



Community Care Services



Welcome to the 3rd Edition of the Rimfire Resources Community Care Services Newsletter

New Participants

Welcome on board our new participants...

Kimberley Personnel - WA
Bizlink - WA
Great Southern Personnel - WA
Hotham Personnel - WA
Intework - WA
Steps Disability - QLD
Community Lifestyle Inc - SA
DIRC - SA
Lifes for Living Inc - SA
Options Victoria - VIC
St John of God - VIC
Essential Personnel - NSW

Have Your Say

We are inviting organisations to contribute interesting, topical, informative information that would be of interest to the greater sector.

If you would like to share any information that maybe of any value to organisations on any HR issues or relevant issues in the sector, it can be passed on via this newsletter.

Quick Stats

In reviewing the data of over 10,000 employees within the disability sector we have identified the following:

65% of the sector is female
35% of the sector is male

Techniques to Improve your interview reliability - Applying Behaviourally Based Interview Questions

It is accepted that the interview, on its own, is a highly unreliable process for selecting employee. It is open to too many factors that potentially devalues the mechanism - poorly trained interviewers, "professional" interviewees, to name just two.

However the interview remains a key centre piece of the process - it provides for both parties to both "sell themselves" and to assess the degree of mutual "fit".

So how can we make the interview more reliable? The answer is simple - Behavioural based questioning.

The rationale behind these questions is that the best indicator of future behaviour is past behaviour. These behavioural based questions are structured around key competencies for the role and seek to elicit a response from the applicant indicating their proven/potential capacity against them.

This approach to interviewing is more valid than the "traditional" style of interview such as:

- Questions designed to evaluate only valid competencies shown through a job analysis process
- Interviewers follow a structured format, including standardised questions and objective rating scales
- Quantitative ratings are used to measure candidates against objective job-related competency profile - **not against each other...CLICK HERE TO READ ON!**

Would you like to see a benchmarked role?

[CLICK HERE](#)

<u>Age</u>	<u>% of Workforce</u>
16-21	3.68%
22-25	6.82%
26-30	10.25%
31-40	21.08%
41-50	28.29%
51-60	23.43%

If you would like to participate in the Salary & Workforce Review - it's not too late! Call Pauline Kelly on 03 9645 5200.

Please forward this newsletter, in its entirety, to your colleagues and network and please do not hesitate to contact Pauline Kelly, Rimfire Resources at any stage on 03 9645 5200.

www.rimfireresources.com

www.nds.org.au

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