKETING

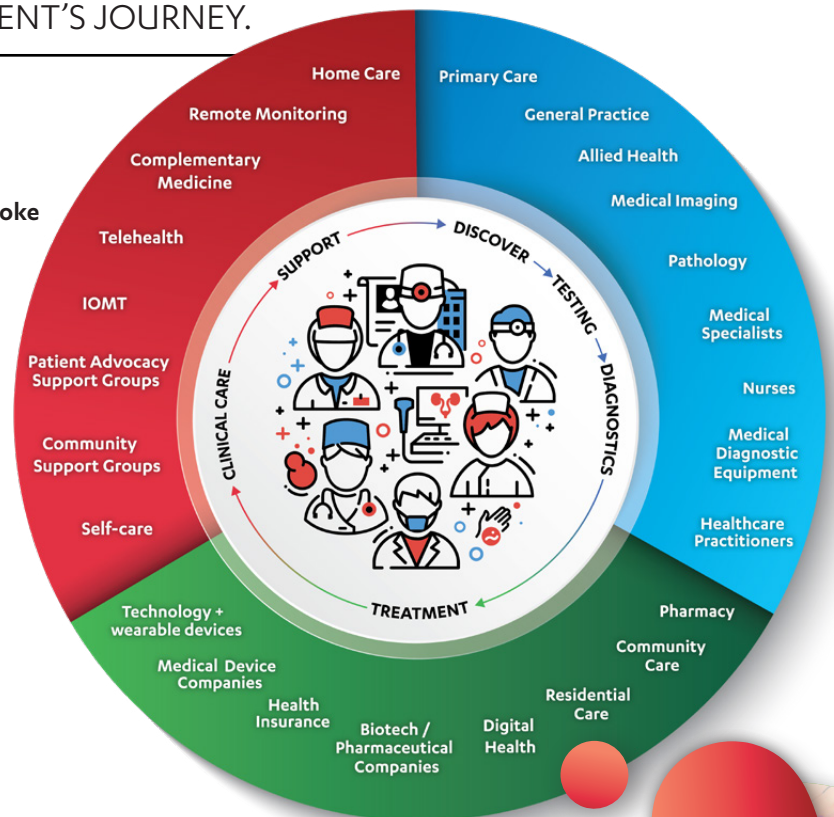
- Optimal representation of your brand
- **Bespoke marketing campaigns**

RECRUITMENT PROCESS

- Long list and short list of candidates
- **End-to-end management of the interview process**
- Interview guidance
- **Fully prepped candidates for interview**
- Robust reference checking
- **Offer management and salary negotiations**

