

# Strategy 3.

## Job redesign

Job redesign, based on an understanding of the types of work which need to be carried out, is a key strategy for making the most of the current workforce and planning for the future.

- Environment
- Task requirements
- Task variety
- Task significance – perception of importance
- Communication requirements and opportunities
- Relationship requirements and opportunities
- Supervision requirements and opportunities
- Compliance requirements and opportunities for innovation
- Physical demands of the work
- The level of judgement, autonomy and initiative required
- The level of risk to self, client and other
- Level of skill, attribute and experience that underpins current job design

### Activity

1. Identify a job role you would like to review

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2. Describe the job under each of the elements

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3. Consider how this job role could be redesigned to accommodate an employee:

- Who would like less time & responsibility with regard to compliance/ paperwork, or

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- Who would like more challenging work, or

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- Who has a back problem, or

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- Who is of post-retirement age

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4. Consider the implications of these changes from the perspective of:

- Current industrial arrangements

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- Client needs and preferences being met

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- Business viability for your organisation

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