

- **Background:** With Queensland Health's family-friendly principles and Dietetics predominantly female workforce, job sharing with return to part-time parental leave work arrangements have become embedded into workforce management at Rockhampton Hospital to sustain full-time positions. So far, this has been in Senior positions. Current job shares encompass Dietitians each working 2 – 3 days a week, with combinations varying from Dietitians working at the same level, or acting up in Senior roles. Factors to support successful job sharing were investigated, and key performance indicators identified for measuring success as well as strategies.
- **Method:** Literature review on job sharing, and individual and group reviews using semi-structured questions, were implemented over the last 3 - 4 years with eight Dietitians from five pairs of job share work arrangements, identifying benefits, challenges, constraints, enablers and strategies to support successful job share work arrangements.
- **Results:** Identified strategies were implemented over 3 years with periodic review with positive outcomes. Strategies or factors associated with successful job shares included: collaborative identification and discussion of potential benefits and challenges of job sharing and agreed upon strategies to enable or mitigate these, clear expectations and clarification of roles and workload division before commencing, explicit shared communication between job sharers and with key stakeholders, periodic review and 'open door' management availability, regular supervisory support, professional development, and monitoring of key performance indicators. Key performance indicators identified for measuring job share success included: quality of work performance; wait lists; occasions of service; service sustainability; time divvy for patient care, clinical service management, quality improvement, training and development; patient service satisfaction, perceived job satisfaction, and satisfaction of other key stakeholders.
- **Conclusion:** Key strategies integral to successful job sharing have been identified, as well as key performance measures for measuring success.
- **References:** Available on request.

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