

Operational Director Performance Improvement

Benalla Health

Benalla
HEALTH



About Benalla Health

Benalla Health provides acute, urgent care, residential aged care and community services to the local regional community. More than 4,200 inpatients are treated annually, around 330 staff are employed and the annual operating expenditure exceeds \$30m.

The acute ward at Benalla Health is a 24-bed acute overnight ward inclusive of medical, surgical and palliative patients. Simultaneously there are 3 separate fully self-contained birthing suites where women are admitted and remain after the birth of their baby. There are 2 theatre suites and a 10 bed Day Procedure Unit. The Urgent Care Centre (UCC) at Benalla Health is a busy, dynamic 6 bed department, seeing on average 600-700 patients per month. It has 3 acute beds, 1 resuscitation bay, 1 triage bed and 1 quiet room bed.

The recently refurbished Morrie Evans Wing is a 30-bed residential aged care facility. The Benalla Community Care – Ray Sweeney Centre - is a partnership between Benalla Health and the Benalla Rural City Council. The shared facility provides a hub for community-based services provided by Benalla Health and Benalla Council as well as other visiting agencies and services. The recently refurbishment AL Berry Centre aims to improve rehabilitation services provided by hospital and the increased utilisation of this area remains a key focus.

Vision

Healthy, thriving and resilient communities in and around Benalla.

Purpose

To care for our community by providing safe, high quality healthcare for everyone

Values

Respect
Empathy
Excellence
Compassion
Accountability



Strategic Plan

Strategic Plan 2020-2025

Collaboration | Innovation | Action

Benalla
HEALTH

OUR VISION

Healthy, thriving and resilient communities in and around Benalla.

OUR PURPOSE

To care for our community by providing safe, high quality healthcare for everyone.

OUR PRIORITIES

Deliver responsive, high quality services

Strengthen our workforce and culture

Enhance community trust and engagement

Build lasting, effective partnerships

Consolidate our financial and environmental sustainability

OUR OUTCOMES

... that drive wellness, support healthy ageing and are **responsive to the evolving needs of our community**.

...so we recruit and retain a **resilient, engaged and skilled team**, who have pathways for growth and development.

... so people know and use our services, we understand their needs, provide **person-centred care**, and support them to achieve their health goals.

... that enable us to share resources and services, and take a **holistic approach to our region's health**.

... to empower us to innovate and **determine our own path forward**.

OUR BELIEFS

We believe that accessible healthcare is a fundamental human right.

We believe the community is stronger with us, and we are stronger with them.

We believe that everyone is welcome at Benalla Health.

We believe that each member of our team is integral to how we compassionately serve our community.

We believe in making a positive difference in people's lives - we really care.

We believe in and commit to collaboration, innovation and action.

