

## Trial drives energy efficiency

AN INNOVATIVE PARTNERSHIP between the RDNS and RACV will see nurses making their home visits in electric cars as part of a new energy efficiency trial.

The Nissan Leafs will be leased to RDNS as part of the partnership, joining the current fleet of nurses' vehicles. The cars will operate from the RDNS Box Hill and Altona sites where "green energy stations" will be located to charge the eight vehicles.

RDNS chief executive Stephen Muggleton said the two-year trial was an ideal fit with RDNS's corporate philosophy which embraced sustainability and innovation. "Our nurses travel 10 million kilometres every year providing high quality healthcare to people in their home. This trial is timely and appropriate for all the right reasons," he said.



RDNS community nurses to use electric cars.

Mr Muggleton said the trial would seek to understand the benefits, cost effectiveness and overall viability of electric vehicles within a fleet environment.

"There is no doubt the new generation of electric vehicles provide a smaller environmental footprint. Beyond this, we're hoping the trial will indicate the magnitude of long-term savings in fleet costs that can be directly translated into more home care visits," he said.

RACV director Kevin White said the RACV had provided the vehicles and established

the necessary infrastructure to support their charging, "which of course is 100 per cent green-powered".

"This innovative trial, one of the largest fleets of its kind in the country, will allow RDNS to test whether electric vehicles could one day become a key part of their fleet," he said.

Mr White said the results would also help RACV, its members and the broader community to better understand the role electric vehicles could play in meeting their mobility needs. **TR**

## Software proves just the job for provider

A RECRUITMENT PROGRAM that enables employers to screen candidates based on their values and attitudes as well as their skills and qualifications is attracting industry attention.

Large, multi-site operators have also praised the program as it provides strategic and centralised recruitment which is useful given potential candidates often walk into residential facilities off the street and leave their resumes at the front desk.

Michelle Drake, human services manager at Southern Cross Care (SA&NT), said that before her organisation adopted the Expr3ss! staff selection software, it had no capacity to manage the applications that were received at each site or to review and respond to them.

Southern Cross Care employs more than 2,000 people at 15 sites across South Australia and the Northern Territory.

In 2010, the provider partnered with Expr3ss! to streamline its recruitment process and enhance its interview and selection processes.

The program ranks and sorts applicants using a range of screening and assessment tools. In addition to skills and qualifications, employers can also sort candidates based on their values and attitudes using an embedded psychometric system.

Expr3ss! worked with Southern Cross Care to create the personality profiles and competency characteristics of ideal candidates and provided training to show how these characteristics could be used to improve the recruitment process.

Ms Drake said that while Southern Cross Care was always "a real believer" in the positive impact technology could have in the workplace, the organisation had seen a "very positive improvement" and was now using the system when hiring for all positions across the business.

She said it meant the organisation could have some certainty that employees



Expr3ss! founders, Carolyne Burns and Dr Glyn Brokensha.



Southern Cross Care (SA & NT) uses Expr3ss! to improve recruitment.

were aligned with a job that best fitted their behavioural style.

It improved the entire selection process, enabling judgments to be made on more than just intuition, she said. "It gives you key pointers to explore with each candidate and doesn't just rule people out. It gives us insight quickly. You still have to use your experience and judgment when making a final decision," she said.

The software also brought "order and rigour" to Southern Cross Care's recruitment processes by centralising it, she said. "It helps us keep all the information in one place and recruit more effectively, efficiently and consistently

and it allows us to communicate with potential applicants quickly and with clarity."

Ms Drake added that the organisation was now able to assist all its sites with their recruitment.

Expr3ss! is a web-based program that uses cloud computing technology and software tools. It works by tracking and analysing applicants from all advertising sources and all other channels. It can show an employer where their best applicants are coming from and where their recruitment advertising money is best spent.

The program ranks and sorts applicants using a range of screening and assessment tools. Employers can identify and group applicants to multiple jobs and to recognise and track returning applicants. The software also allows employers to communicate directly with applicants by email or text throughout the selection process.

The Sydney-based company was founded by businesswoman Carolyne Burns and medical practitioner and psychotherapist Dr Glyn Brokensha in 2006 when they became interested in how new technologies and methodologies could be used to improve the recruitment process.

Dr Brokensha said the company was currently working with 10 aged care providers who between them had 47,800 applications.

"Aged care is a special environment to work in. It requires and demands special people, most specifically in the frontline but also in those who support and guide them," Dr Brokensha said.

Aged care was also an environment where unnecessary costs needed to be contained in order to provide the highest level of care for residents. By finding the right kind of people, cutting cost per appointment, reducing the recruitment time and improving staff retention and productivity, the software was able to provide efficiencies for providers, he added. **TR**