

# POSITION DESCRIPTION

## Executive Director People & Culture



### Working at Northeast Health Wangaratta

At Northeast Health Wangaratta (NHW), we value our employees. We offer leadership, vision and an environment with a strong sense of teamwork, integrity, accountability, and respect. We are committed to providing staff with continuing education, research and professional development opportunities. This ensures that our people are part of a skilled and knowledgeable workforce, delivering exceptional high quality safe patient care. When you choose to work at NHW, you are committing to aligning everything you do with our values – **Fairness, Excellence, Respect, Kindness, Integrity and Courage.**

#### Position Details:

Position Title:	Executive Director People & Culture
Enterprise Agreement:	HEER Contract
Position Classification:	HEER Contract
Who does this position report to:	Chief Executive Officer
Does this position manage or supervise others:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Workplace Location:	All NHW Sites and Locations
Primary purpose of the position:	<p>The primary responsibility of the Executive Director People &amp; Culture is to lead the Human Resource, Education &amp; Research, Volunteers &amp; Philanthropy of NHW, ensuring efficient, high quality, cost effective service delivery that is innovative and responsive to the needs of NHW and its consumers.</p> <p>As a critical leader with a broad scope of influence, this position will live and model the NHW Values and oversee the divisions performance and accountability in this space; ensuring we have a strong culture and deliver exceptional high quality and safe patient care.</p> <p>The Executive Director People &amp; Culture is a member of the Senior Executive Team, providing strategic and operational advice to the Chief Executive Officer and Board of Directors.</p> <p>The position has overall leadership and accountability for:</p> <ul style="list-style-type: none"><li>▪ Human Resources</li><li>▪ Education &amp; Research</li><li>▪ Volunteers &amp; Philanthropy</li><li>▪ Manager Workforce Systems</li><li>▪ Hardwiring Excellence</li></ul>
Position Description reviewed:	January 2022

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## Executive Director People & Culture



Key Accountabilities:	
1.	Manage NHW People & Culture Department in accordance with the financial and business plans, strategic directions and in accordance with the instructions of the CEO
2.	Work closely with the CEO, the Senior Executives, Leadership Team and Board of Directors to ensure effective support to the delivery of exceptional patient centred care services
3.	Establish meaningful metrics to assess, document and communicate processes and operations across services
4.	Participate and contribute to the development and implementation of the organisation's Operational Plan and Strategic Plan
5.	Be jointly accountable for quality outcomes, standards of patient care, performance improvement, process management, consumer satisfaction, business operations, resource utilisation, and management development
6.	Ensure satisfaction with services delivered by the People & Culture Department to our customers
7.	Provide specialist advice, guidance and support regarding current Industrial Award provisions, legislative matters, and change management processes relating to structural reforms
8.	Ensure the accurate application of and implementation of all Enterprise Agreements when they fall due
9.	Guide, support and deliver individual and broad employee relations outcomes including coordinating disciplinary matters and investigations.
10.	Performance reporting information and statistics for the Executive and Board reports
11.	Attend meetings of the Board of Directors and other NHW Committees and meetings as required , acknowledging that out of hours attendance is required
12.	Commit to and ensure NHW hardwiring excellence program is embedded in all corporate departments
13.	Other tasks as directed by the CEO
Key Relationships:	
Internal	External
1. Chief Executive Officer	1. Department of Health and Human Services Executive and Regional Directors
2. Senior Executive Team	2. Public and Private Sector Organisations
3. Operational Directors, VMO's, Managers and Staff	3. NHW Consumers and Community Groups
4. Chairperson of the Board and Board Members	
5. All NHW Workforce	
Key Selection Criteria:	
1.	Tertiary qualifications in a relevant and appropriately related discipline, with at least 5 years' experience in a dedicated Human Resources role, with experience at leadership level
2.	Strong technical HR capability with hands on experience in industrial relations, leading performance and behavioural processes, change management, leadership coaching, applying strategic problem solving and application of policies and processes
3.	Demonstrated strategic and operational leadership skills, which ensures the division's workforce is aligned to the strategic direction of the health service, its values and subsequently inspires this workforce to strive for excellence and innovation
4.	Exceptional communication skills, executive report writing capability, proven interpersonal skills and the ability to liaise with staff, VMO's, contractors and community at all levels
5.	Demonstrated sound knowledge of workforce challenges at both the broad and the specific level in order to drive accountability and performance across the team
6.	Experience in growing and building the professional development capability across an organisation

