



Echuca Regional Health



Chief Executive Officer

Applicant Information



hrsa@hrsa.com.au

Health Recruitment Specialists



About Echuca Regional Health

PURPOSE

Supporting everyone to be healthy and live well

OUR VALUES

Collaboration

Accountability

Respect

Excellence

Echuca Regional Health (ERH) is located approximately 180 kilometres directly north of Melbourne in the Shire of Campaspe (Victoria), adjacent to the community of Moama (Murray River Council, New South Wales). Echuca-Moama is surrounded by the majestic Murray River, which provides for an area prosperous with agriculture, tourism, industry, development and new residents. The health service has an operating budget of \$71 million and a staff base of 700 employees.

Upon the completion of a \$65 million redevelopment in August 2015, Echuca Regional Health comprises 113 beds providing a comprehensive range of services including, acute, sub-acute, residential aged care and primary and community health services. In 2015, Echuca Regional Health commenced the implementation of a world-leading health care cultural change and organisational improvement coaching program through Studer Group Australia, locally titled "CARE Matters".

The values driven culture at Echuca Regional Health has seen continued improvement in our People Matter Survey results indicating high employee engagement. Echuca Regional Health has recently been identified as an Outer Regional Health Service by the Department of Health and Human Services, solidifying our position as a regional healthcare leader. The current four year Strategic Plan expires in 2018, which provides an exciting opportunity for the Chief Executive Officer to work with the community and the organisation to develop a new strategic vision and strategy for the next few years.

Bed-based Facilities

Acute Hospital – 83 beds

- Haemodialysis
- High Dependency
- Medical
- Obstetric
- Paediatric
- Surgical

Sub- Acute Hospital – 24 beds

- Palliative Care
- Rehabilitation
- Geriatric Evaluation and Management

Residential Aged Care – 60 beds

Short Stay Unit – 6 beds

FINANCIAL AND SERVICE PERFORMANCE

SUMMARY OF FINANCIAL RESULTS FOR THE YEAR ENDED

	2017 \$000	2016 \$000	2015 \$000	2014 \$000	2013 \$000
OPERATING STATEMENT					
Revenue excluding capital purpose income	66,915	61,595	55,963	51,372	48,795
Expenses excluding depreciation	(66,392)	(61,061)	(56,235)	(51,338)	(49,069)
Net result before capital and depreciation	523	534	(272)	34	(274)
Capital purpose income	1,500	528	2,222	31,916	11,986
Impairment of Non-Financial Assets	(16)	58	-	(527)	-
Depreciation	(5,278)	(5,629)	(3,308)	(4,160)	(4,757)
Net result for the year	(3,271)	(4,509)	(1,358)	27,263	6,955
BALANCE SHEET					
Total Assets	101,968	104,769	103,747	92,967	62,266
Total Liabilities	(19,742)	(19,532)	(17,094)	(15,822)	(14,369)
Net Assets/Total Equity	82,226	85,237	86,653	77,145	47,897

PERFORMANCE STATISTICS

ADMITTED INPATIENT ACTIVITY	2016/2017	2015/2016	2014/2015	2013/2014	2012/2013
ACUTE ADMISSIONS					
Surgical	3,991	3,067	3,155	3,112	3,065
Medical	3,533	3,490	3,149	2,712	2,505
Renal Dialysis	1,501	1,618	1,798	1,722	1,566
Chemotherapy	894	897	724	510	414
Obstetrics	838	725	534	588	610
Total Acute Admissions	10,757	9,797	9,360	8,644	8,160
SUB-ACUTE ADMISSIONS					
Geriatric Management and Evaluation	74	89	33	-	-
Rehabilitation	242	208	97	-	-
Palliative Care	65	64	55	-	-
TOTAL SUB-ACUTE ADMISSIONS	381	361	185	-	-
Babies Born	330	389	305	322	350
Theatre Procedures	3,870	3,542	3,610	4,329	3,690

