



Recruitment & retention: lessons from inside aged care

Thursday 27 August 2026
12:00 pm to 1:00 pm AEST



Acknowledgement of Country

We acknowledge the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

Agenda

1. Welcome
2. Poll results
3. Data and insights from Ty
4. Story telling with Anthony Nguyen
5. Let's hear from the panel
6. Q&A
7. Close



A man in a dark suit and light-colored shirt is sitting at a desk, wearing a headset with a microphone. He is smiling and looking towards the camera. His hands are on a laptop keyboard. On the desk, there is also a large monitor displaying a calendar or scheduling software. A black mouse is visible on the desk. The background is slightly blurred, showing an office environment.

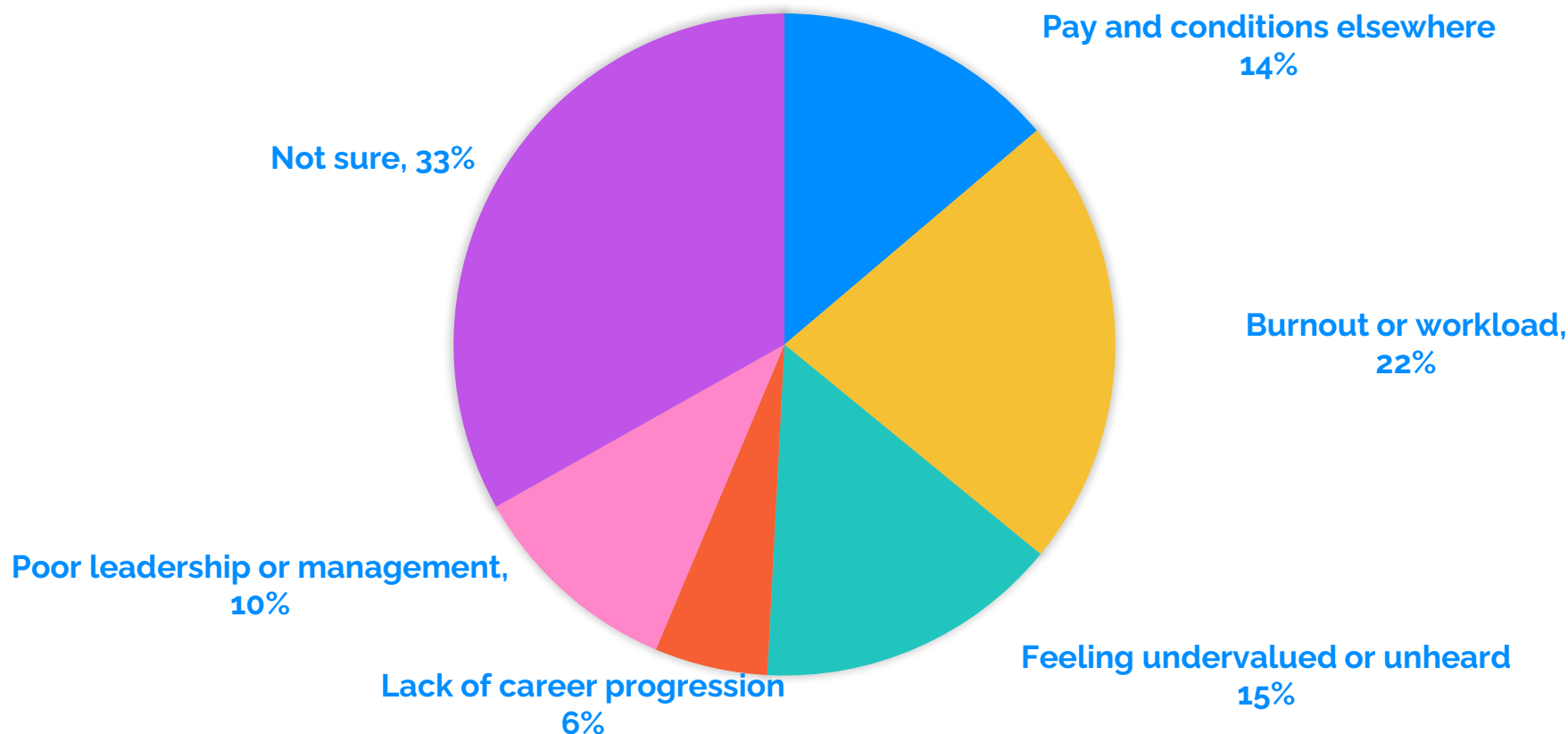
**This webinar
qualifies for 1
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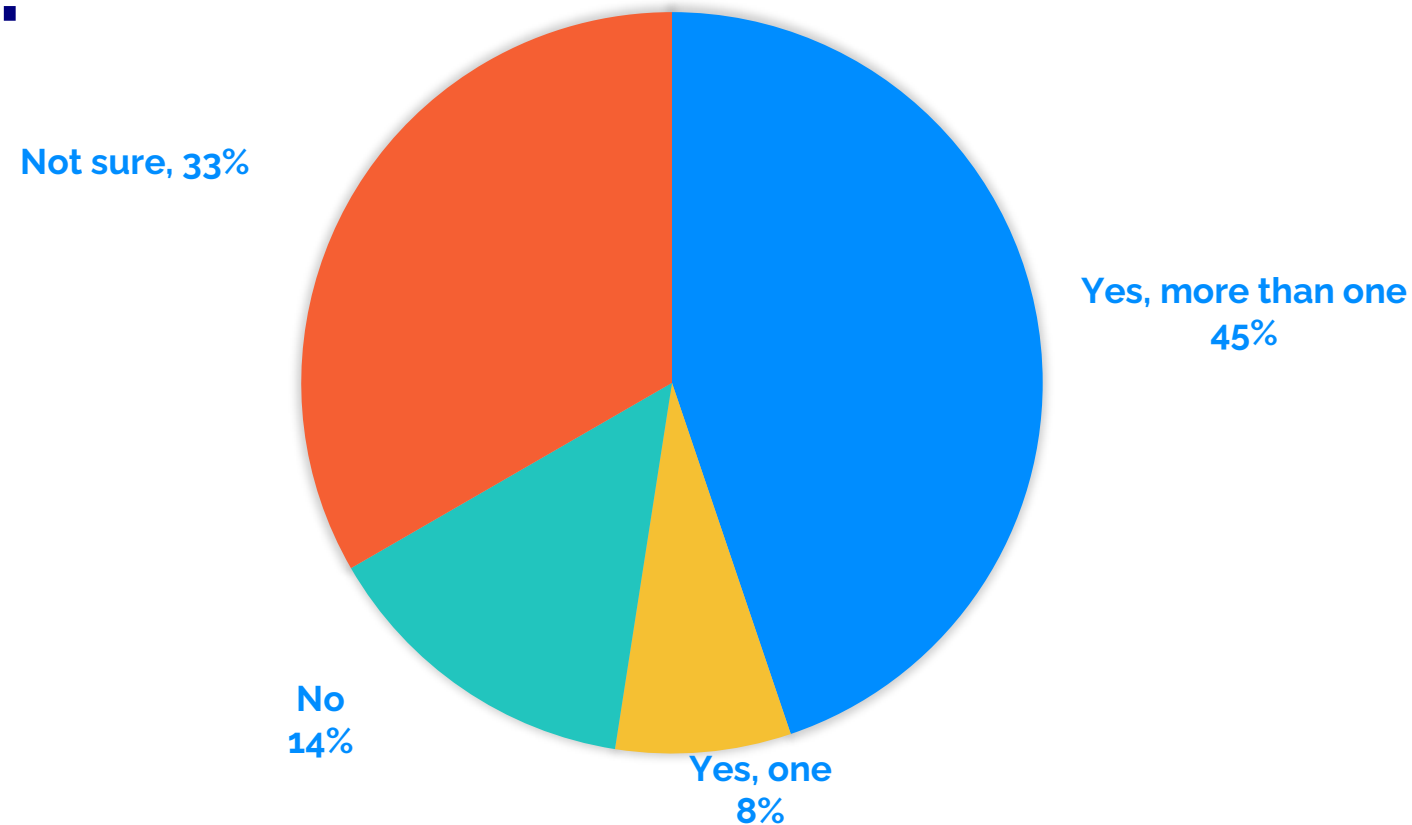
**Questions
welcome in the
chat.**



