



VALUING OUR PEOPLE



Our staff are committed to delivering excellent health care, innovative education and training, and personal and intellectual growth.



WE VALUE OUR PEOPLE



Beaufort and Skipton Health Service is a dynamic small rural health organisation. Our unique rural environment unites knowledge and ideas, ambition and imagination, hard work and joy. This dynamic is primarily generated with and by passionate and caring staff who play a vital role in advancing these values on a daily basis.

Our staff are committed to delivering excellent health care, innovative education and training, and personal and intellectual growth. They are diligent about creating an environment that is inclusive and truly diverse. This is supported by equally dedicated Board Members and Volunteers who come from diverse backgrounds which only helps to enrich the culture and opportunities— and we wouldn't have it any other way.

As the CEO of the Beaufort and Skipton Health Service I am constantly encouraged by what can be achieved through dedicated teams and individuals, striving toward providing the best Health care that is possible with the tools and facilities offered them. I am proud to have this opportunity to acknowledge and congratulate both the individual and the collective as we continue to work together to reach - and indeed exceed our goals, and so in doing, ultimately realise what can be achieved through our wonderful Health Service.

This year we proudly acknowledge the following staff achievements. Please take the time to read their stories, and in so doing, join me to congratulate them for their achievements and dedication.

Vicki Poxon
CEO

ACHIEVEMENT & SERVICE AWARDS

Beaufort and Skipton Health Service are excited to be able to introduce and recognise our staff who have recently completed further education and we acknowledge their dedication and hard work to ensure our community receives the highest standard of care possible.

SCHOLARSHIP RECIPIENTS

Shaye Metcalf

Better Care Victoria; Executive Leadership for Innovation 2017

Andrea Flenley

Better Care Victoria; Leadership on the Front Line 2017

Kim Stevens

Better Care Victoria; Leadership on the Front Line 2017

Mark Alexander

Post Graduate Certificate of Rural and Isolated Practice Endorsed Registered Nurse.

Natasha Van Elsen

Post Graduate Certificate of Rural and Isolated Practice Endorsed Registered Nurse

GRADUATE NURSE PROGRAM

Sue Trainor

Graduate Nurse Program

Caitlin Stewart

Graduate Nurse Program

COMPLETED UNDER GRADUATE STUDIES

Tiarne Smith

Bachelor of Nursing

Kimberley Stewart

Bachelor of Nursing

TRAINEE DIPLOMA OF NURSING

Robynne Greenwood

Diploma of Nursing

Joanne Van Ganns

Diploma of Nursing

SERVICE AWARDS

This year we would like to recognise several staff who have contributed to our Health Service. Their years of service ranges from between 10 to 30 years. We thank them for their ongoing contribution to our Health Service.

30 YEARS

Cathy Molloy

20 YEARS

Andrea Flenley

Trish Martin

15 YEARS

Tracey Walsh

Trish Porter

Audrey Hodson

10 YEARS

Glenda Waldron

Trudy Boyer

Gaye Collis

Emma Biggins

Jess Lang

Simone Murray

Robyn Chambers

Sarah-Jane Lewis

ACHIEVEMENT ACKNOWLEDGEMENT

Beaufort and Skipton Health Service staff, Andrea Flenley and Kim Stevens, have received an award for their poster presentation on “Moving ALS Education from Theory to Simulation – Challenges of Change in a Rural Setting”.

Their poster was placed third at the Australian College of Nursing’s National Nurses Forum in Sydney in August.

Andrea and Kim put a huge amount of effort and work into designing and developing their poster, along with an academic paper which will also be published nationally later this year.

The paper and poster provided information on a project which was run in 2016, where CPR and resuscitation education was moved from the classroom and into the urgent care and hospital setting, to promote realistic education opportunities.

Beaufort and Skipton Health Service was the only rural hospital to present a poster and paper, and it was a huge achievement to be voted in the top three from the many national entries.



Beaufort and Skipton Health Service Entry was Third in Competition

SCHOLARSHIP RECIPIENTS



SHAYE METCALF

Better Care Victoria; Executive Leadership for Innovation 2017

Shaye commenced her role as Practice Manager of both the Beaufort and Skipton Medical Practices in January 2011.