18 OCCASIONS OF SERVICE

OCCASIONS OF SERVICE	2016/2017	2015/2016	2014/2015
Emergency Department Presentations	20,691	19,041	18,099
Acute Bed Days	20,862	19,619	19,551
Sub-Acute Bed Days	5,685	5,447	2,823
Aged Care Bed Days	21,103	21,395	22,748
Transition Care Bed Days	4,025	4,206	4,421
Medical Suites Consultations	17,650	18,082	21,909
NURSING COMMUNITY BASED SERVICES			
Community Nursing	9,729	8,826	8,985
Homecare Midwifery Services	433	473	446
Complex Care	1,609	1,527	1,376
Palliative Care	4,189	3,409	2,428
Post-Acute Care	4,972	5,324	4,121
Residential In Reach	519	802	591
Hospital in the Home	1,016	1,097	818
Total Nursing Community Based Contacts	22,467	21,458	18,765
ALLIED HEALTH SERVICES			
Aboriginal Liaison	376	257	228
Alcohol and Other Drugs	483	927	477
Community Rehabilitation	9,576	9,031	8,580
Counselling	4,815	4,955	3,218
Dental Services	5,937	7,006	7,319
Diabetes Education	289	378	425
Dietetic Services	692	702	777
Occupational Therapy	523	1,463	2,639
Physiotherapy	1,998	2,518	2,733
Podiatry	939	848	1,048
Speech Pathology	1,050	1,097	1,188
Women's Health	318	366	586
Total Allied Health Contacts	26,996	29,548	29,218
Total Occasions of Service	139,479	138,796	137,534

An increase in total acute admissions and occasions of service was experienced this year.

Chief Executive Officer Role

PURPOSE OF THE ROLE

To provide executive leadership, operational management and direction towards achievement of Echuca Regional Health's Vision, Priorities, Objectives and Strategic Directions, in accordance with Governance Procedures, Strategic Plan, the Instrument of Delegation and Policies and Procedures.

POSITION SUMMARY

Under the direction of the Board of Management, the Chief Executive Officer is responsible for implementing the strategic direction of Echuca Regional Health ensuring the organisation maintains an excellent reputation, meets statutory regulations and complies with the Victorian Department of Health and Human Services (DHHS) policies and procedures.

KEY WORKING RELATIONSHIPS:

Internal:

Board of Management
Board Committees
Executive Team
Other Direct Reports
Volunteers
Visiting Medical Officers

External:

Department of Health and Human Services
Accreditation authorities
Primary Care Networks
Local Community: Community agencies; Representatives including MPs and Councillors
Universities and TAFE
Chief Executive Officers and Boards of neighbouring Health Services and across Victoria
Associations including Victorian Healthcare Association; Victorian Hospitals Industrial Association;
Local news media



Key Selection Criteria

Mandatory Requirements

- KSC 1** Tertiary Qualifications in Health, Commerce or Business Management with relevant Postgraduate Qualifications and/or Technical Qualifications.
- Membership of a relevant Professional College/Association is also required.
- KSC 2** A proven history of executive-level leadership skills in a complex organisation that demonstrates achievement in delivering high-quality health services, achieving key performance indicators, achieving budget targets within tight fiscal constraints.
- KSC 3** Ability to negotiate, advocate and work with a wide cross section of stakeholders with an established track record that demonstrates excellent relationship management and with a high ability to work comfortably in the complex governance environment of Health Services in Victoria
- KSC 4** Excellent understanding of principles of evaluation, clinical governance and risk management in a health service as well as a sound understanding of Public Health Governance and experience working with a Board of Management.
- KSC 5** Proven workforce leadership abilities including: a demonstrated capacity to motivate, engage and maximise the performance of the Executive Team; support colleagues in their contribution; holding others to account and being held to account for agreed targets; and motivating, empowering and influencing others.
- KSC 6** Demonstrated ability to clearly communicate vision and future strategy and to ensure the vision is effectively translated into clear business goals and objectives. High order strategic, analytical and innovative skills in management and health service delivery.

Desirable Attributes

- KSC 7** Detailed knowledge of the Australian Health Industry and current developments in hospitals, residential aged care, primary health and community service sectors.
- KSC 8** Demonstrated ability to meet the emerging challenges/ changes within the Public Hospital system including a deep understanding of health service funding and service provision, including standards for Accreditation.
- KSC 9** Understanding of the role of the Health Service in responding to community needs within a rural and regional community.



Remuneration

The Board of Management will negotiate a competitive remuneration package with the successful applicant. A 3 year GSERP contract with a Total Remuneration Package (TRP) in the range \$190,966 to \$345,525 (Group 3 Cluster 2).

The TRP is inclusive of:

- Base salary
- Superannuation
- Motor vehicle
- Salary packaging

How to Apply

Applications should include a:

- Covering Letter
- Current CV
- Statement addressing the Key Selection Criteria; and
- Completed Application Form (available on the HRS web site).

Applications can be lodged online via the HRS web site or by email at hrsa@hrsa.com.au

Applications Close: 2 March 2018

Further Information

John Cross, Director
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