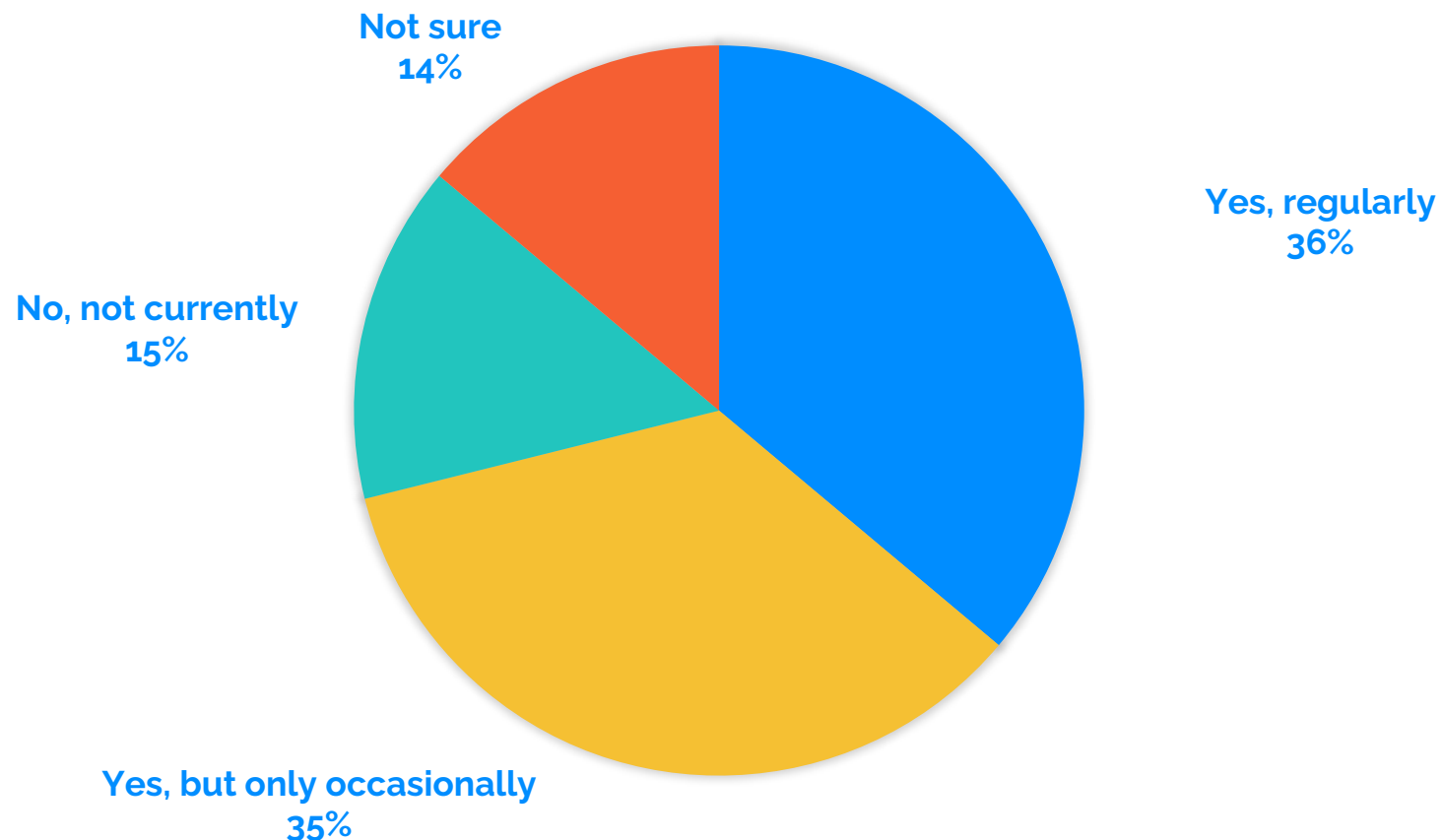
What's the number one reason you believe staff leave your organisation?