Shaye joined Beaufort and Skipton Health Service after spending 21 years in the Royal Australian Navy (Dental Category) as a Warrant Officer.

In 2015 her role increased to include overseeing Community Health Care, before being promoted to the Operations Manager in 2017, where she oversees all non-clinical services at Beaufort and Skipton Health Service.

In her spare time, Shaye enjoys spending time with her family, training and working with her dogs and horses.



ANDREA FLENLEY

Better Care Victoria; Leadership on the Front Line 2017

Andrea commenced in working as a Registered Nurse for Beaufort and Skipton Health Service in 1996.

Andrea progressed quickly through the ranks, firstly as an Assistant Nurse Unit Manager, Nurse Unit Manager and to now be working as Acting Director of Clinical Services at Skipton.

Andrea loves to study and has completed the following: Diploma of Aromatherapy, Regional Gerontic Nursing, Advanced Diploma of Business Management, Graduate Diploma of Palliative Care and Aged Care, Masters of Nursing – Aged Care, and Provide Support to people living with Dementia.

Andrea really enjoys working with the great team at Beaufort and Skipton Health Service and the challenges of each day not being the same as the day before.



MARK ALEXANDER

Western Victorian Primary Health Network – Post Graduate Certificate of Rural and Isolated Practice Endorsed Registered Nurse.

Mark was employed as a Graduate Registered Nurse in 2015.

He was then offered a permanent position before going on to the role of Assistant Nurse Unit Manager. Mark is currently undertaking a secondment as Acting Nurse Unit Manager at our Beaufort Campus. As well as studying the RIPERN course, Mark is currently completing his Post Graduate Certificate of Leadership and Management through the Australian College of Nursing.

Mark enjoys working at Beaufort and Skipton Health Service for the sense of community and knowing that he is making a difference.

Mark is recently engaged and looking forward to his wedding in March 2018. He also has a building project on the horizon. Mark enjoys weekends away with good wine, cheese and company.



NATASHA VAN ELSÉN

Western Victorian Primary Health Network – Post Graduate Certificate of Rural and Isolated Practice Endorsed Registered Nurse.

Natasha joined Beaufort and Skipton Health Service in January 2014 as part of the Graduate Nurse Program and has continued to work at Beaufort as a Registered Nurse, along with completing her graduate year. Tash has completed her Advanced Life Support course and has also taken on the role of Occupational Health and Safety representative.

Natasha enjoys the responsibility and challenges that come along with nursing in a rural environment. She likes caring for people and enjoys the team approach to nursing, stating that all the team at Beaufort are “easy to work with and talk to”

Natasha is married with two children, Oliver who is two and Joshua who is five. She enjoys creative arts and crafts, making all her own Christmas and birthday decorations. Natasha is also an established scrap booker.



KIM STEVENS

Better Care Victoria; Leadership on the Front Line 2017

Kim started with Beaufort and Skipton Health Service in January 2016 as one of the Clinical Nurse Educators across both campuses.

Since then she has moved into the position of Education and Training Manager. She has completed studies to obtain a Masters in Advance Practice – Emergency Stream, and further education in leadership. Kim loves working at Beaufort and Skipton Health Service. She thrives on assisting staff to meet their educational goals and is enjoying being a part of the Health Service moving forward into a Person Centred Care and Excellence Workspace.

Kim is married to Jason and has two daughters, Jessica (13) and Kirra (12). She has 2 dogs and has recently inherited three cats. She loves cooking, reading and is a dedicated mother who's other job is “mums taxi”.



GRADUATE NURSE PROGRAM



CAITLIN STEWART

Caitlin started her graduate year in January 2017. During this year she has had the opportunity to represent Beaufort and Skipton Health Service by presenting at the Advisory Committee Board as the Rural and Regional Graduate Nurse Representative.

She also had the opportunity to present to the Executive Team in her audit project based on "Bedside Handover". She has been asked to present this project to the new 2018 Graduate Nursing cohort during the orientation week at Ballarat Health Services.

