



Applicant Information

Nagambie HealthCare

Chief Executive Officer/
Director of Nursing

APRIL 2022



Nagambie HealthCare Inc

Nagambie Healthcare (NHC) is a not-for-profit community run health facility which has been delivering services to its community since 1929. NHC delivers acute, subacute, community, palliative and aged care services to a catchment area of 3,302 square kilometres and serves a predominantly aging farming community. A fundamental feature of NHC is that being a locally owned and supported service we are acutely aware of the social determinants of health associated with rurality and social isolation and in particular their impact within our own community.

VISION

- ♣ To provide high quality, accessible services that best meet the needs of our Community
- ♣ To deliver care with empathy, compassion and competence

VALUES

The Nagambie HealthCare Values are designed to guide us in our relationship with our patients, residents, carers, staff and all other consumers of our service. Through them we become a health service operating with a common understanding of what we all can expect from each other.

RESPECT

We will value each other and acknowledge our differences by actively listening to all points of view.

CO-OPERATION

We will involve staff and service providers in decision making and will work in partnership with our patients, residents, their families, carers and other health care providers.

FLEXIBILITY

We will demonstrate resilience and be open to modification and change.

PRIDE

We will be proud of Nagambie HealthCare

Services

ACUTE CARE SERVICES

NHC has a licence for 12 beds and the 2020-21 financial year saw the completion and occupancy of the first stage of the hospital wing with six new large single rooms and ensuites. The hospital extension capital works project has also seen the completion of the front entrance of the health service with a designated ambulance bay and disability parking, along with new administrative office areas and meeting rooms. The building of the additional hospital rooms which will complete the hospital wing commenced in 2022.

URGENT CARE

Nagambie HealthCare's urgent care room continues to support first line clinical assessment and management with increased presentations. The urgent care facility also supports community members to access treatment at a local level through Goulburn Valley Health's Hospital in the Home (HITH) program. Continued collaborative partnerships with the Nagambie Medical Centre has enabled a multidisciplinary approach to providing primary health services to community members

RESIDENTIAL AGED CARE

NHC has 47 residential aged care beds and continues to have strong demand for these services. There has been a significant increase in requests for respite services, a direct consequence of our expansion of services into Community Care and the seamless transition which is offered to clients who are moving between home and our bed based and day respite services. Demand for services has resulted in high occupancy and strong waiting lists. NHC was successful in its application to the 2020 Aged Care Approvals Round (ACAR) in being allocated 6 additional bed licences and \$2.1M in capital funding to create 18 new and refurbished bedrooms, building of a new kitchen and building of an onsite laundry with capacity to manage both personal laundry and general linen.

COMMUNITY CARE

Community Care services have continued to grow with Nagambie HealthCare broadening its service as an Approved Aged Care provider to also include approval as an NDIS provider. With emphasis on providing services at a local level the Community Care hub has also extended its service provision to include access to physiotherapy services, legal support services, community nursing and the launch of a Men's Health program. As an integrated service provider with collaborative partnerships with the Nagambie Medical Centre and community pharmacy, community care clients are provided with a multidisciplinary coordinated approach to care with the client at the centre of the decision-making process

