



WWHS

WEST WIMMERA HEALTH SERVICE

Chief Executive Officer Candidate Information pack



Our vision

To pursue excellence in health care services by working collaboratively with our peers and embracing innovation and technology.

Our values

West Wimmera Health Service has core values that are upheld and translated into reality through the words and behaviours of all our staff. These values are the foundation upon which West Wimmera Health Service is built.

*** Strong leadership and management**

We value our organisation and will encourage exceptional professional skills and promote collaborative teamwork to drive better outcomes for our consumers.

*** Effective management of the environment**

Our service is managed in ways which minimise our impact on the natural environment.

*** A safe environment**

The safety of our staff, patients and visitors is fundamental to how we operate.

*** Responsive partnerships with our consumers**

We maintain a productive relationship with our communities and stakeholders through open communication, honest reporting and a willingness to embrace constructive suggestions.

*** A culture of continuing improvement**

The delivery of superior care to our consumers motivates a cultural of quality improvement in all that we do.

Our principles

The following key principles underpin all our decisions:

PRINCIPLE 1

Evidence-based decision making that informs where we should invest, the priorities we set and how we deliver our services.

PRINCIPLE 2

Quality care underpins everything we do. We meet the Australian standards for quality in health care.

PRINCIPLE 3

A health promotion approach to the design and delivery of our health services by focusing on prevention and effective health maintenance.

PRINCIPLE 4

A focus on primary health care where we are always seeking to decrease the number of patients requiring hospitalisation and their overall reliance on the hospital system.

PRINCIPLE 5

Regional integration by connecting the range of organisations, systems and service providers that operate within our region to deliver seamless health care services to our consumers.

PRINCIPLE 6

Healthy ageing for our community through integrated and connected care to maximise the length of time our consumers are able to remain healthy and minimise periods of ill health.

PRINCIPLE 7

Innovation to ensure we always consider opportunities to approach health care delivery in a smarter and more effective way.





Organisational context

West Wimmera Health Service (WWHS) provides high-quality hospital care, residential aged care, disability services and community services to more than 16,000 people in the West Wimmera region. We deliver services that are compassionate, responsive, accessible and accountable to individual and community needs and which are designed to achieve quality outcomes.

WWHS has a budget in excess of \$44 million and employs 590 staff across nine campuses at Nhill, Kaniva, Jeparit, Rainbow, Goroke, Natimuk, Murtoa, Minyip and Rupanyup.

The organisation has a total of 150 residential aged care beds, 54 acute beds and a broad range of community health services are available from many of our campuses, keeping our community well at home.



Our approach to health care

Our strategic directions have taken account three waves of change that we see are transforming the modern health care environment. The waves include the provision of patient-centred care, greater health literacy and the use of science in prevention.

Wave 1 – Patient-centred care

International evidence shows that the most effective health services are those focused on delivering care that responds to the unique circumstances and needs of each patient. Those unique needs are met through the formation of responsive, multi-disciplinary health care teams.

We will see our patients proactively maintaining and improving their own health. We will see health care teams expand to include lifestyle coaches, social works, nutritionists and fitness trainers.

Wave 2 – Empowered consumers

Consumers have greater health literacy and are more empowered than ever before. They are taking a more proactive approach to their own health care, choosing when, where and how they access services.

In our increasingly competitive environment, consumers are becoming more selective about where and with whom they invest their money. As the retail consumer market builds via public and private exchanges, consumers will use their health care dollars to actively vote for better care.

Wave 3 – The science of prevention

Advancements in science and research are bringing us closer to tailoring health care and treatment plans to individual patients based upon their specific genetic and genomic make up.

Patients will be able to proactively manage their health and prevent the onset or progression of illness and disease. This will be made possible through the use of technologies that will see, for example, mobile devices transmitting biometric information to retail health clouds for immediate diagnosis and treatment plans.

Our region

The Wimmera-Mallee region is approximately mid-way between Melbourne and Adelaide in north west Victoria. Horsham is the economic regional centre of the broad Wimmera region.

