



HRS

Chief Executive Officer



**KYABRAM DISTRICT
HEALTH SERVICE**



About Kyabram District Health Service

KDHS is a fully accredited public health service providing medical and surgical services, perioperative services, residential aged care, renal dialysis as well as primary and allied health services to the district. KDHS employs over 300 people and is the largest employer in Kyabram.

KDHS provides a broad range of hospital, allied and community services through the Department of Health and Human Services, Loddon Mallee Region. Locations include:

- At 86-96 Fenaughty Street Kyabram there are 32 beds providing acute medical, surgical, and transitional and maintenance care. An Urgent Care Centre, a Renal Dialysis Unit and a Cancer Centre are also on this site, as are Primary and Allied Health services, District Nursing Services and a 42 bed Residential Aged Care facility.
- Primary Health and Planned Activity Group services are provided from 35 Birdwood Avenue, Stanhope.
- Primary Health services are provided from 37 Mangan Street, Tongala.
- Visiting private consultants provide a range of services to the local communities from consulting rooms at our three locations.

Our Purpose

Healthy Community, Local Care

Our Values

Empathy

We actively listen to understanding your feelings. We show empathy by acknowledging others emotion Individuals are included in decisions about their care and have their needs acknowledged We provide choices and support individual wishes Our actions demonstrate our compassion for others

Wellbeing

Safety is at the forefront of everything we do. People feel safe in our care We foster a person centred approach through flexible, individualised care. We will support the physical, emotional, social and psychological health of all.

Community

People experience a welcoming, friendly approach. We embody the cohesiveness and spirit of our communities. Everyone feels connected and has a sense of belonging. Our teamwork is built on cooperation, collaboration and communication.



Services

Following is a list of the range of services provided by KDHS:

ACUTE HOSPITAL

- 28 Acute Beds
- Medical
- Surgical
 - Dental
 - Ear, Nose & Throat
 - Endoscopy
 - General
 - Gynaecology
 - Ophthalmology
 - Orthopaedics
 - Urology
- Palliative Care
- 3 Renal Dialysis chairs
- 2 Transition Care beds
- 2 Maintenance Care beds
- Urgent Care Centre

PRIMARY AND ALLIED HEALTH

- Asthma Education
- Cardiac Rehabilitation Program
- Chronic & Complex Disease Management
- Community Health Nursing
- Community Transitional Care—2 places
- Counselling Services
- Diabetes Education
- Dietetics
- Early Childhood Intervention Service
- Health Promotion
- NDIS Services
- Occupational Therapy
- Physiotherapy
- Speech Pathology
- Well Women's Clinic