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## Executive Director People & Culture



7.	Highly organised with ability to prioritise workloads, managing multiple and demanding deadlines whilst undertaking relevant administrative and reporting tasks and upholding a professional demeanour
8.	A capacity to engage and influence stakeholders
<b>In addition to the above, all staff must have an remain current for continued employment, the following:</b>	
1.	Covid-19 Vaccination
2.	Current Class C Driver's Licence
3.	A current National Police Check (renewed every 3 years)
4.	A current Employer Working with Children Check (renewed every 5 years)
<b>Immunisation:</b>	
It is a condition of appointment that all employees comply with our immunisation requirements during employment. This position is classified as Category C. Covid-19 Vaccination and yearly Flu Vaccination required.	
<b>Diversity:</b>	
We encourage you to bring your 'whole self to work'. NHW is a safe and inclusive workplace. We value the visible and invisible qualities that make you who you are. We expect our workforce to align with our diversity expectations and programs. Working at NHW means you are on board with our journey, you will show respect, understanding and kindness to other regardless of ethnicity, sexuality, identity or any other protected attribute. We particularly acknowledge the traditional custodians of our land and pay our respects to elders past, present and emerging.	
<b>Mandatory Training:</b>	
It is a condition of appointment that all employees complete Mandatory Training and Clinical Competencies as required upon commencement, annually and in accordance with timelines specified in relevant health service policies and procedures.	
<b>Performance &amp; Accountability:</b>	
A review of performance shall be undertaken within six months following commencement and annually thereafter. There is an expectation that staff will assume responsibility for completion of any learning requirements advised by the organisation.	
<b>Quality and Risk Management:</b>	
In order to help ensure continued employee, patient safety and quality of care: <ul style="list-style-type: none"><li>▪ Understanding individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines at NHW</li><li>▪ Comply with requirements of the National Safety and Quality Health Service Standards, Aged Care Quality Standards and other relevant standards, regulations and legislative requirements.</li><li>▪ Contribute to organisational quality and safety initiatives and participate in the development and review of policies and procedures as appropriate</li><li>▪ Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public</li><li>▪ Maintain a safe working environment at all times</li><li>▪ Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and our workforce</li></ul> Staff are required to abide by the Code of Conduct for NHW.	
<b>Occupational Health &amp; Safety and Wellbeing:</b>	
The safety, health and wellbeing of employees is a priority for NHW and I recognise the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals. I commit to: <ul style="list-style-type: none"><li>▪ Comply with instructions given for their own safety and health and that of others, in adhering to safe work procedures</li></ul>	

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## Executive Director People & Culture



- Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation
- Reporting through the incident management system any near misses or incidents as they occur
- Not place others at risk by any act or omission
- Not wilfully or recklessly interfere with safety equipment
- Partaking in the promotion of the health and wellbeing of employees
- Contributing to an inclusive and health promoting environment
- Promoting our values and vision

An organisational culture that promotes positive mental health and wellbeing through supportive leadership, employee participation and shared decision making.

### Policies & Procedures:

Whilst the policies and procedures do not form part of your employment contract it is expected that you will comply with NHW's policies, procedures and reasonable instructions at all times during the course of your employment.

### Confidentiality:

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of NHW. Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information. Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

### Declaration:

As the incumbent of this position, I acknowledge that I have read this Position Description, understand its contents and agree to work in accordance with the contents therein. I understand that other duties may be directed from time to time.

I understand and accept that I must comply with the policies and procedures applicable to NHW. I also agree to strictly observe the NHW Code of Conduct and policy on confidentiality of commercial and patient information or such sensitive information that I may come across in the course of my employment.

