



BSHS NEWS

To be a vibrant provider of care

THE MONTH IN REVIEW

By Meryn Pease (CEO)



It is good to have COVID-19 restrictions further eased in Victoria, with over 80% of adults now fully vaccinated. It is fantastic that family and friends in metropolitan Melbourne and Regional Victorians are now able to get together and go out for meals, drinks etc. Another positive step is seeing all areas of Australia listed as green zones, so I am sure interstate holidays to visit family and friends will be taken over coming weeks and months.

It is important that we look after our physical and mental health and taking regular breaks and holidays is one way of taking time out to recharge our energy, relax and support our mental wellbeing.

The Minister for Health has announced the formation of Grampians Health, that came into being on 1 November 2021. Grampians Health sees the voluntary amalgamation of Ballarat Health Services, Stawell Regional Health, Wimmera Health Care Group and Edenhope and District Memorial Hospital.

A new board has been established to oversee the strategic direction of the new entity and to appoint a new CEO. Dale Fraser is currently the interim CEO.

This is a major change for the Grampians Region and for all public health services within the Region. As the governance structure and roles evolve, I will keep you informed.

On a local note, the Victorian Health Building Authority has advised that they will be undertaking and funding a full asset condition



assessment for the Skipton campus, as part of an audit of 50 Regional and Metropolitan Health Service campuses over the next five months.

The audit will provide critical input into the investment prioritisation recommendations,

and will focus on the engineering infrastructure assets, building fabric and suitability of assets configuration for delivering services across each site and for future health system planning.

The Occupational Health and Safety Act, requires us to have a safe workplace for staff, residents, patients and visitors. One measure of OH&S is workplace Occupational Violence and Aggression incidents.

... continued over page

OUR BUSINESS

... continued from previous page

I am excited that we now have an Occupational Violence and Aggression report that trends the number of incidents and other key performance measures. Thank you to John and Andrea for the development of the graphs and data collection from VHIMS (*reporting system*).

This report will be produced quarterly, presented to Board, Executive, Leadership and out for staff information and awareness. It will be on our consumer boards shortly.

We have signed an MOU with Uniting, to provide Psychological Therapy Support (PTS) for older Australians residing in Residential Aged Care Facilities, via person-centred in-reach treatment and services. Uniting will work with our consumers, GPs and nurses to deliver the services to people living with, or at risk of, a mental health condition. The goal of the program is to build capability and confidence of the resident, so they can journey towards a healthier and happier future. I look forward to hearing how this program has improved our resident's wellbeing, for those who participate.

I have been on leave for three weeks in October and I would like to thank Mary for stepping into my role. During the break, my daughter was married and I spent some time with friends in Marlo, far-East Gippsland.

Thank you for your continued dedication and commitment to the Health Service and for keeping our community safe as we move to a COVID normal environment.

Regards Meryn

BOARD DIRECTOR — SPOTLIGHT:

Dr. Marg Way

Chair—
Clinical Governance



I was appointed to the Board of BSHS in June 2020 and have been the Chair of the Clinical Governance Committee for the past two years and am also a member of the Credentialing Committee.

I have a long term interest in working with clinicians, consumers and management in improving both the experience and outcome of care in a variety of settings. My 20 years experience in safety, quality, clinical governance includes representation on various State and National Committees and implementing a number of patient safety initiatives. This included establishing the Clinical Governance Units at Austin Health and Alfred Health in Victoria and the Innovation, Quality, Research and Education (IQRE) Directorate at the Sunshine Coast Hospital and Health Service in Queensland. I am currently the Director of Safety, Quality and Improvement at Barwon Health in Victoria and am an Adjunct Associate Professor, Monash University Department Epidemiology and Preventive Medicine.

I have enjoyed my time on the Board of BSHS and have found the focus on safe high quality care to be a very high priority for the Board. I have seen a strong commitment to the local community and a range of quality improvement activities to support staff to provide high quality care that is comparable to that of larger health services.