Caitlin loves working in a rural community and getting to know not just the patients, but also their family. She really enjoys being able to give holistic care to her patients, clients and residents and making considerations for all quadrants of their lives. Her graduate year has given her the opportunity to watch the client's transition through the different areas of the hospital and community services.

Caitlin has a beautiful dog called Max. She used to be a make-up artist and continues to enjoy doing this for friends. She loves making condiments, and her speciality is Indian Mango Chutney. She also loves tending to her herb and veggie patch as well as her many, many house plants.

OUR STAFF ARE COMMITTED TO DELIVERING EXCELLENT HEALTH CARE, INNOVATIVE EDUCATION AND TRAINING, AND PERSONAL AND INTELLECTUAL GROWTH.



SUE TRAINOR

Sue started as a Graduate Nurse for Beaufort and Skipton Health Service in January 2017 and is currently working toward gaining her Intravenous Catheter Insertion Certification.

She has enjoyed her role changes; from looking after residents in the Nursing Home, to providing care for Acute Surgical patients at Ballarat Health Services, to being in charge of the Skipton Hospital, under the guidance of the Nurse Unit Managers.

Sue was able to present her audit project on the "Presenting and Managing of Pressure Injuries" to the Executive Team and delegates of Ballarat Health Service.

Sue loves working with the team at Beaufort and Skipton Health Service and the interaction with the residents and patients.

Sue is married to Pete and has three children, Lachie (15), Keely (12) and her furry Border Collie baby called Toby. She enjoys spending time with the family, water-skiing, horse riding and watching Lachie race motocross.



COMPLETED UNDERGRADUATE STUDIES



TIARNE SMITH

Bachelor of Nursing
(Charles Darwin University)

Tiarne started at Beaufort and Skipton Health Service as an Endorsed Enrolled Nurse in August 2013.

During that time she has undertaken the Bachelor of Nursing via correspondence through Charles Darwin University.

Tiarne enjoys working within the local community, as she lives in town and has had the opportunity to get to know the local families very well. She has felt very supported by the team throughout her studies.

Tiarne is looking forward to her Graduate year at Ballarat Health Service in 2018. She is excited to be learning new things, cementing her knowledge into practice and having new experiences.

Tiarne lives with her partner Jarrod and her dog Bonny who is a Pomeranian x Chihuahua (her baby). She also enjoys netball and catching up with friends. Tiarne is a foodie and likes to experiment in the kitchen.



KIMBERLEY STEWART

Bachelor of Nursing
(Charles Darwin University)

Kim started working at Beaufort and Skipton Health Service in November 2012 as an Enrolled Nurse and has also worked as an Activities Coordinator.

Kim has a Certificate 4 in Health and Leisure and has also undertaken a Bachelor of Nursing via correspondence through Charles Darwin University, finishing in 2017.

Kim has been successful in obtaining a Graduate Year position at Beaufort and Skipton Health Service for 2018 and is looking forward to putting into practice all of the things she has learnt over the last few years of study. She is extra excited to be able to consolidate her learning amongst friends and in the supportive environments where she has worked and studied.

Kim has a husband and two children aged nine and seven. She loves gardening and remodelling her house.



TRAINEE DIPLOMA OF NURSING



ROBYNNE GREENWOOD
Trainee Diploma of Nursing
(Federation University)

Robynne started at Beaufort and Skipton Health Service in 2015 as a Personal Care Worker.

She commenced as a Trainee Endorsed Enrolled Nurse in March 2016 and will complete the Diploma of Nursing officially on the 31st December 2017.

Robynne has a passion for working in Aged Care and hopes to continue in this field for many more years', as an Enrolled Nurse. She is currently researching courses for the next year in the area of "Dementia and Palliative Care", as these are the areas that she would like to specialise in.

Robynne lives with her partner Tony and is grateful for his support throughout this time. She has two sons, Travis and Nathan, who both live in the Ballarat area. Robynne and Tony own a sled dog kennel, they currently have 16 dogs that compete across Australia and one crazy Labrador that rules the house. She is looking forward to being able to spend more time with the dogs in the future.



JOANNE VAN GANNS
Trainee Diploma of Nursing
(Federation University)

Jo started as a trainee Endorsed Enrolled Nurse for Beaufort and Skipton Health Service in March 2017.

