

Chief Executive Officer

Stawell Regional Health



About Stawell Regional Health

Our Vision:

Caring for our Community

Our Mission:

In partnership with our community, Stawell Regional Health will deliver high quality care and improve health outcomes by providing safe, accessible and integrated services.

Our Values:

1. **Trust:** We act openly and honestly as individuals and as a team.
2. **Respect:** We treat each other with respect and courtesy and value the opinions and contributions of others.
3. **Accountability:** We each take personal responsibility for our decisions and actions.
4. **Communication:** We encourage the sharing of information within our team and with the community.
5. **Safety:** We are committed to the safety of our workforce and our customers



Health Services

Stawell Regional Health offers a diverse range of integrated and related health services in our modern health service, carried out by a cooperative team of medical professionals and visiting specialists.

Acute Services

24-hour care is provided in the 35 bed acute ward which caters for any person who needs to be admitted to hospital. A variety of surgical services including general surgery, gastroenterology, orthopaedic, ophthalmology, urology, gynaecology and ear, nose and throat are offered from our high-class surgery facilities.

Oncology Services

The John Bowen Day Oncology Unit administers chemotherapy for all types of cancer, venesections for blood disorders, and post-chemotherapy care of intravenous access devices treatment along with access to Medical and Radiation Oncologists.

Urgent Care Centre

The Urgent Care Centre is staffed by Nurses from the acute hospital ward 24 hours a day, 7 days per week with doctors' on-call for advice on treatment or to attend to patients when required.

Primary and Community Services

Our Primary Care services provide specialist care to our patients on the ward, as outpatients, in the community, at Macpherson Smith Residential Care and in the home. The service includes Community Health Nursing, Diabetes Education, Exercise Physiology, Health Promotion, Dietetics, Occupational Therapy, Physiotherapy, Podiatry, Social Work and Speech Pathology. A number of programs that support health and wellbeing in the community including Gait and Balance, Hospital Admission Risk Program (HARP), District Nursing, Memory Support Nurse, Post-Acute Care (PAC), Transition Care Program (TCP), and Planned Activity Group (PAG) are offered.

Rehabilitation Services

Rehabilitation services are provided from our new rehabilitation centre, and include Cardiac and Pulmonary Rehabilitation and Oncology Rehabilitation programs.

Residential Aged Care Services

Macpherson Smith Residential Care has 36 beds, providing a home for people needing 24 hour nursing care, and comprehensive Primary Health services in a resident centred environment.

Stawell Medical Centre

Stawell Medical Centre provides quality, easy to access general practice medical care to the Stawell community.

Diagnostic Services

The quality, modern Medical Imaging Department offers an extensive range of services including CT, Ultrasound, General Radiology and Interventional Radiography. A full range of pathology services is available onsite through Australian Clinical Laboratories.



The Role

The Chief Executive Officer (CEO) is responsible for implementing the strategic direction of the Health Service as determined by the Board of Management and ensuring alignment with the organisation vision and mission. The CEO will ensure efficient and effective management of the health service while providing strong leadership and setting the culture for the organisation. The CEO is also responsible for the provision of contemporary safe high quality health services that are responsive and appropriate to the needs of the Community. The Health Service must maintain its excellent reputation and meet statutory regulations and Department of Human Services policies and procedures.

Key Responsibilities:

- Lead the strategic planning process for SRH and implement, monitor and report regularly to the Board on its advancement.
- Ensure the prudent financial management of SRH. Provide appropriate advice to the Board of Management to ensure provision of best practice safe and appropriate care. Ensure SRH abides by all State and Federal Legislation within the Enabling Act
- Keep abreast of innovative developments in the health field and where appropriate, recommend new systems and funding streams to the Board of Management.
- Draft policies for the consideration of the Board of Management and ensure their effective implementation and management and review of existing policies
- Lead and motivate staff and manage resources to ensure SRH remains a leader in the provision of rural health services and is an employer of choice.
- Drive a positive culture to create a high performing and engaged team
- Effectively control separate business units of SRH. Maintaining staff, services, financial control and customer satisfaction
- Ensure the Statement of Priorities is specific and current, is signed off and adhered to annually.



Key Selection Criteria

1. Demonstrated high levels of leadership, organisational and interpersonal skills congruent with the requirement to manage the operational aspects of a multidisciplinary team offering a diverse range of health services.
2. Proven ability to lead the strategic planning process for an organisation and to successfully implement, monitor and evaluate the plan and its outcomes.
3. Proven success in the areas of change management, negotiation, conflict resolution, consultation and motivation of a diverse team.
4. Demonstrated skills and experience in the area of policy development, implementation of policy and compliance with policy and legislation for the purpose of achieving organisational goals.
5. Demonstrated skills and experience in all facets of human resources management, workforce planning, people & culture and industrial relations.
6. Demonstrated knowledge of: funding, current government policies and directions at all levels, and, management of primary care services, residential aged care services, acute health care services and community based services.
7. A demonstrated knowledge and commitment to quality improvement activities and best practice models of service delivery.
8. Demonstrated ability to manage and control the financial resources of an organisation and to develop and implement strategies to reduce expenditure and increase revenue. Has worked with an approach that ensures that organisation work with a comfortable surplus to allow future development of the organisation.
9. Solid financial acumen including the capacity to interpret and report on financial accounts.
10. Demonstrated ability to manage the capital resources of an organisation including planning and management of building projects, infrastructure & equipment and maintenance plans.
11. Experience in the maintenance and review of risk management programs.
12. Commitment to and experience in developing innovative, sustainable interagency relationships
13. Has been involved in development of inter- regional planning and sharing of resources.
14. Demonstrate experience in developing strong relationships with local communities and local government.
15. Demonstrate passion for driving the organisation forward.
16. Superior presentation and communication skills and the ability to act as the spokesperson for the organisation.
17. Effectively Communicate the Mission, Vision and values of the Organisation to all staff, driving a positive culture and ensuring Senior Executive and Managers are valued, inspired and live the values of the organisation.
18. Demonstrate integrity, be open and honest and act in a way that reflects the culture and values of the organisation.
19. Engage the wider Stawell community and general public.



Remuneration

The Board of Management will negotiate a competitive remuneration package with the successful applicant. A three year GSERP contract with a Total Remuneration Package (TRP) in the range of \$134,851 to \$211,374 (Group 4, Cluster 2 – Small to Medium Rural Centre) will be negotiated with the successful applicant.

The TRP is inclusive of:

- Base Salary
- Superannuation
- Motor vehicle

Salary packaging benefits are also available.

How to Apply

Applications should include a:

- Covering Letter
- Current CV
- Statement addressing the Position Requirements and 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: 15 June 2018

Further Information

John Cross
Director
Health Recruitment Specialists
0417 332 598