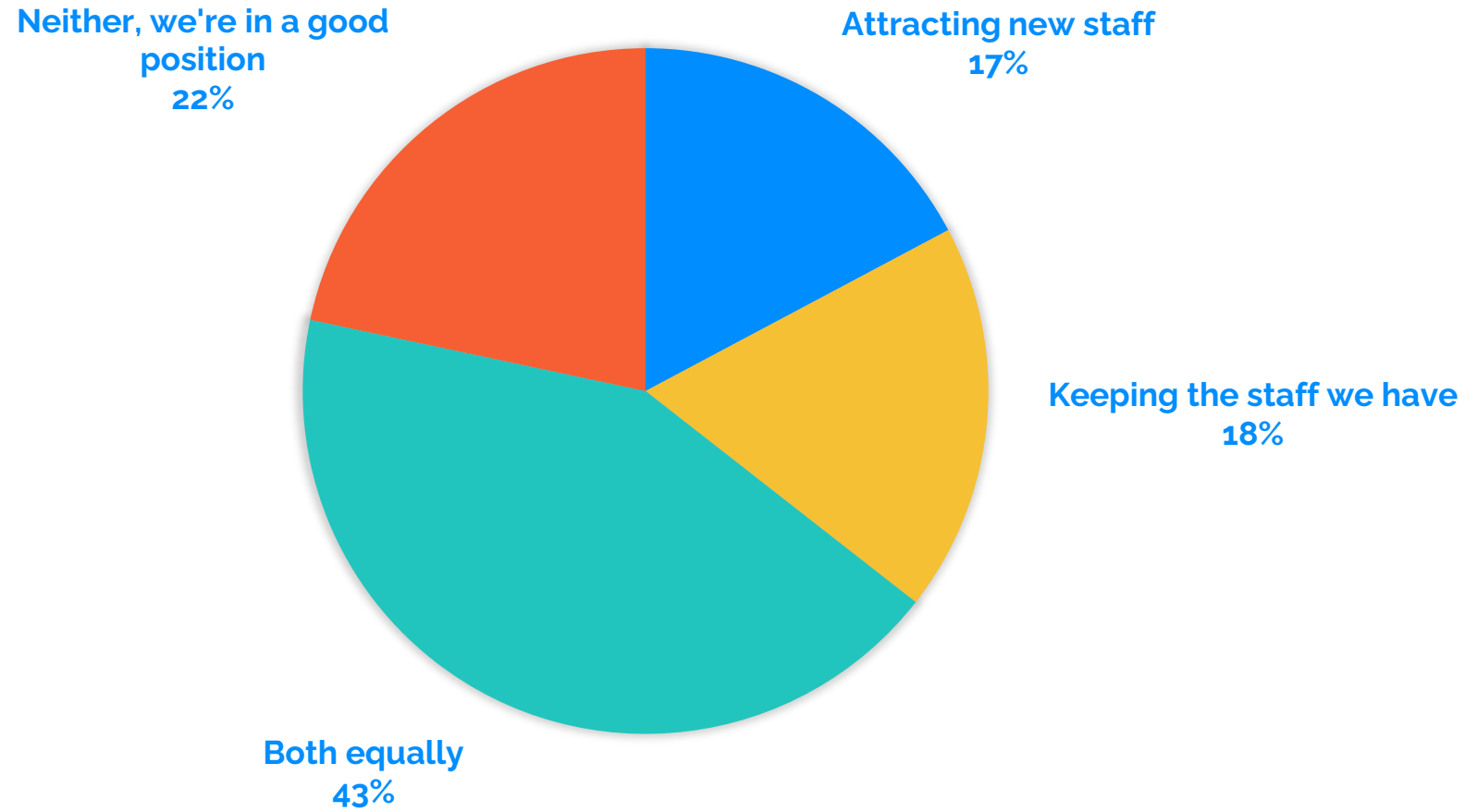
Has your organisation lost a staff member in the last 12 months you believe you could have kept?



Does your organisation currently measure staff morale in any formal way?



Which is harder for your organisation right now: attracting or keeping staff?