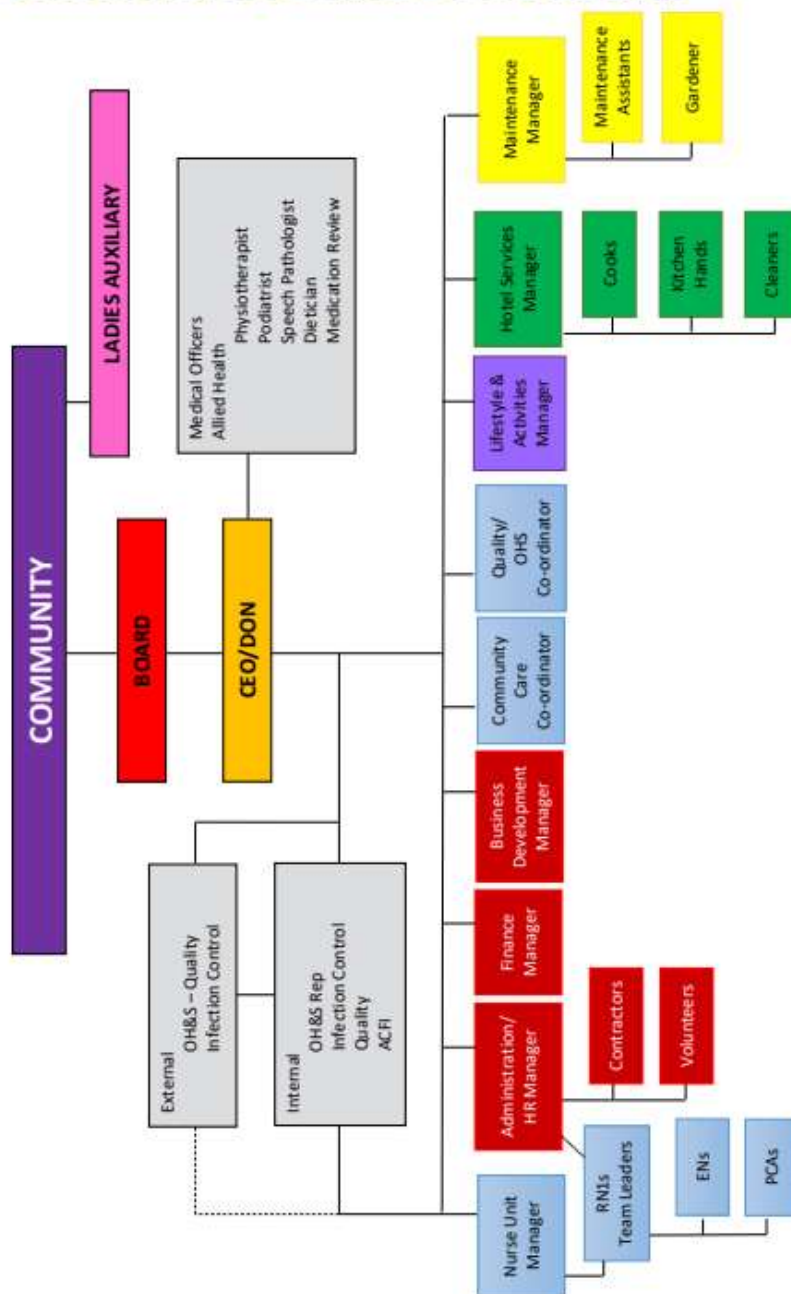
INDEPENDENT LIVING

NHA currently provides supported living to the 6 lake side ILU units and 6 Vale St Units. In line with the growth in community care and the strong message from our consumers regarding their desire to remain in their homes as they age, NHC continues to maintain strong demand for its independent living units with 100% occupancy and strong waiting lists for accommodation should it become available. Forecast population growth and demand for supported living has informed NHCs 2021-2024 strategic plan with a resulting focus on commencing the Vale Street independent living precinct development in collaboration with the Strathbogie Shire and RSL.



Organisation Structure

ORGANISATIONAL STRUCTURE



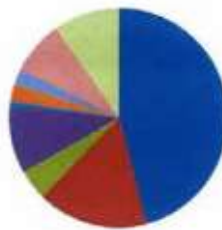
Financial Summary

FINANCIAL RESULTS AT A GLANCE

Financial Results At A Glance

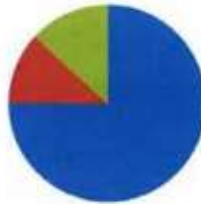
Statement of Financial Performance

WHAT WE EARNED:	\$
Government Subsidies	2,927,857
Residential Income	1,041,341
Patient Income	285,716
Community Care Income	626,758
Donations Received	50,925
Other income	166,570
Investment Income	143,507
Federal & Community Funding	509,063
Capital Grant	626,591
Total Revenue	6,378,327



- Government Subsidies
- Residential Income
- Patient Income
- Community Care Income
- Donations Received
- Other income
- Investment Income

WHAT WE SPENT	\$
Staff Costs	4,669,639
Property costs including depreciation/maintenance	733,006
Operational expenses	818,460
Total Costs	6,221,105

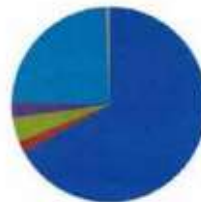


- Staff Costs
- Property costs including depreciation/maintenance
- Operational expenses

Surplus for the year 157,222

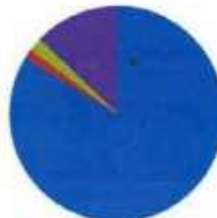
Statement of Financial Position

WHAT WE OWN	\$
Land and buildings	22,659,540
Plant and equipment	629,374
Community Health Centre	1,362,000
Independent Living Units	877,000
Cash & Term deposits	8,139,370
Receivables	110,898
Other	79,982
Total Assets	33,858,164



- Land and buildings
- Plant and equipment
- Community Health Centre
- Independent Living Units
- Cash & Term deposits
- Receivables
- Other

WHAT WE OWE	\$
Resident accommodation bonds & other agreements	6,953,561
Creditors	117,705
Financial lease liabilities	166,317
Staff entitlements	1,062,331
Total Liabilities	8,299,914



- Resident accommodation bonds & other agreements
- Creditors
- Financial lease liabilities
- Staff entitlements

Equity 25,558,250

Living in Nagambie

Nagambie is located in the Strathbogie Shire of Victoria, close to other lifestyle destinations, such as Murchison, Seymour, Avenel, Longwood and Shepparton, it is home to just under 2,000 people.

