

Chief Executive Officer

Central Gippsland Health
Service



**CENTRAL
GIPPSLAND
HEALTH**



About Central Gippsland Health Service

Central Gippsland Health Service (CGHS) is the major provider of health and aged care services in the Wellington Shire. We serve an immediate population of Central Gippsland and reach a wider community in East Gippsland in terms of more specialised services such as perinatal services, critical care and surgery.

The health service has acute campuses at Sale, Maffra and Heyfield; community and home support services are provided throughout the Shire of Wellington (with the exception of Yarram and District) with centres in Maffra, Sale, Heyfield, Rosedale and Loch Sport; and residential aged care services at Sale, Maffra and Heyfield.

CGHS is both a sub-regional and an integrated health service, providing a broad range of primary, secondary and tertiary services, including a near comprehensive range of HACC services, through to adult intensive, coronary care and level 4 neonatal care.

The current focus of the health service is to leverage our integration in assisting with the breaking down of traditional program barriers and service delivery silos that have flourished, in order to develop a highly efficient system that responds to people's needs. We do this by placing our patients at the centre of a service delivery system focused on supporting the achievement of their goals and aspirations, consistent with the principles embedded in the "active service model".

Our service model:

The CGHS service model is shaped by our vision, mission and values. It is built around four strategic pillars which have objectives and strategies to achieve them. These pillars are:

1. Strengthening access to core services

Objective: Provide access to a highly integrated, networked, technology enabled system that will give people access to services as close to home as is safe and appropriate.



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2. Taking a partnership approach

Objective: Enhance our sustainability and clinical capability and, as a consequence, increase the number of treatments available closer to home.

3. Adjusting to an ageing population

Objective: Provide more services in the community and home-based setting with an overarching reablement agenda.

4. Investing in our people

Objective: Develop a highly talented, skilled, supported and happy workforce.

Our Vision

A safe and healthy community where everyone feels they are valued, supported and have the opportunity to participate.

Our Mission

Our Mission is to provide health and community services that will best meet the needs of our community. In doing so we will focus on:

- Supporting community identified need and genuine community participation
- Placing our clients/patients at the centre of our work
- Supporting individuals, groups and communities to maintain and improve their health and well-being and minimise the negative impact of chronic disease and injury
- Integrating and coordinating our services within an interdisciplinary service delivery model
- Allocating and using our resources effectively and efficiently
- Achieving through collaboration and partnerships
- Being creative, innovative and open to discovery



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Our Values

In achieving our goals and objectives we will develop an organisational culture that supports:

Social Justice – Equity of Outcome

To do this we will: focus on achieving equality of outcome for individuals and groups; understand the impact of poverty and disadvantage on behaviour and health status; support affirmative action for the disadvantaged and marginalised amongst us; ensure our fees policy takes into account a client's ability to pay; support harm minimisation and targeted community support programs and be compassionate, tolerant and embrace diversity.

Honesty, transparency and integrity

To do this we will: set and model standards of behaviour consistent with the Victorian public sector code of conduct; embrace open disclosure and provide meaningful and clear information to our stakeholders and support ethical leadership development at all levels of the organisation.

Quality – Excellence with the client at the centre

To do this we will: embed a quality culture of continuous improvement across the organisation such that our client's experience with CGHS is characterised by the following:
seamless coordinated, integrated and timely provision of person centred care; facilities and equipment that enable the provision of efficient, effective and sustainable service delivery and a workforce that places a very high value on excellent customer service and client/patient advocacy.

Caring – Support, compassion and tolerance

To do this we will be: welcoming, caring, supportive, share knowledge freely and support learning in every setting; relate to our community with tolerance and compassion; assist our



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community to understand their rights and responsibilities and have access to genuine complaints resolution processes; support our community to identify the need for and make decisions relating to the development, delivery and evaluation of services; work within an intersectoral and collaborative framework to maximise benefits for our community; and appreciate the positive impact on organisational and community capacity that comes from diversity.