I am married and currently live in Geelong. I enjoy dancing (*tap dancing and ballroom*) and singing with a choir. My family are spread out over three different states, so am looking forward to travel restrictions lifting so we can visit them again. Regards, Marg

OUR BUSINESS

Board Matters: David Lenehan



The BSHS Board of Directors held its monthly meeting on Wednesday 27 October. The Directors are looking forward to returning to face to face meetings probably in the New Year once the state achieves the vaccination levels forecast in the national recovery plan.

Victoria's "vaccination economy" policy is predicated upon high levels of the population being double vaxed. Indeed it is likely that unvaccinated persons will have restricted access to many services and facilities for some time to come. There is still some clarification awaited on how hospitals and health services will be impacted, particularly in regard to visitors arrangements.

BSHS is fortunate to have the services of Dr. Craig Winter who is engaged as our part time Director of Medical Services. Craig is a Fellow of the Australian College of Emergency Medicine and works part time at St Vincent's Hospital Emergency Department. Craig attends all board meetings and provides a monthly report to keep the Board up to date on health issues and policy development. Also importantly, Craig supports the clinical managers and general practitioners at BSHS to ensure high levels of clinical care, compliance with standards and general clinical governance.

BSHS Director of Finance, Chris Nykoluk, presented a comprehensive budget package outlining the steps taken in preparing the 2021/22 budget. The budget which forecasts a small operating surplus this financial year is considered "provisional" at this stage as final budget allocations are still being negotiated between the Department of Health and State Treasury. The Directors acknowledged the substantial amount of detail and work involved by Chris and the finance team in managing the budget development process.

Corporate Services Manager, Darren White, provided an overview of the initial planning for the upgrade of ensuite facilities at the Beaufort Campus, together with the construction of a stores and maintenance shed. It is expected that this work will commence early in the New Year. It is pleasing to see continued capital investment at the Beaufort Campus to improve the facilities for our patients and residents.



Mary Cushing showing where the new ensuites will be built at the Beaufort

The Directors noted advice from the Department of Health regarding the upcoming Hospital Board's

Appointment Round. This is an annual process and advertisements will appear in the next couple of weeks, seeking applications for board positions across the public hospital sector in Victoria.

In closing can I thank my board colleagues, the management team and staff for their continued efforts and commitment to providing high quality health care and in particular Director of Clinical Services, Mary Cushing, who stepped up as acting CEO while Meryn has taken some well deserved leave.

Regards,

David Lenehan - Board Chair

OUR BUSINESS

ANNUAL GENERAL MEETING

Notice is hereby given that this public meeting will be held at

**2:00pm Wednesday
24 November 2021**

(virtual meeting)

An open invitation is extended to all interested persons.

Guest speaker: Charmaine Swanson
*Associate Lecturer Rural Health
Community Placements, Department of
Rural Health*

Charmaine Swanson is an Occupational Therapist working for the University of Melbourne's Going Rural Health program which is a rural workforce retention program funded by the Australian Government.

This meeting is a virtual meeting.

Please advise of your desired attendance in order to receive your link for the meeting.

Please RSVP and lodge any questions to Narelle Harrison, Executive Assistant to the Chief Executive Officer on 5349 1682 or NarelleH@bshs.org.au by **19 November, 2021**.

BEAUFORT CAMPUS GARDEN WORKING BEE

Friday 26 November

9:30am-4:00pm

**Bring your gloves and any
gardening gear.**

Meet at hospital main entrance

BBQ lunch provided

For further details contact Darren White

ENVIRONMENTAL MANAGEMENT COMMITTEE



Passionate about environmental change?

COMMITTEE VACANCIES

We are looking for staff to join our Committee. Help raise awareness of environmental impacts and identify exciting new initiatives.

Only 3 meetings per year.

If you are interested in joining this Committee, please contact

Darren White (Corporate Services Manager)
Darrenw@bshs.org.au

OUR BUSINESS



Department
of Health



Appointments to the Board of Directors of Beaufort and Skipton Health Service

The Minister for Health, Martin Foley MP, is pleased to invite applications for part time board director positions of Beaufort and Skipton Health Service with terms of office commencing from 1 July 2022.

