

How much does a *bad hiring decision* cost you?

'Industry move to calm aged care fears'

THE SENIOR (January 2014)

'Disability advocates allege epidemic of abuse in care'

ABC NEWS 24 (13/9/12)

'Surge in aged-care assault reports sparks review plea'

THE AGE (30/11/13)

'Disabled-care worker jailed for attacking vulnerable patients'

ABC NEWS 24 (20/11/13)

'Grim findings of abuse in care'

THE AGE (17/10/13)

'Increase of nursing home assaults fuels call for overhaul of aged care'

SMH (30/11/13)

SAFESELECT™

PROVEN APPLICANT PROFILING

McArthur

Best People Fit

ADELAIDE • BRISBANE • CANBERRA • MELBOURNE • SYDNEY



Even one hiring mistake can create headlines

A key area of the government's focus is the quality of care and service delivered by **your staff**. The implications of a bad hire can be considerable:

- Loss of licence
- Physical or psychological harm to your clients
- Damage to the organisation's reputation
- Increased recruitment costs
- Increased time pressures
- Poor publicity
- Risk of legal action
- Unnecessary Worker's Comp claims
- Reduced morale
- Increased demands on supervisor's time leading to increased stress
- High turnover

How do you reduce risk?

Every successful organisation has at least two things in common. First, they have systems for evaluating applicants and making hiring decisions that are standardised and can be monitored and evaluated. As a result, they hire the best people.

BEST-FIT is a *simple and quick, but comprehensive* system designed for screening entry-level applicants in Aged Care and Disability Services and others in similar occupations.

Our research has shown that administrators worry about staff who have problems in one of three areas.

- **Working with Others:**
The ability and willingness to work agreeably with clients, co-workers and supervisors
- **Work Style:**
An approach to task characterized by a willingness to follow procedures in a careful and consistent way
- **Emotional Control:**
The ability to respond to job challenges with maturity, self-control and patience.

BEST-FIT allows you to evaluate each of these personality traits *before* you hire.

A solution built on science and experience.

A partnership between McArthur and SAFESELECT the provider of the BEST-FIT combines both scientific rigour and unparalleled industry experience to deliver outcomes that ensure your recruitment risk is minimised.

McArthur has been providing recruitment and HR solutions to the Aged and Disability Care sectors for more than 35 years. Over the last decade McArthur 'carers' have filled an average of 12,000 hours per month to Local Government, NFP/NGO's and Private clients.

SAFESELECT™ are Australia's leading specialists in the pre-employment psychological screening of applicants to jobs that are concerned with the safety of others. With over 25 years' experience, they work with a broad range of clients including police, fire fighters, ambulance, child protection, aged care and other public safety professions.

BEST-FIT is a simple, cost effective solution that can be administered online or offline. It is built around 5 key components.

Part 1: Pre-Screen Filtering Questions

Four carefully crafted questions – with scoring criteria – to quickly determine whether an applicant should be advanced to testing. These can be administered by phone or in your office."

Part 2: The Brief Employee Screening Test (BEST)

Written at a Grade 4 reading level and is completed in 20 minutes.

Part 3: Focused Interview Technique (FIT)

Provides Global Competency Questions and Tailored Risk Evaluation Questions derived from the candidate's test responses.

Part 4: Interviewer's Behavioural Checklist:

Ensures that interviewers record and consider critical non-verbal data from the interview.

Part 5: Final Risk Assessment Rating:

Allows the interviewer to consider all of the available data and make a considered judgment about the degree of risk a specific applicant will pose if hired.

**Call Jane Nielsen on (03) 9828 6565
to find out more or to arrange a short demonstration.**