People – Respect and support

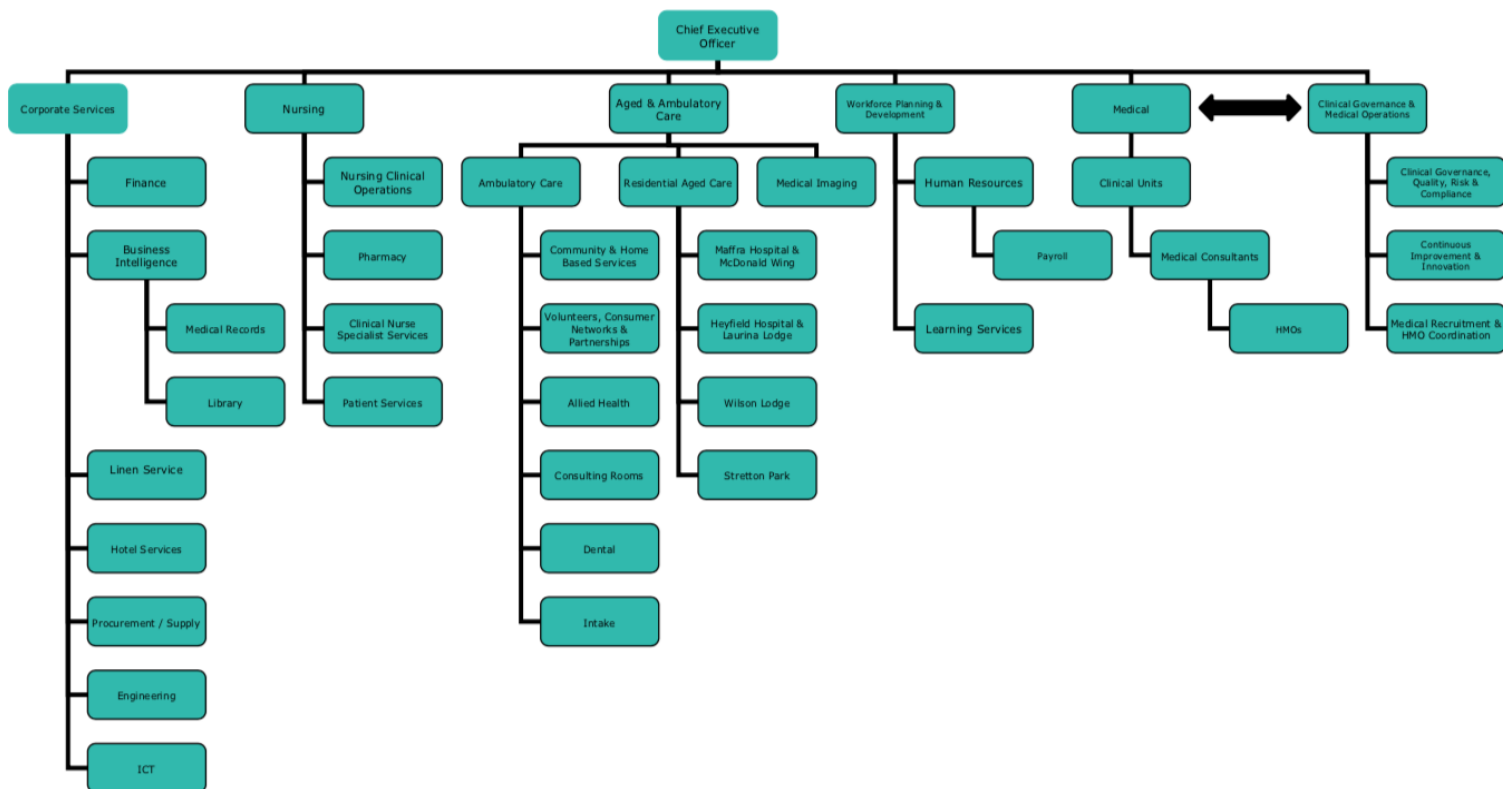
In doing so we will: strive to provide an environment that assists our staff to achieve their personal goals and objectives, live ethically within their personal value system, and enthusiastically support CGHS to achieve our strategic and service delivery goals and objectives; develop a workplace where people are enabled to be efficient and effective, put forward ideas and participate in decision making, be creative and innovative, and develop their learning and career in a manner consistent with their strengths and interests; and foster very high levels of staff capability and satisfaction.

For more information please refer to: CGHS 2019-24 Strategic Plan, CGHS SOP, Annual Report & Quality of Care Report, CGHS Reconciliation Plan, the LGBTIQ Action Plan and the CGHS Health Plan.
<http://www.cghs.com.au/health-professionals/recruitment/>



Organisational Structure

ORGANISATIONAL STRUCTURE



Chief Executive Officer

Position Purpose

To manage Central Gippsland Health Service in accordance with Board policies, By-laws and Instrument of Delegation, to achieve the health service's strategic mission, goals and objectives and in a manner consistent with the organisations agreed values.

The Chief Executive works in a highly complex environment that requires the incumbent to interact effectively with the Boards of Management, staff, health service auxiliaries, community consultation and network groups and a variety of staff and stakeholders.

The Chief Executive provides leadership, guidance, support and feedback to management, staff and VMOs of the health service, ensuring effective and efficient planning and delivery of health services in accordance with CGHS strategic directions.

Externally, the Chief Executive establishes and maintains a network of contacts with key stakeholders including: other public and private health service providers; Department of Health and Human Services (DHHS), Department of Health and Ageing (DoHA), senior officers; local government staff and elected officials; members of parliament; Wellington Primary Care Partnership; East Gippsland Division of General Practice; Federation University, Monash University, Gippsland and East Gippsland Clinical Schools; other Universities and Training providers; VHIA and VHA; community groups; and Australian Council for Healthcare Standards and other relevant quality accreditation agencies.

Such a network is necessary for the position to support compliance with relevant policy, procedure, legislation and to ensure services provided reflect the needs of the community and are delivered in a manner which is cost efficient, cost effective, of high quality and in a manner consistent with CGHS and public sector values.

For more information please refer to CGHS CEO – Position Description. Found at www.hrsa.com.au



Key Selection Criteria

Mandatory:

1. Tertiary qualification in Commerce, Business Management or Health.
2. Relevant postgraduate qualification/s and or technical qualifications
3. Membership of relevant professional college/organisation

Required experience / other (not covered by capability framework)

1. Substantial and proven experience in the management of health services and resources with a significant background in health service management at a senior level.
2. Detailed knowledge of the health industry, particularly the public hospital, residential aged care and primary health and community services sectors
3. Excellent understanding of management issues in complex organisation, principles of health service evaluation, quality and OH&S.
4. A proven record of sound financial management, human resources management, clinical governance principles and Australian health care systems and regulations.
5. Sound understanding of public health sector governance and experience working with a board of management.
6. Ability to demonstrate the CGHS Leadership and Management Capabilities at the senior manager level.
7. Ability to demonstrate technical capabilities associated with the role



Remuneration

The Board of Management will negotiate a competitive remuneration package with the successful applicant. A three (3) year Executive contract (per the Health Executive Employment and Remuneration Policy) with a Total Remuneration Package (TRP) based on the Group 3, Public hospital, service Entities, will be negotiated with the successful applicant.

The TRP is inclusive of:

- Base Salary
- Superannuation 9.5%
- Motor vehicle

Other benefits:

Salary packaging benefits are also available.
Relocation assistance 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: 15 November, 2020

Further Information

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Director
Health Recruitment Specialists
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