POST PLACEMENT

- Post placement engagement



OUR AREAS OF RECRUITMENT EXPERTISE

SPECIFIC ACROSS AGED CARE, HEALTH SERVICES AND BUSINESS SUPPORT SERVICES

AGED CARE



COMMUNITY, INDEPENDANT LIVING & RESIDENTIAL

ACFI SPECIALIST

CARE MANAGER

CARE WORKER

CASE COORDINATOR

CASE MANAGER

CLINICAL EDUCATOR

COMMUNITY REGISTERED NURSE

DEMENTIA CONSULTANT

EXECUTIVE AGED CARE

FACILITY MANAGER

LEARNING & DEVELOPMENT MANAGER

LIFESTYLE COORDINATOR

OPERATIONS MANAGER

PERSONAL CARE WORKER

REGIONAL MANAGER

QUALITY COORDINATOR MANAGER

QUALITY & EDUCATION MANAGER

REGISTERED NURSE

ROSTER/ SCHEDULER

STATE MANAGER

BUSINESS SUPPORT SERVICES

ACCOUNTING

ADMINISTRATION SUPPORT

BUSINESS DEVELOPMENT MANAGER

EXECUTIVE

FINANCE

HUMAN RESOURCES

INFORMATION TECHNOLOGY

HEALTH SERVICES



ALLIED HEALTH

COMMUNITY DIVERSIONAL THERAPIST

COMMUNITY OCCUPATIONAL THERAPIST

COMMUNITY PHYSIOTHERAPIST

DIVERSIONAL THERAPIST

OCCUPATIONAL THERAPIST

PHYSIOTHERAPIST

PODIATRIST

SPEECH PATHOLOGIST

MENTAL HEALTH & REHAB SERVICES

DRUG & ALCOHOL REHAB NURSING

DRUG & ALCOHOL TEAM LEADERS

GROUP FACILITATOR/COUNSELLOR

MENTAL HEALTH SPECIALIST

SOCIAL WORK

FAMILY PRACTITIONER

PSYCHOLOGIST

SOCIAL WORKER

SPECIALISTS



LEARNING & DEVELOPMENT

MANAGEMENT

LEGAL & COMPLIANCE

PROCUREMENT

SALES & MARKETING

TALENT ACQUISITION

DISABILITY SERVICES

DISABILITY CASE MANAGER

DISABILITY SUPPORT WORKER

NDIS COORDINATOR

REGIONAL/STATE MANAGER

GENERAL PRACTICE

COUNSELLORS

GENERAL PRACTITIONERS

GP LOCUMS

MEDICAL RECEPTIONIST

PATHOLOGY COLLECTORS

PHLEBOTOMISTS COLLECTORS

PRACTICE MANAGERS

PRACTICE NURSES



OUR APPROACH TO FILLING YOUR VACANCIES

A continuous activity building talent pools that involves:

- ✔ Networking with potential candidates throughout their careers and at industry events
- ✔ **Sourcing, screening and interviewing candidates looking for their next career opportunity**
- ✔ Advertising and unique marketing campaigns to attract talent
- ✔ **Engaging with our industry through added value insights via social media and face to face consultations**
- ✔ Building communities through conversations as industry thought leaders

So that we can optimally represent your facility and your brand our consultants will:

- ✔ Spend time to get to know you both formally and informally
- ✔ **Understand your values, behaviours, vision and purpose to be able to communicate it with passion**
- ✔ Create bespoke marketing campaigns that resonate with you and your values to attract the right candidates to your business



AN EXAMPLE RECRUITMENT TIMELINE



OUR UNDERSTANDING OF COMPLIANCE

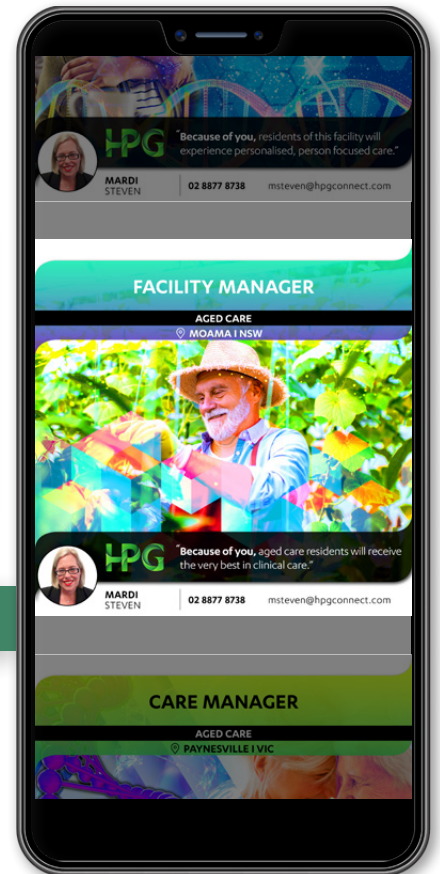
Our processes entail thorough compliance pre-employment checks including:

- ✔ Proof of identity - 100 points of ID
- ✔ **Work rights / visa checks**
- ✔ Confirmation of AHPRA registration
- ✔ **Academic qualification and licenses**
- ✔ National police checks (every 12 months)
- ✔ **Malpractice and legal history form**
- ✔ Evidences of immunisation
- ✔ **Working with children check and working with aged care check (where applicable)**
- ✔ Two reference checks from previous managers
- ✔ **Mandatory training certificates**
- ✔ Work Health & Safety online modules
- ✔ **Medical indemnity insurance (where applicable)**

