

Position Description

Position Title	Clinical Consultant Aged Care Reform
Position Number	30011004
Division	Chief Executive Office
Department	Loddon Mallee Health Network
Enterprise Agreement	Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Classification Description	Campus DON 8A
Classification Code	DON RN69
Reports to	Project Manager, LMHN Initiatives
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

The Loddon Mallee Health Network

Hospitals and health services across the Loddon Mallee (which includes Bendigo Health) have agreed to strengthen and formalise their existing collaboration as a partnership of their Chief Executive Officers (CEOs).

They acknowledge that the increasing compliance burdens and shared issues of attracting their future workforce, combined with the rising costs of delivering services are better addressed together.

The region has a commitment to furthering the quality and safety of health care provision. As such the driving force for the creation of the Loddon Mallee Health Network (LMHN) was to ensure a great person-centered care experience across the entire region, a first of its kind in the state of Victoria.

The LMHN is governed by a Board of CEO's of public hospitals from the Loddon Mallee region. The LMHN respects the sovereignty of local governance of each hospital and health service Boards of Management. The strategic focus of the LMHN Regional Plan was developed in conjunction with Board Chairperson input and endorsement. Individual Boards of Management have openly acknowledged that operating strategically and collaboratively across the region strengthens the future offering and viability of health care services to our communities.

LMHN Vision: Shaping the future of health service delivery to give our communities a great experience throughout the Loddon Mallee region.

LMHN Values: Respect, Integrity and Collaboration

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Chief Executive Office

The Chief Executive Office has overall responsibility for the delivery of the strategic plan and the operation of the entire organisation. The office includes the chief executive officer, the group secretary, strategy and governance, Loddon Mallee Health Network, volunteers, fundraising and foundation and public affairs. The team work to support the entire organisation in their pursuit of Excellent Care. Every Person. Every Time.

The Position

Reporting to the Project Manager – LMHN Initiatives, the Clinical Consultant Aged Care Reform Project Lead will be the key project resource coordinating and supporting Aged Care improvement initiatives including gap analysis and implementing reforms of the new Aged Care Act, July 1.

The Clinical Consultant Aged Care Reform Project Lead will have high level experience in Community and Residential Aged Care services with a compliance background and will be responsible for outcomes related to project management and administration, including execution of agreed project plan and performance.

Ensuring that work within this project:

- leverages local health service engagement,
- identifies solutions in collaboration with established sub-regional partnership structures
- Works within the Aged Care Reform deadlines.

Responsibilities and Accountabilities

Key Responsibilities

Project Coordination & Oversight

- Coordinate and support a regional response to the new Aged Care Act and the related Strengthened Quality Standards, including the Regulatory Model, Funding Award Wages Increases for Aged Care Workers, and the Support at Home program.
- Support standardisation across Loddon Mallee Region adopting change management methodologies, and training strategies.
- A regional focus and collaboration on aged care recruitment, education, marketing and interface with projects/programs such as; Better@Home, TCP, Residential In-Reach, VVED.
- Identification, sourcing and presentation of data and benchmarking reports to support Loddon Mallee Aged Care Services compliance and reporting activities.
- Work with the LM Aged Care Reform Project Support Control Group (PCG) to ensure that the regional project fulfils the purpose and achieves the deliverables within the designated timeframe.
- Works collaboratively with the Project Manager, LMHN Initiatives and PCG to ensure deliverables are aligned with the LMHN Strategic Priorities and related projects.

The Clinical Consultant Aged Care Reform Project Lead will have a Sub-Regional local solutions focus, ensuring that initiatives meet the local needs of the Community and Residential Aged Care services in the Loddon, Mallee and Murray Sub-Regions.

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to

participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. Registration as a Registered Nurse, with the Nursing and Midwifery Board of Australia and possession of an annual practicing certificate is mandatory.
2. Post Graduate qualifications in Nursing or Health Administration/Management
3. Leadership and People Management: significant previous and recent experience in a senior management position and project management positions in healthcare with demonstrated success in nursing leadership; capacity to communicate a vision that generates enthusiasm and commitment to build a high performing team/s; proven ability to align teams with the organisational values and goals through effective people management and modelling; a style that encourages new and different approaches and solutions to deliver benefits beyond consumer or stakeholder expectations.
4. Policy Skills: a thorough understanding of the new Aged Care Act and related reforms.
5. Communication Skills: able to clearly and confidently communicate with people at all levels and have the confidence of peers within the specialty; able to handle difficult and sensitive communications well; strong written skills to produce documentation with key messages and

information required for decision making; proven ability to deliver clear, sequential and succinct presentations.

6. Change Management and Influencing Skills: ability to effectively negotiate with consumers / stakeholders to achieve desired outcomes; experience in promoting and driving change using broad influencing skills to overcome barriers and gain support.
7. Financial and Resource Management: demonstrated record of managing resources and meeting financial targets; able to guide and challenge others to seek more efficient ways of doing things.
8. Postgraduate qualifications and/or project experience supporting expertise in project management, governance, public health, health systems, or equivalent.

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Registration with Professional Regulatory Body or relevant Professional Association example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Drivers Licence A current Victorian driver's licence is required for this position.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.