The town of Nagambie is located on the shores of the picturesque Lake Nagambie in the pastoral and agricultural region between Seymour and Shepparton.

A popular holiday spot, Nagambie offers a wide variety of water activities on Lake Nagambie and at the close by Goulburn River. Nagambie is also known as the home of one of Australia's greatest racehorses, the amazing Black Caviar who was born in Nagambie.

Nagambie sits in wine country with the neighbouring communities of Mitchellstown, Murchison and Tabilk home of many well-known wineries. The Nagambie Lakes area is the only wine region in Australia where the local climate is significantly influenced by inland waterways.

Nagambie has an active and vibrant community across sport and the arts and each year hosts a range of festivals and activities that entertain the whole family. Bring your extended family and enjoy some of the marvellous entertainment.



<https://www.youtube.com/watch?v=dyyH9g2xPIk>

For more details visit: www.gonagambie.com.au

The Role

Nagambie Healthcare seeks an experienced person to provide leadership and management of a professional and multidisciplinary team that delivers excellent person focussed health care. Reporting to the Board of Directors the CEO/DON will be based lakeside at 22 Church Street Nagambie and have overall management responsibility for a growing organisation in a growing town with a \$6.5m annual budget and 50 paid employees with 30 volunteers.

This position requires highly developed communication and interpersonal skills to maintain Nagambie Healthcare's much valued good reputation and standing in the community. The successful candidate will need to be passionate about delivering positive health outcomes in the community, skilled in human resources/staff management, exhibit a demonstrated ability to foster relationships with all stakeholders, is mission driven to manage change/growth to meet the goals of the organisation and continue to nurture the excellent team positive culture.

Position Responsibilities

- Oversee the day-to-day operations to ensure it remains a viable and sustainable health facility.
- Continue to grow the organisation in the related areas of acute, subacute, community, palliative and aged care services.
- Actively plan, manage and oversee the organisations operations, capital build program, grant submissions and fund-raising activities.
- Communicate effectively with all stakeholders through the provision of all information necessary to continually function properly and make informed decisions in a timely and accurate manner.
- Maintain industry engagement to remain aware of future changes and the impact they which may impact upon the Operational Budgets and Strategic Plans.
- Establish and deliver on goals, objectives, Operational Budgets and Strategic Plans in collaboration with all stakeholders.
- Attend all Board Meetings outlining progress towards relevant strategic plan objectives, financial operations update, key performance indicators, waiting list issues and care and service issues.
- Be a passionate advocate of rural health.
- Be the public face of Nagambie Healthcare.

Key Selection Criteria

Qualifications:

- Division One Nurse Registered with AHPRA
- Tertiary qualifications in Nursing
- Relevant postgraduate qualification/s and or technical qualifications.
- Membership of relevant professional college/organisation.

Experience:

- Substantial and proven experience in the leadership and management of a health service provision organisation. A background in health service management, governance and strategic planning.
- Detailed knowledge of the health industry, private health services, hospitals, residential aged care, primary health and community services sectors.
- Excellent understanding of management issues in complex organisation, principles of health service evaluation, risk management, quality and safety.
- A proven record of sound financial management, human resources management, clinical governance principles and Australian health care systems and regulations.
- Demonstrate advocacy skills in public or private sector.
- Sound understanding of public health governance and experience working with a Board of Directors.

Position Details

The Board of NHC will negotiate a competitive three (3) year contract with the successful candidate. The remuneration will include a base salary and superannuation.

Other benefits:

Employees of NHC have access to generous salary packaging benefits

Five (5) weeks annual leave provision

ADOs

Other Relevant Information

- Must hold a current driver's license.
- Required to undertake a Police Check.
- Required to attend a medical assessment.
- Required to complete a Working with Older People Declaration.
- Whilst not mandatory it is preferred that the Nagambie CEO/DON lives within close proximity to Nagambie Healthcare.

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: 9 May 2022

Further Information

John Cross

Director

Health Recruitment Specialists

0417 332 598



hrsa.com.au