Represents 180 responses across 123 organisations



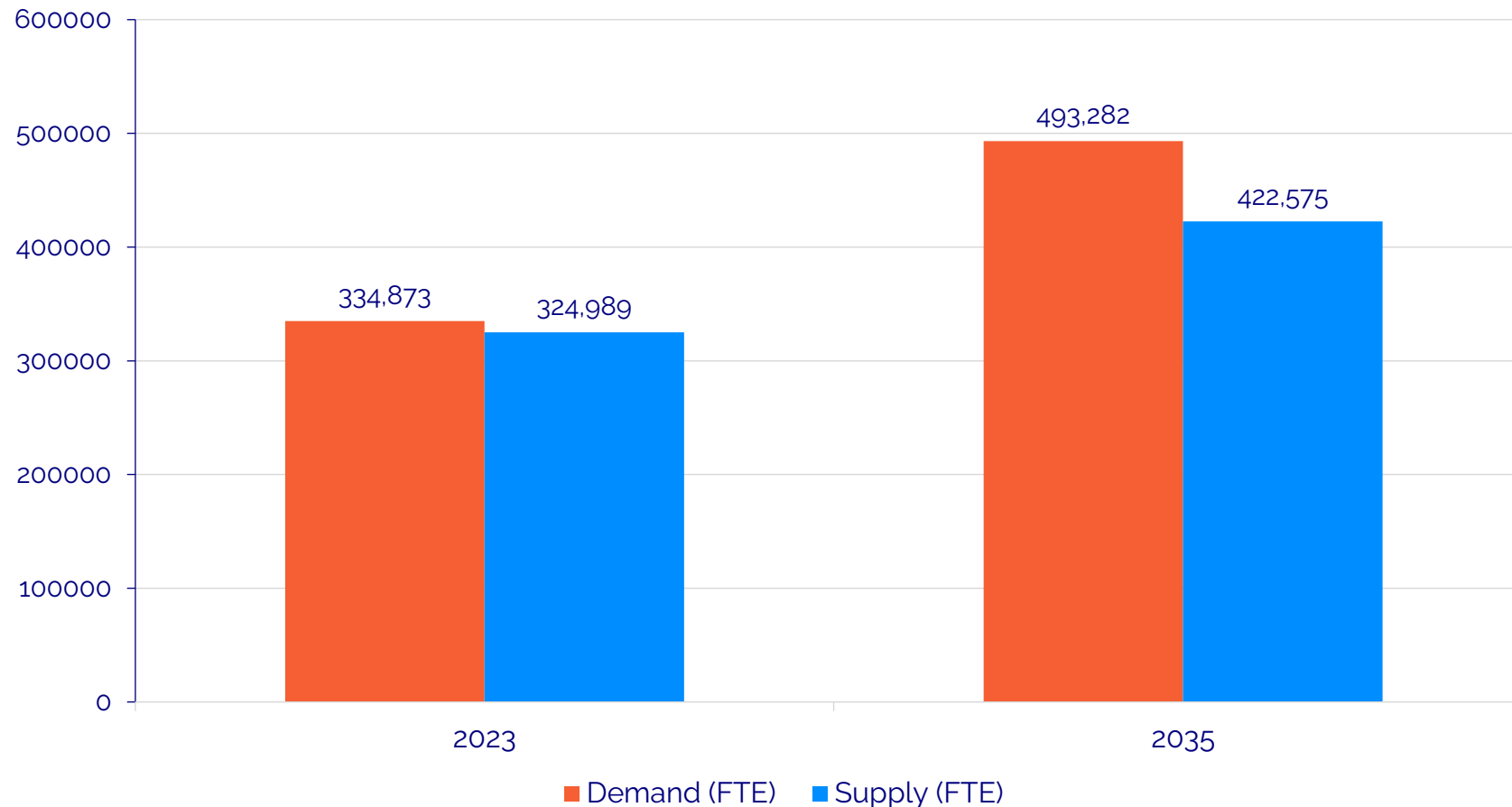
Data

362,855 nurses were registered and employed in Australia in 2022 — the largest single health profession in the country