OUR VALUES



Respect



Empathy



Excellence



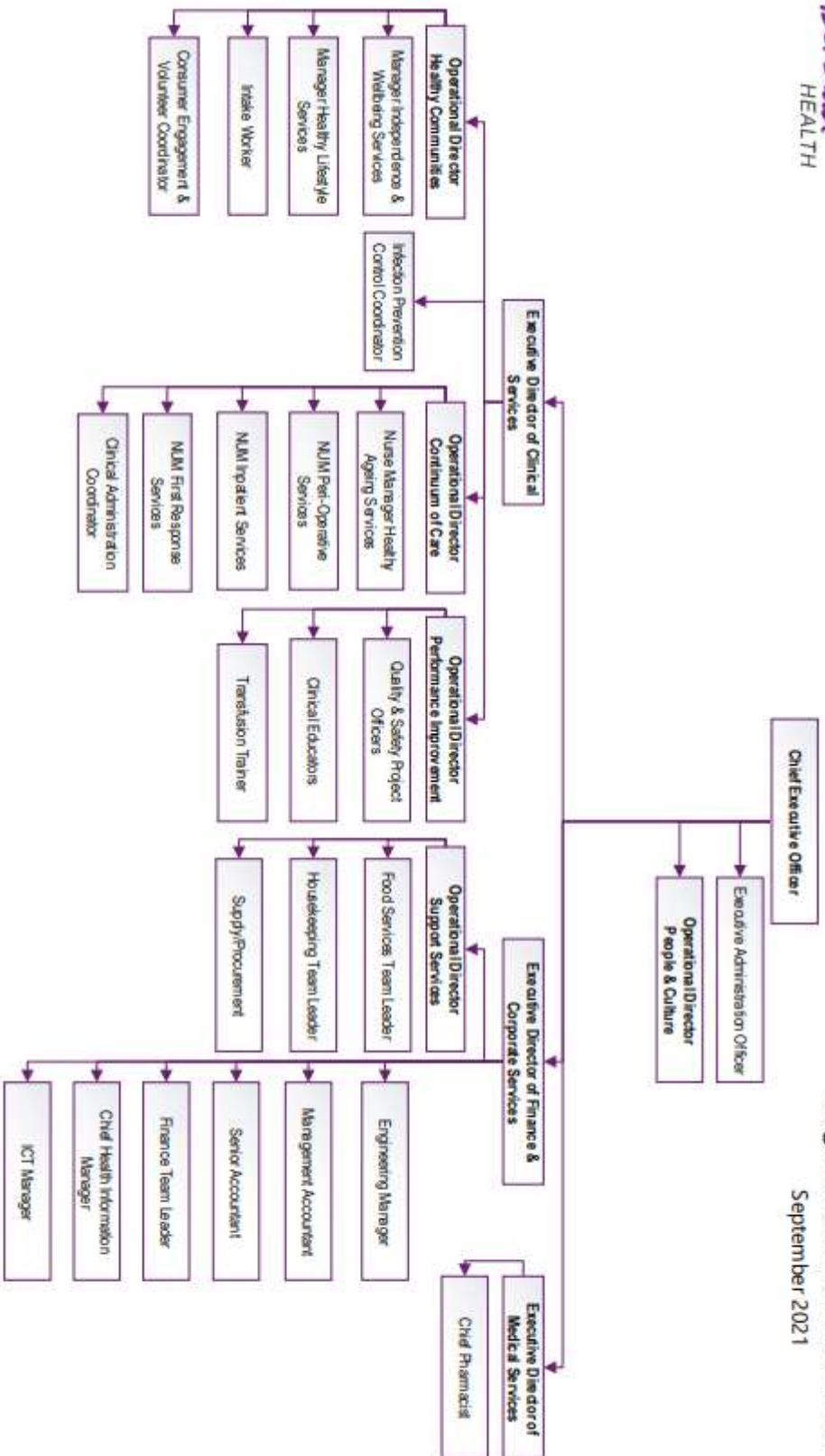
Compassion



Accountability



Organisation Structure



The Role

The Operational Director – Performance Improvement (ODPI) is recognised as a key member of Benalla Health's Clinical Services Leadership Team.

The ODPI supports the values of the organisation through their commitment to achieving a shared vision, mission and strategic goals; their effective management and oversight of performance improvement services; and their strong and inspired leadership in championing, monitoring and advancing performance improvement initiatives. Simultaneously the incumbent supports excellence in clinical governance and clinical risk management; facilitates advancement and innovation in both models of service and workforce development; and, provides oversight of organisational compliance with quality standards, provision of a comprehensive staff training calendar and suite of professional development resources, and of the facilitation of educational and other performance improvement partnerships, collaborations and agreements. The DPI is accountable for the education, research and quality services budget including reconciliation of training and quality related grants; and in collaboration with Human Resources, implements strategies to support workforce capacity, capability and consistency in practice.

Under the direction of the Executive Director of Clinical Services and in collaboration with the senior leaders within the directorate, the ODPI has responsibility for the development, provision and advancement of Benalla Health's Performance Improvement programs and services including leading and facilitating the hardwiring excellence coaching program and the maintenance of quality improvement databases and reporting.



Key Selection Criteria

PRE-REQUISITES:

Essential:

Registered Nurse Division 1
Current RN registration with APHRA
Current Police Check
Current Working with Children's Check

Desirable:

Post graduate qualifications in Education and/or Clinical Governance or working or willing to work towards same.
Extensive experience in health education
Extensive experience in quality and / or clinical governance

KEY SELECTION CRITERIA

- Proven commitment to excellence, accountability and consistency in practice.
- Demonstrated ability to instil trust and to inspire and motivate others to achieve common goals
- Demonstrated ability to work as a member of a team at a strategic level
- Demonstrated ability to lead and manage change and innovation in service provision
- Demonstrated knowledge and understanding of clinical governance, patient safety, and clinical risk management.
- Demonstrated understanding and experience in applying the principles of curriculum planning and learner centred educational theory and practice.
- Demonstrated understanding and experience in public health including understanding of health reform agenda, health funding, quality standards and accreditation, key legislation, regulation and statutory obligations.
- Demonstrated capacity to analyse data including benchmarking, trends and predictive modelling.
- Evidence of well-developed communication, interpersonal and computer literacy skills



Remuneration

CLASSIFICATION: RN Grade 5 Clinical Consultant

AWARD: Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2020-2024

RESPONSIBLE TO: Executive Director Clinical Services

DIRECT REPORTS: Quality Coordinator
Education and Research Team

The remuneration package is inclusive of:

- Base Salary
- Superannuation

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: 15 January 2022

Further Information

John Cross
Director
Health Recruitment Specialists
0417 332 598