Safe and high quality healthcare for all Victorians is a priority of the Victorian Government. Applicants for board directorships must be able to demonstrate and provide evidence in support of the skills they identify in their applications. All applications will be considered however the Beaufort and Skipton Health Service Board of Directors would particularly welcome applicants with expertise as a registered clinician or community services, to fill identified gaps in their current board skills profile. Please refer to the Position Description for more details about the competencies needed.

Collaboration, through the recently established Health Service Partnerships, is a key Victorian Government priority <https://www2.health.vic.gov.au/health-service-partnership>. Applicants should have a demonstrated history of achievement through collaboration and partnering. Being able to demonstrate strong working relationships, particularly in the Victorian health sector, will be highly valued.

These positions provide an exciting opportunity for members of the Victorian public with relevant experience and qualifications to contribute to the strategic leadership of public health care delivery to the community.

Beaufort and Skipton Health Service is a small rural health service that delivers a range of programs and services for our local communities. The Health Service has two campuses located

Applications close at Midnight Monday 29 November 2021.

Further information including how to apply, please visit <https://www2.health.vic.gov.au/>

For all enquiries regarding the appointment process, please contact

Warren Anderson, Department of Health on 0458 053 512 or
warren.anderson@health.vic.gov.au

OUR BUSINESS

PREVENTING PRESSURE INJURIES AT BSHS:



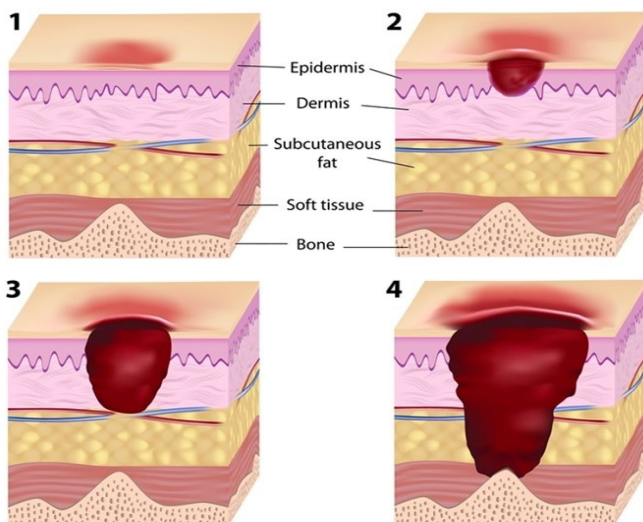
By Emily Atkins (Enrolled Nurse) and Jin Yang (Registered Nurse) - Beaufort.

Since implementing the Pressure Injury prevention program at BSHS, staff have successfully worked as a team in order to improve pressure injury prevention.

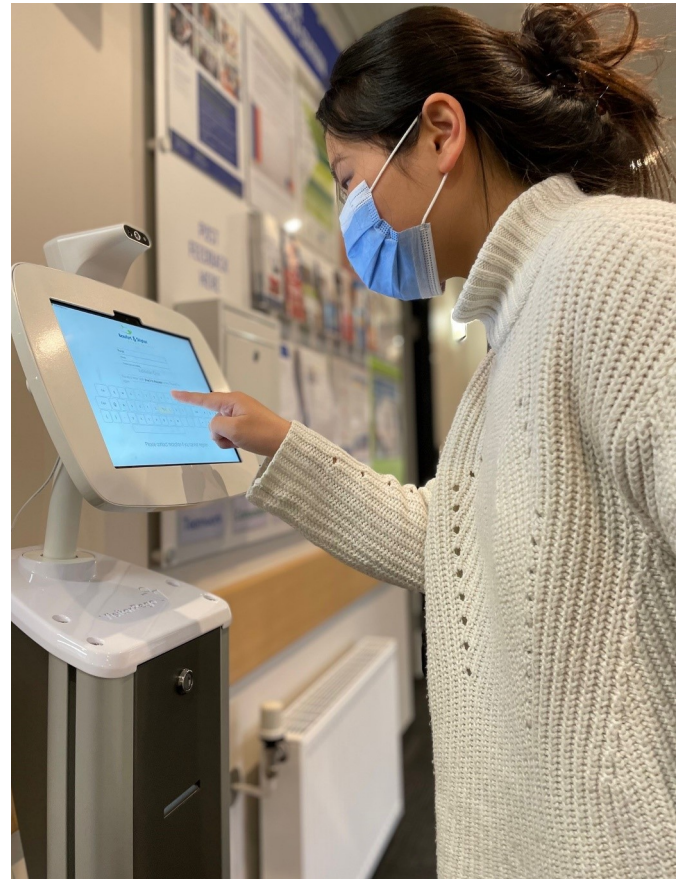
It has helped all staff become more aware of the stages of Pressure Injuries, chronic wound Pressure Injuries stages and overall skin health / integrity.