**Name:**

**Signature:**

**Date:**

# POSITION DESCRIPTION – Jobs Demands Checklist

## Executive Director People & Culture



The purpose of this section is to describe the physical and psychological risk factors associated with the job. Applicants must review this form to ensure they can comply with these requirements and successful applicants will be required to sign an acknowledgment of their ability to perform the job demands of the position.

<b>Position:</b>	Executive Director People & Culture
<b>Department / Unit:</b>	Executive Leadership Team
<b>Workplace Location:</b>	All NHW Sites & Locations

### Frequency Definitions:

<b>I</b> Infrequent - intermittent activity exists for a short time on a very infrequent basis	<b>C</b> Constant - activity exists for more than 2/3 or the time when performing the job
<b>O</b> Occasional - activity exists up to 1/3 of the time when performing the job	<b>R</b> Repetitive - activity involved repetitive movements
<b>F</b> Frequent - activity exists between 1/3 and 2/3 of the time when performing the job	<b>N</b> Not Applicable - activity is not required to perform the job

Demands	Description	Frequency					
		I	O	F	C	R	N
<b>Physical Demands:</b>							
Sitting	Remaining in a seated position to perform tasks					X	
Standing	Remaining standing without moving about to perform tasks			X			
Walking	Floor type: even / uneven / slippery, indoors / outdoors, slopes		X				
Running	Floor type: even / uneven / slippery, indoors / outdoors, slopes						X
Bend / Lean Forward from Waist	Forward bending from the waist to perform tasks	X					
Trunk Twisting	Turning from the waist while sitting or standing to perform tasks	X					
Kneeling	Remaining in a kneeling posture to perform tasks	X					
Squatting / Crouching	Adopting a squatting or crouching posture to perform tasks	X					
Leg / Foot Movement	Use of leg and / or foot to operate machinery	X					
Climbing (stairs / ladders)	Ascend / descend stairs, ladders and steps	X					
Lifting / Carrying	Light lifting and carrying (0 - 9 kg)		X				
	Moderate lifting and carrying (10 – 15 kg)	X					
	Heavy lifting and carrying (16 kg and above)						X
Reaching	Arms fully extended forward or raised above shoulder		X				
Pushing / Pulling / Restraining	Using force to hold / restrain or move objects toward or away from the body		X				
Head / Neck Postures	Holding head in a position other than neutral (facing forward)	X					
Hand & Arm Movements	Repetitive movements of hands and arms		X				
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands		X				
Work At Heights	Using ladders, footstools, scaffolding, or other objects to perform work	X					

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Driving	Operating any motor powered vehicle	X						
<b>Sensory Demands:</b>								
Sight	Use of sight is an integral part of work performance, eg: Viewing of X-Rays, computer screens, etc						X	
Hearing	Use of hearing is an integral part of work performance, eg: Telephone enquiries			X				
Smell	Use of smell is an integral part of work performance, eg: Working with chemicals							X
Taste	Use of taste is an integral part of work performance, eg: Food preparation							X
Touch	Use of touch is an integral part of work performance							X
<b>Psychosocial Demands:</b>								
Distressed People	Eg: Emergency or grief situations.			X				
Aggressive & Uncooperative People	Eg: Drug / alcohol, dementia, mental illness.		X					
Unpredictable People	Eg: Dementia, mental illness, head injuries.	X						
<b>Environmental Demands:</b>								
Dust	Exposure to atmospheric dust.	X						
Gases	Working with explosive or flammable gases requiring precautionary measures.							X
Fumes	Exposure to noxious or toxic fumes.							X
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.							X
Hazardous Substances	Eg: Dry chemicals, glues.							X
Noise	Environmental / background noise necessitates people raise their voice to be heard.		X					
Inadequate Lighting	Risk of trips, falls or eyestrain.	X						
Sunlight	Risk or sunburn exists from spending more than 10 minutes per day in sunlight.	X						
Slippery or Uneven Surfaces	Greasy or wet floor surfaces, ramps, uneven ground.	X						
Inadequate Housekeeping	Obstructions to walkways and work areas cause trips and falls.	X						
Biological Hazards	Eg: Exposure to body fluids, bacteria, infectious diseases.							X
The area below is for any special comments or notes on significant physical or other demands required to perform this job:								
Nil								