West Wimmera Health Service covers a geographical area of 22,000km² and is bordered by the Big Desert to the north and extends beyond the Little Desert National Park to the south. The Service's campuses run over four local government areas – Hindmarsh, West Wimmera, Yarriambiack and Horsham Rural City.

With its rich natural environment and diverse landscapes, the region is an increasingly popular playground for outdoor adventure enthusiasts. The Wimmera Mallee is widely regarded as the agricultural heart of Victoria and is a stone's throw away from some of the best rural natural attractions in Australia. There are rivers, lakes and waterways throughout the region that provide recreational and environmental opportunities.

The Health Service operates in Nhill, Goroke, Jeparit, Kaniva, Minyip, Murtoa, Natimuk, Rainbow, Rupanyup and the surrounding area. These communities are well serviced with quality schools, a variety of contemporary sporting facilities and access to a wide variety of recreational activities, including camping, four-wheel driving, water skiing, hiking and climbing. Tourism, and in particular outdoor adventure activities are increasingly significant to the regional economy, which has traditionally been dependent upon the agricultural industry. There is an increasingly diverse multi-cultural population in the region, especially with the Karen people who have made a home in Nhill.

Outside agriculture, the West Wimmera Health Service is one of the region's major employers. The Wimmera Mallee is the perfect location for starting or raising a family, advancing your career and finding the right balance in life.







Key Selection Criteria:

1. Extensive Executive level experience in leadership and management within a complex health service.
2. Sound understanding of corporate and clinical governance and demonstrated ability to work proactively in partnership with the Board of Management.
3. Demonstrated strong values driven leadership style that encourages constructive debate, an evidence based approach and a commitment to working collaboratively to achieve agreed vision and objectives.
4. Demonstrated ability to proactively build organisational culture in line with organisational values and to engage with and motivate team members to embrace change in response to a range of imperatives.
5. Strong ability to create a vision for the future and to engage with and inspire stakeholders including Team members, Board of Management & the wider community.
6. Exceptional interpersonal skills, written and verbal communication and negotiation skills with demonstrated experience in successfully developing and maintaining collaborative partnerships at all organisational levels and with a wide range of external stakeholders.
7. Strong financial management, business skills and strategic planning acumen with demonstrated experience in effective risk management and a thorough understanding of State and Commonwealth funding.
8. A sound understanding of current issues affecting the health service system (Acute, aged care, primary health and community sectors) and rural and regional communities in particular.
9. Understanding of the role of the Health Service in responding to community needs within a rural community.
10. Demonstrated sound knowledge of workforce management issues and extensive experience in effectively managing employees.
11. Evidence of ability to recognise and act upon development and growth opportunities for the organisation, with demonstrated experience in accessing traditional and non-traditional funding sources.

It is expected that the CEO will undertake the role in a manner which is aligned to the vision, values and strategic direction of the organisation and the following leadership performance criteria.

Shapes strategic thinking

- Creates vision
- Inspires
- Leads and influences change

Forges relationships and engages others

- Establishes and maintains strategic networks
- Communicates clearly and adapts to audience
- Promotes information sharing and the gathering of knowledge

Drives business excellence

- Builds team and individual capability and expertise
- Predicts and plans for future organisational needs
- Promotes safety and quality'

Achieves results

- Achieves and delivers results
- Drives organisational effectiveness
- Assumes accountability

Exemplifies personal drive and professionalism

- Models professionalism and emotional maturity
- Engages with risk and shows personal courage
- Promotes and integrates a growth mindset and diversity into the workplace

Qualifications

- Tertiary qualifications in a relevant discipline (Health, Management)
- Post-graduate qualifications or equivalent experience in management.

Also required

- Current Police Check
- Current Driver Licence
- Current Working with Children Check

Remuneration

GSERP Group 3 Cluster 1

Total Remuneration Package in the range \$164,154 - \$261,102

Additional resources

-  **Position description**
-  **2016/17 Annual Report**
-  **2016/17 Quality Account**
-  **Strategic Plan 2017 – 2022**
-  **Hindmarsh Shire Investment Prospectus**

To apply

Please forward your completed Key Selection Criteria, resume and cover letter to marita@redhotgo.net.au

Applications close

Thursday 8 February, 2018, at 9am

For further information

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