Early identification of potential risk factors are being successfully addressed by staff which has greatly improved resident's overall health and wellbeing.

Stages of Pressure Sores



NEW TRAC SCANNERS FOR BSHS



Catherine Tian (Graduate Accountant) displaying the new Trac Scanners.

BSHS have introduced Trac Scanners at the main entrances of all of our buildings. These scanners have replaced the necessity for staff, visitors and contractors to use QR codes or the manual sign in process. These machines also scan your temperature.

If you answer yes to any of the attestation questions, or your temperature scans at greater than 37.5 degrees, a STOP sign will be displayed on the screen and you will need to check with a manager/reception staff to ensure that you are able to continue to work or enter the facilities.

If you have any questions or concerns, please talk to your manager or Darren White.

OUR CONSUMERS

Leisure & Lifestyle Skipton



Netta, Brian and Shirley enjoying lunch outside



With the weather getting nicer we have been able to spend more time out doors. We enjoyed the beautiful day eating lunch outside, followed by exercises.



Below: George celebrated his birthday this month.



Above: Anne, Netta, Shirley and June potting up our pots with some colourful seedlings



Right: Brian getting into the fun of GIANT snakes and ladders!!



OUR CONSUMERS

Introducing Sheila Hunter:

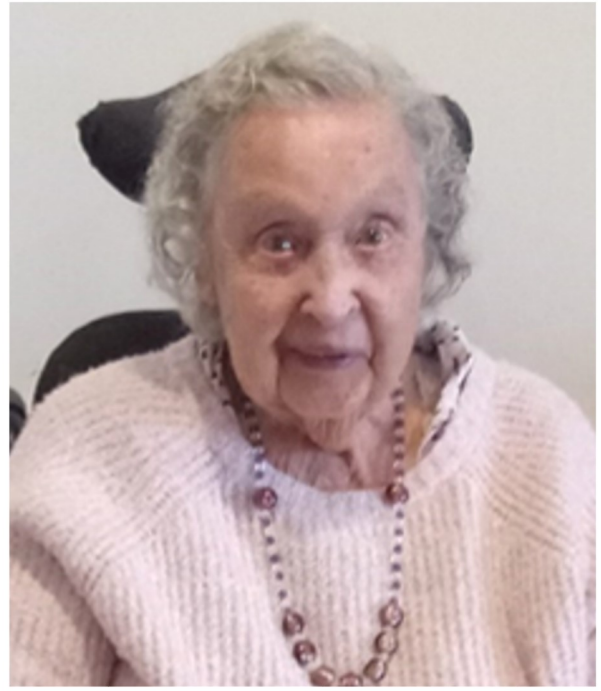
By Rhonda Cowell (Beaufort Leisure & Lifestyle Team)

Sheila Hunter was born 7th September 1919 at the Old Women's Hospital in Carlton. Sheila's father had passed away in the war and her mother was unable to care for her, therefore Sheila was put up for adoption. When Sheila was three years old a couple who planned to adopt Sheila took her on a cruise with them, shortly after the man passed away, however the lady still wanted to adopt Sheila. She looked after Sheila for a couple of years, although passed away before the adoption could be finalized. Sheila then went to live with another family until she was married.