She has been asked to present her research proposal to future Endorsed Enrolled Nurses at Federation University next year.

Jo enjoys the belonging that she feels at being part of the Beaufort and Skipton Health Service family.

Jo is married with five children and four step children. She has 12 grandchildren, a dog, two cats and five chooks. She loves to paint, write and spend time in the garden.



SERVICE AWARDS

CATHY MOLLOY

Years of service: 30 Years

Position: Enrolled Nurse /Skipton Pathology Collection

Cathy started working in 1985 for Beaufort and Skipton Health Service as a Nurse's Aide at Beaufort. Since then, Cathy has undertaken further education, to be employed as an Enrolled Nurse across both campuses. Cathy also works in Pathology Collection at Skipton and has been doing so for the past 18 years.

Cathy has completed education in Wound Management, Certificate 3 and 4 in Fitness Instruction and a Pathology Collection course.

Cathy enjoys the communication with patients and residents. She has implemented a Residential Exercise Program at Skipton as part of the Activities Calendar.

ANDREA FLENLEY

Years of service: 20 Years

Position: Acting Director of Clinical Services (Skipton)

Andrea started in 1996 at Beaufort and Skipton Health Service, as a registered nurse and has now progressed into the role of Acting Director of Clinical Services at Skipton.

OUR DYNAMIC IS PRIMARILY GENERATED WITH AND BY PASSIONATE AND CARING STAFF WHO PLAY A VITAL ROLE IN ADVANCING THESE VALUES ON A DAILY BASIS.

TRISH MARTIN

Years of service: 20 Years

Position: Personal Care Attendant

Trish commenced at Beaufort and Skipton Health Service in July 1996 as a Personal Care Worker and Domestic staff. She now works as a Personal Care Attendant at Beaufort Hostel and has completed her Certificates 2, 3 and 4 in Personal Care Work and loves to continue learning.

Trish enjoys all the residents and staff and the team work that happens within the hostel. Trish says there is a feeling like "they are an extension of her own family".

Trish has three children and eight grandchildren. She loves playing golf and reading, using her Kobo. At the moment she is reading the Poldark series and enjoys reading history novels.

TRACEY WALSH

Years of service: 15 Years

Position: Hotel Services Manager

Tracy started at Beaufort and Skipton Health Service in November 2001 as a Patient Assistant. With a keen interest in cooking, she then progressed on to become the Hotel Services Manager for the Beaufort Campus. Tracy has also undertaken courses in Cleaning Auditing to assist her with her position.

Tracy enjoys working with the residents, as well as the interaction with her staff and team.

Tracy and her husband have two children, a son aged 24 and daughter aged 21. In her spare time, she enjoys going to the gym and reading Australian author novels.

SERVICE AWARDS

TRISH PORTER

Years of service: 15 Years

Position: Assistant Nurse Unit Manager

In 1999, Trish starting working at the Beaufort Campus of Beaufort and Skipton Health Service as a casual Assistant Nurse Unit Manager. After ten years, Trish then moved to work as a Permanent Part Time Associate Nurse Unit Manager at Skipton in 2009, where she is still employed.

Trish enjoys working as a Nurse, especially the interactions with the patients and residents. She also spends her time enjoying her farming and rearing her fat lambs

AUDREY HODSON

Years of service: 15 Years

Position: Hotel Services

Audrey started working at Beaufort and Skipton Health Service in 2002 in the Hotel Services Team and worked across both the Beaufort and Skipton campuses. Audrey lives locally and now works at the Beaufort Campus in Hotel Services.

GLENDAL WALDRON

Years of service: 10 Years

Position: Personal Care Attendant

Glenda started working at Beaufort and Skipton Health Service in Hotel Services in the kitchen in March 2007. Glenda has also enjoyed working in the Activities area, before moving to the Skipton Hostel to work as a Personal Care Attendant.

Keen to further her study and qualifications, Glenda completed her Certificate 4 in Community Services (Leisure and Lifestyle) and Certificate 4 in Aged Care in May 2009.

Glenda enjoys “making the residents lives easier”, and feels appreciated for doing that. She even enjoys working on her birthday, as she would prefer to come into work and talk to everyone.