HOW WE PROMOTE YOUR ROLES

BESPOKE MARKETING CAMPAIGNS – on social media platforms to engage and attract talent for specific positions, all designed for mobile optimization and with unique imagery

- Individual role specific marketing
- **Unique imagery**
- Across multiple social channels
- **All designed for mobile optimisation**



“ *Because of you,* residents living within rural locations will receive the highest clinical care & lifestyle choices. ”

Bespoke quotes to detail the role and how it will impact the lives of patients to really connect with the candidate's motivators.

OUR AGED CARE SPECIALIST



MARDI STEVEN

02 8877 8738

msteven@hpgconnect.com

We have worked with
over 100 different Aged Care organisations
in the past two years, **40** of which are **not-for-profit**



CASE STUDIES

VOLUME RECRUITMENT DRIVES

We have recently managed three major recruitment drives with leading providers in the healthcare space.

PROJECT 1

- Leading Community Care healthcare organisation
- **Recruiting 20 staff within 3-month timeframe**
- South Australia
- **Community Registered Nurses, Palliative Care Nurses, Educators, Clinical Nurse Specialists and Clinical Care Coordinators on a fulltime, part time and casual basis**
- 100% fill rate and 95% retention rate



FULL-TIME



PART-TIME



CASUAL STAFF



SOUTH AUSTRALIA

PROJECT 2

- Leading Aged Care organisation
- **High volume recruitment of 200 Personal Care Workers within 8-month timeframe**
- North and South Brisbane
- **Residential Personal Care Workers**
- Community Personal Care Workers
- **Casual and Permanent Part-Time**
- 2 assessment centres per week – 60% of applicants being successful from assessment to placement
- **100% fill rate and 95% retention rate**



FULL-TIME



PART-TIME



CASUAL STAFF



BRISBANE

PROJECT 3

- Reputable Aged Care organisation
- **Project based recruitment of 10 Registered Nurses**
- Queensland
- **Part time and casual basis**
- 100% fill rate and 100% retention rate



FULL-TIME



PART-TIME



CASUAL STAFF



METRO SOUTH

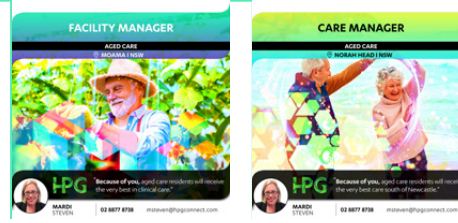
PERSONAL CARE WORKER

BULK RECRUITMENT DRIVE

BRIEF | 200 Personal Care Workers across regional communities across Queensland.



ADVERTISING | TILES



COMPLIANCE

- HPG Registration form
- Understanding of role/past experience
- 100 points of ID
- Drivers Licence (access to fully maintained vehicle)
- Qualifications
- First Aid
- Police Check

THE RECRUITMENT PROCESS

- Advertising & marketing
- Compliance checks
- Prescreening candidates
- Scenario questioning

INTERVIEW PROCESS & PREPARATION

- Group assessment or 1:2:1

PROCEEDING

- Police check
- Medical questionnaire
- 2 references

PRESCREENS

In-depth and relevant scenario based questions to truly understand the candidates background and experience and understanding of the role.

- Face-to-face
- Skype
- Group assessment

OUR SERVICE

- Interview co-ordination
- Interview preparation (both candidate & client)
- Good luck check in call
- Follow up check in call
- Comprehensive candidate tracking

PLACEMENT

OUR COMMITMENT TO YOU

- ✓ Find the people with the right skills, experience, attitude and culture fit for you
- ✓ **Interview based on competencies and emotional intelligence to find the people who can grow with you**
- ✓ Recruit the right person so you can retain your top talent as your business grows
- ✓ **Provide quality in our candidates and our service**
- ✓ Provide market insights that will enhance your business
- ✓ **Be a support to your managers by coaching on recruitment activities such as interviewing technique**