**The nursing
workforce
today**

The national gap: supply isn't keeping pace with demand

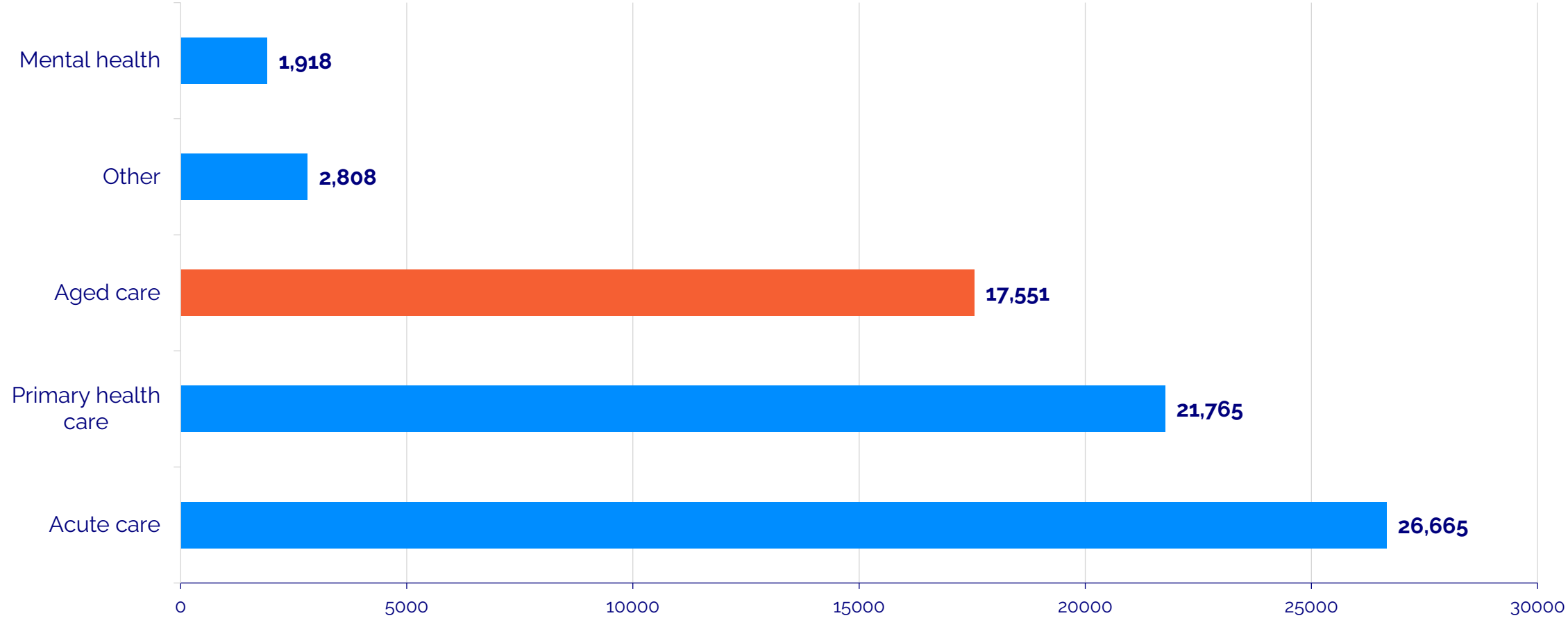
National nursing FTE: baseline supply vs demand



70,707 FTE
undersupply projected by 2035
(79,473 nurses by headcount)

Every sector is short — aged care among the hardest hit

Projected FTE undersupply by sector, 2035



The policy response

National Nursing Workforce Strategy

- Released August 2026 — Australia's first coordinated national nursing workforce plan
- Priorities: nationally consistent data and planning, postgraduate accreditation, support for overseas-qualified nurses, rural pathways

Aged care-specific programs

- Aged Care Nursing Clinical Placements Program
- Aged Care Registered Nurses' Payment
- Aged Care Transition to Practice Program
- Care minutes and 24/7 RN coverage requirements
- Staged Aged Care Work Value wage increases, completed August 2025

Joining us on the panel



Anthony Nguyen
Founding Director
Aged Care Recruitment
Experts (ACRE)



Sue Jauncey
CEO/Founder
Appellon



Richard de Haast
Chief Executive Officer
Scalabrini Communities

THE ACRE
DIFFERENCE

Out of the box ideas

- Synaptico
- Professional Networker / Content Creator / Podcaster

THE ACRE
DIFFERENCE

Attention is the new currency

- Adverts / SEEK - Stand Out!
- Telephone Screen - Call Immediately
- Video / Face to Face meeting - Make a New Friend
- Email with Interview Prep - Give them content to consume
- Offer - Don't haggle over \$5k.

To the panel



Anthony Nguyen
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Richard de Haast
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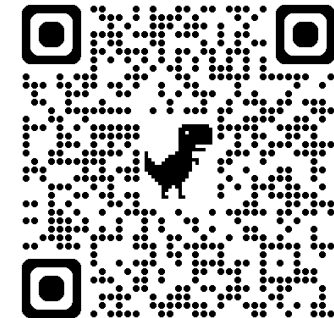


Mirus Academy

Building capability in a changing aged care environment

Group-based training designed to build practical capability across key aged care roles.

- **AN-ACC** training selling fast!
- **New: SIRS** training available to book next week!





September webinar

Seeing the Signals: Governance, Risk and the Data That Matters

Thursday 24 September 2026, 12:00pm

Watch your inbox for your invitation



Would you like to share your point of view?

We're always looking for industry voices to join us on future webinar panels.

Drop us a line at marketing@mirus.group

Contact us



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