AGED CARE

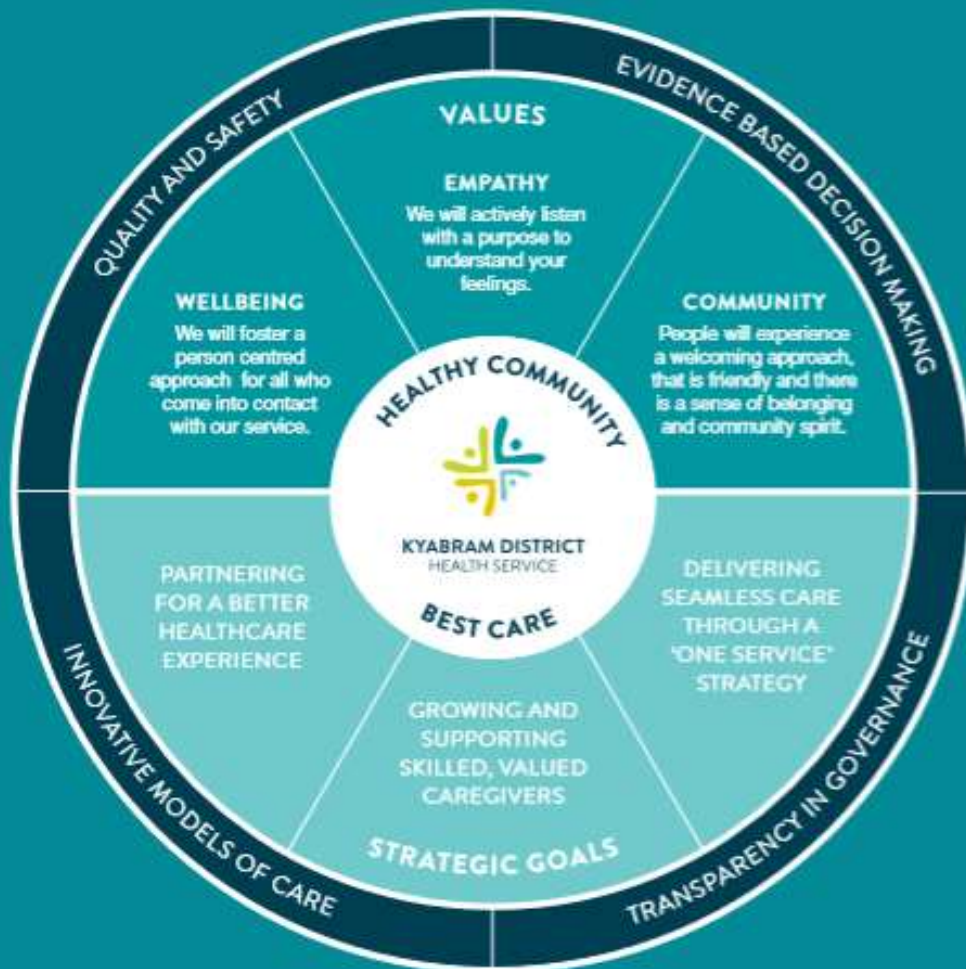
- Planned Activity Group/HACC
- Residential
 - 28 high care beds
 - 12 dementia specific beds
 - 2 respite care beds

OTHER SERVICES

- Cancer Services
- District Nursing Service
- Pregnancy care in partnership with Goulburn Valley Health
- In-home post birth care
- Breastfeeding support
- Meals on Wheels



2018-2022 STRATEGIC PLAN



The KDHS 2018-2022 Strategic Plan was launched at the Annual General Meeting on 13th November 2018.



The Role

The Chief Executive is responsible to the Board of Directors and the Victorian Minister for Health for the overall management and administration of Kyabram District Health Service, through optimum use of human, material and financial resources. The role is concerned primarily with coordinating all functions of the health service to ensure that the organisation achieves optimum effectiveness in serving the health needs of the community.

KEY EFFECTIVENESS AREAS

- Development and implementation of Policy and Strategic Plans.
- Quality of Safe Service Delivery and Program Development
- Financial Management
- Teamwork, Communication and Relationships
- Human Resource Management
- Kyabram District Health Services Purpose & Values

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

- KSC 1** Tertiary qualifications in business/health management or related disciplines.
- KSC 2** Demonstrated success in the management and leadership of a business enterprise including a demonstrated capacity to manage and provide leadership in a multidisciplinary service environment.
- KSC 3** Substantial knowledge of, and experience in public sector health services at a senior management level, including rural health policy, health administration, health law, capital planning, financial management and broad understanding of principles of population health.
- KSC 4** Demonstrate skills and knowledge for the concepts and practices of strategic management and organisational change including demonstrated strategic planning and project management expertise.
- KSC 5** Substantial motivational, leadership, strategic awareness and management skills. A proven capacity to lead and motivate teams and a strong demonstrated commitment to values based leadership
- KSC 6** Superior negotiation, consultative and interpersonal skills in an environment of change and evolution. A track record that demonstrates sound judgement and decision making.
- KSC 7** Highest standards of Professional Ethics.



Remuneration

The Board of Management will negotiate a competitive remuneration package with the successful applicant. A three (3) year GSERP contract with a Total Remuneration Package (TRP) in the range of \$137,548 to \$215,601 (Group 4, Cluster 2) will be negotiated with the successful applicant.

The TRP is inclusive of:

- Base Salary
- Superannuation
- Motor vehicle

Other benefits:

Salary packaging benefits are also available.

How to Apply

Applications should include a:

- Covering letter incorporating a response the Key Selection Criteria
- Current CV; 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: 24 May 2019

Further Information

Jo Lowday
Director
Health Recruitment Specialists
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