



HEALTH  
RECRUITMENT  
SPECIALISTS

# Director of Clinical Services



PO Box 83 Ocean Grove Victoria 3226

[hrsa@hrsa.com.au](mailto:hrsa@hrsa.com.au)

[www.hrsa.com.au](http://www.hrsa.com.au)

November, 2017



HEALTH  
RECRUITMENT  
SPECIALISTS

# Background

## **Vision:**

Heywood Rural Health is committed to the health and wellbeing of our community.

## **Values:**

### **Respect**

- We make mutual respect the basis of all interactions
- We respect diversity and respect the dignity of each person
- We embrace the differences in people and perspectives

### **Responsiveness**

- We take actions and opportunities to create results
- We provide services that are person centered and focused on outcomes
- We keep our commitments and promises

### **Care**

- We care about the people and the community within which we work and live
- We care about our colleagues and ourselves
- We support people to develop and build on their strengths

### **Integrity**

- We uphold our professional ethics at all times
- We are honest and fulfill our commitments
- We are accountable for our actions

## Health Service Overview

Heywood Rural Health (HRH) is situated in the town of Heywood, in the Glenelg Shire in the Western District of Victoria and falls within the Barwon Southwest Region of the Department of Health & Human Services. In the 2011 census the population of Heywood was 1,725 and is comprised of approximately 52.3% females and 47.7% males.

The population of Heywood and surrounding towns experience a high proportion of disadvantage in terms of access to services, public transport, housing affordability and limited access to employment and childcare; this in turn is limiting the ability for residents to secure long term residency in the area. Heywood has a population of Aboriginal people and a number of people born overseas. This increases the need for a diverse range of services needed to cater for the diverse population. There is also an increasing population of residents over the age of 75 living alone and unpaid carers make up 39% of the overall population.

The organisation is funded by the Victorian Department of Health under the Small Rural Health Services flexible funding model. In addition to funding received from the State, we receive funding from the Commonwealth Department of Social Services for aged residential care and community based services.

HRH provides 45 Aged Care residential beds and 5 acute beds with two emergency trollies. We also have a Community Health Service hub, which includes a medical clinic, allied health and community nursing services, home care, meals on wheels and community transport support.

## Health Service Overview Cont.

### Hospital Services Include:

#### ACUTE CARE

- Urgent Care Service
- Post-Acute Care
- Palliative Care

#### COMMUNITY HEALTH

- GP services
- Physiotherapy
- HACC
- Home Care Packages
- Occupational Therapy
- Podiatry Services
- CACP
- Dietetics
- Diabetes Education
- Women's Health
- Health Promotion
- District Nursing Services
- Social Worker Services
- Community Nursing
- Centre Against Sexual Assault visiting consultant
- Australian Hearing Services

#### RESIDENTIAL AGED CARE

- Residential Care
- Respite High/low care
- Planned Activities Program
- Palliative Care
- Volunteer Program

# Director Of Clinical Services

## Purpose:

The Director Clinical Services is responsible for the effective and efficient leadership and management of Acute and Residential Aged Care Services in accordance with Heywood Rural Health's (HRH) Vision, Values and Strategic Directions and Business Plan, and within the overarching framework of an integrated health service.

## Key Activities:

This position is responsible for the professional, strategic and business leadership of Clinical Services within HRH, as well as ensuring the residential communities are welcoming to our community providing holistic support.

The incumbent will display the following core attributes: professional integrity and confidence, an innovative and inquiring mind, an overarching desire for business improvements, and the desire to progress development of the acute and residential services workforce through advancing practice and models of care.

# Key Selection Criteria

KSC	Description
1	Current (or eligibility for) unconditional AHPRA registration as a Registered Nurse and current national Police Check
2	Post graduate qualification in Management is desired.
3	Developed knowledge of, and experience with multipurpose funding models and Residential Aged Care Funding.
4	Working knowledge of National Standards and the Australian Residential Quality Agency Accreditation Standards
5	Practical, analytical and logical problem-solving skills, with the ability to undertake business and performance analysis and implement relevant strategies in response to findings
6	Highly developed verbal and written communication skills
7	Ability to set standards, targets and objectives and to achieve those by influencing the performance of others
8	Capacity to work independently and as an effective team member, ensuring the delivery of agreed outcomes within specific timeframes.
9	Demonstrated ability to effectively build a team and manage staff.
10	Proven ability to operate and enhance the culture of no blame.
11	Proven relevant experience including the ability to embed excellence within the organization
12	Excellent knowledge and proven application of quality, safety and risk management principles

## Remuneration

The Total Remuneration Package (TRP) is \$120,000 and is comprised of

- Salary
- Superannuation 9.5%
- Car
- Phone
- Generous salary packaging benefits

## Location

**Heywood Rural Health**  
21 Barclay Street  
Heywood Vic. 3304  
Phone: 1300 468 870  
[www.heywoodruralhealth.com.au](http://www.heywoodruralhealth.com.au)

## Closing Date

Dec 8, 2017

## Contact

Jo Lowday  
[hrsa@hrsa.com.au](mailto:hrsa@hrsa.com.au)  
0400 158 155