

# Chief Executive Officer

Stawell Regional Health



# About Stawell Regional Health

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**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**

Our values represent the key areas our workforce commits to every day and play a critical role in shaping how we operate as an organisation.

**Community CARE** – Our community speaks to those we serve, those we work alongside, those we partner with and those we are accountable to.

**Compassion** – We are kind and considerate in our care for others

**Accountability** – We each take personal responsibility for our decisions and actions

**Respect** – We value how people are different and diverse

**Excellence** – We continually strive to deliver quality, efficient, and evidence-based services



# Health Services

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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

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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

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- KSC 1** Tertiary qualifications in commerce, business management or health (preferably with post-graduate qualification in business and health service management or administration).
- KSC 2** Extensive leadership and senior management experience in the health sector (including membership of a relevant professional organisation) with demonstrable experience in leading the strategic planning process for an organisation and successfully implementing, monitoring and evaluating the plan and its outcomes. Experience as a CEO or COO of a hospital or medical center is highly desirable.
- KSC 3** 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 effectively with and maintaining a strong relation with a Board of Management. This will include a demonstrated knowledge and commitment to quality improvement activities and best practice models of service delivery
- KSC 4** Strong values-based leadership skills with a proven ability to successfully lead organizational change, manage and motivate staff, resolve conflict, promote the creation of a positive workplace culture and develop teams of high performers.
- KSC 5** Demonstrated understanding of the health service industry, experience of Commonwealth and State health policies and programs and a detailed familiarity with Commonwealth and State health funding systems and policies across primary care services, residential aged care services, acute health care services and community based services.
- KSC 6** A track record of success in the financial management of a health service, combined with operational ability to maximise an on-going balanced financial position and including planning and management of building projects, infrastructure & equipment and maintenance plans.
- KSC 7** High level interpersonal skills including a demonstrated ability to build and maintain rapport and effective relationships with a broad range of stakeholders including local communities and government as well as the medical workforce and other similar agencies. In particular you will demonstrate successful experience in GP relationship management
- KSC 8** 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.
- KSC 9** Demonstrated successful experience in change management and health service operations management.



# Remuneration

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The Board of Management will negotiate a competitive remuneration package with the successful applicant. A three year Public Hospital Executive contract with a Total Remuneration Package (TRP) in the range of \$140,299 to \$219,913 (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](mailto:hrsa@hrsa.com.au)

**Applications Close: 13 September 2019**

## Further Information

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