Sheila worked at the ammunitions factory in Maribyrnong. Sheila met her husband Doug at a dance, and they married at St. Mary's Catholic Church, North Melbourne. Doug and Sheila rented a shop/mixed business where they mostly provided meals for factory workers.

There was no air conditioning so to keep the chocolates from melting they would put them up on a shelf, with cold wet towels over them. It was hard times but they were able to muddle through.

They had three sons, Alan, Graeme and Brian. After owning four mixed businesses they moved to Aspendale, where they lived for 20 years. By this time Alan was married and Graeme was playing football. Graeme had a write up in the Sporting Globe and trained with Melbourne, although didn't get a game. He then went to play at Aspendale, where they won the grand final which unfortunately turned out to be a day of joy and tragedy. As Graeme took a flying mark, Doug suffered a major heart attack and passed away.



Sheila sold the house and moved to Ballarat where she bought a unit. She joined the Ballarat Senior Citizens where she ran a trade table, making and selling knitted booties, craft items, cakes and plants. The profits went to putting on a Christmas lunch for the seniors each year. Graeme and Brian both got work and moved to Trawalla, Sheila then sold the unit and purchased a house in Beaufort, across from the IGA carpark.

Sheila introduced herself to a lady who resided in a cottage across the road and they have been friends ever since. Kathy still visits Sheila when she can, as she now lives in Ararat.

Sheila lived in the house for seven years, before moving into the Beaufort Hostel, where she lived for seven years. After this she moved into the Beaufort Nursing Home. Sheila celebrated her 100th, 101st and recently her 102nd birthday with other residents and staff.

Sheila has three sons, three grandsons, two granddaughters and one great granddaughter. Sheila enjoys gardening and putting out seed for the wild birds. Sheila's son Alan races greyhounds and she has a keen interest in this sport.

OUR CONSUMERS

LEISURE & LIFESTYLE - Beaufort

(By The Leisure & Lifestyle team— Beaufort)



The residents at Beaufort Nursing Home enjoyed a visit from 'Pig' the red heeler.

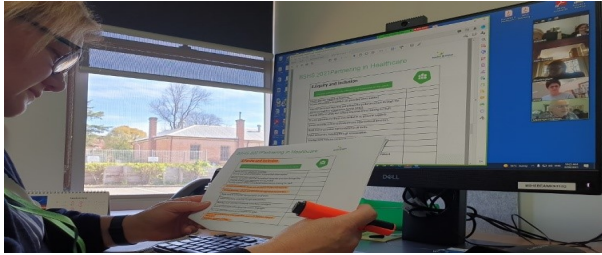


Caitlin Stewart (ANUM) showing the beautiful new decorations in the Beaufort Nursing Home

OUR CONSUMERS

By Andrea Flenley (Nursing Director Quality and Safety)

OUR COMMUNITY ADVISORY COMMITTEE:



Members of our Community Advisory Committee recently met (via zoom), to take part in a workshop to review and select our 2021-2022 'Partnering in Healthcare' domains.

Each year Safer Care Victoria requires Health Services to select and work on actions that will benefit and improve services for our consumers and community.

At this workshop the Committee reviewed the five domains available and chose two, that we will focus on in the coming year. Our chosen domains are:

1. Equity and Inclusion:

- Provide cultural safety and cultural responsiveness training for staff.
- Provide advocates for those with limited or with no personal supports.
- Ensure diversity, culture and inclusion are organisational priorities.

2. Effective Communication:

- Listen to consumers to ensure mutual understanding.
- Promote friendly, supportive interactions.
- Provide training for staff on respectful communication.
- Provide training for staff on health literacy
- Utilise technology to communicate with consumers when appropriate.

Over the next twelve months, we will continue to work on these areas and will keep you updated with our progress.



Should I tell a patient/resident/family when something has gone wrong, either causing them harm or having had the potential to cause them harm?...

Yes we should!

This is known as "Open disclosure" and involves communication about what went wrong, what you're doing to fix it, that you were sorry that it happened and steps taken to make sure it doesn't happen again.