In her spare time Glenda loves working in her garden.

TRUDY BOYER

Years of service: 10 Years

Position: District Nursing

Trudy commenced her position at Beaufort and Skipton Health Service as a Registered Nurse, working night duty for two days a week at the Skipton campus. From this role she moved into the District Nursing team where she has worked for the past four years. Trudy has undertaken many educational opportunities. This year a highlight was attending the Grampians Palliative Care Conference, which she highly recommends.

Trudy loves the difference we can make in keeping people in their homes by providing support. She says “it’s very rewarding”.

Trudy is married with two teenage boys. She lives in the Inverleigh area and enjoys running her Perendale Sheep Stud with her family. Trudy also enjoys taking her sheep to local sheep shows.

GAYE COLLIS

Years of service: 10 Years

Position: Endorsed Enrolled Nurse

In 2007 Gaye took up a position at Beaufort and Skipton Health Service as an Endorsed Enrolled Nurse. Gaye commenced on a casual basis and was able to quickly pick up permanent shifts. Gaye has completed educational courses and is trained in Pathology Collection and has attended specific courses in Continence and Catheter Management.

Gaye enjoys her role, helping and caring for those who can’t care for themselves. She enjoys and appreciates gaining the trust of the residents and staff.

Gaye also has an interest in alternative therapies and enjoys Rock and Roll dancing in her spare time.

EMMA BIGGIN

Years of service: 10 Years

Position: Enrolled Nurse

Emma commenced at Beaufort and Skipton Health Service in March 2007 as an Enrolled Nurse, straight from completing her studies, and on a permanent basis across both sites.

Emma loves being a Nurse for many reasons, including “learning something new every day” and that “no day is the same”. Emma likes meeting interesting people through her work and listening to their unique stories. Emma says she feels privileged to look after her patients, stating that “many of the most interesting people she has ever met, have come into her life through Nursing”.

Emma has three children, Jackson (8), Maddison (6) and Charlotte (4). Emma loves baking and believes that being a mother to her children, makes her feel as though she is a better nurse

JESS LANG

Years of service: 10 Years

Position: Registered Nurse/District Nursing

Jess started working at Beaufort and Skipton Health Service as a Registered Nurse on a casual basis in 2006, and then moved into District Nursing. Jess has completed many training and education days that have improved her practice.

Jess enjoys working as a Nurse both in the Hospital and also in District Nursing, as she likes dealing with the patients and clients. Jess enjoys her Beaufort and Skipton Health Service team and feels that she adds value to the working environment and team.

Jess is married with three children, Bridget (8), Pat (6) and George (4). She enjoys family time and reading books. At the moment Jess is enjoying reading instructional and motivational books.

SIMONE MURRAY

Years of service: 10 Years

Position: Hotel Services

Simone commenced her employment with Beaufort and Skipton Health Service in 2006 where she has worked at the Skipton campus in Hotel Services.

ROBYN CHAMBERS

Years of service: 10 Years

Position: Endorsed Nurse

Robyn started working at the Beaufort campus of Beaufort and Skipton Health Service as a nurse in 2006 and continues to work mainly night shift at the Beaufort campus. Robyn enjoys spending time with her family, especially her grandchildren.

SARAH-JANE LEWIS

Years of service: 10 Years

Position: Enrolled Nurse

Sarah-Jane joined the Beaufort and Skipton Health Service team in January 2007 as a permanent Enrolled Nurse, straight from her training. Sarah-Jane has continued her education by completing her Ambulance Community Officer training and currently volunteers in the Lismore district. Over the last 10 years, Sarah-Jane has really enjoyed working in Aged Care and feels that her Skipton work colleagues are like family to her.

In her spare time, Sarah-Jane enjoys horse riding with her two children Nessa (9) and Lochie (6).

OUR TRADEMARK BEHAVIOURS



WE SURPASS
EXCELLENCE



WE CREATE
TEAMWORK



WE SHOW
RESPECT



WE VALUE
TRUST



WE CONNECT
COMMUNITY



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SKIPTON CAMPUS

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We are a vital
community link

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