Examples of when open disclosure should be practiced include:

- * A consumer acquires an healthcare acquired infection (e.g. UTI, pneumonia)
- * A staff member uses abusive language towards a consumer
- * A consumer experiences an pressure injury, a fall or a skin tear
- * A provider fails to provide meals that meet the cultural preferences of a consumer
- * A item of the consumers is broken
- * A medication error has happened

Open disclosure is ensuring there is open, transparent communication when something goes wrong, having harmed or the potential to cause harm to a person receiving care.

A staff members role is to recognise and report to their manager or supervisor that harm has either occurred or could have (near miss), and ensuring the incident is documented in VHIMS.

The manager will investigate the incident and will make sure that the process of open disclosure occurs.

OUR CONSUMERS

FREE WEBINAR

Advocacy and the rights of people accessing aged care (Staff session)



Elder Rights Advocacy
Supporting your right to quality care

Call 1800 700 600
or visit www.era.asn.au

Elder Right Advocacy (ERA) is the Victorian state-wide service delivering the National Aged Care Advocacy Program (NACAP) and a member of the Older Persons Advocacy Network, OPAN.

ERA provide information, advocacy and education support to residential aged care and are offering a free webinar to people working in aged care.

Advocacy and the rights of people accessing aged care services'

24 November

3.00 pm-4.00 pm

To register go to: https://www.eventbrite.com.au/e/advocacy-and-the-rights-of-people-accessing-aged-care-staff-session-tickets-194171481127?keep_tld=1



Executive Safety Walk Rounds

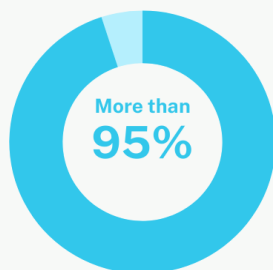
As part of the BSHS commitment to Patient and Staff Safety, an Executive Safety Walk Round team will be visiting the Beaufort Hostel

2:00pm, Wednesday 1 December 2021

Our Walk Rounds occur on a monthly basis. During a Walk Round, a discussion with front line staff, patients, residents and families occurs, giving opportunity for people to provide suggestions or feedback for improvement. The appropriate actions are then planned. The questions used are standard, to ensure the discussion focuses on patient safety issues. The questions that staff are asked are:

1. What issues about patient safety give you cause to worry?
2. What do you think is preventing your area from providing the best service/ care that you can?
3. What are you most proud of about your unit/ward/service?

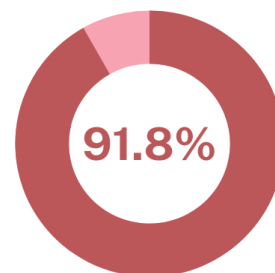
Thank you!
Corangamite Shire



FULLY VACCINATED

Figures as at November 15 2021
% of population aged 15+
Please note rates are capped at 95%

Thank you!
Pyrenees Shire



FULLY VACCINATED

Figures as at November 15 2021
% of population aged 15+
Please note rates are capped at 95%

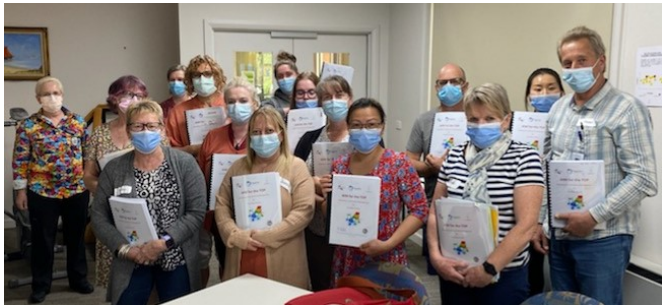
OUR PEOPLE

By Kim Stevens (Learning & Development Manager)

AIM for the TOP

Our four week 'Aim for the TOP - Assessment Intervention and Management for The Older Person' study days have come to an end.

Kristee Winters and Wendy Porteous from Ballarat Health Service facilitated some amazing learning workshops in caring for the older person. All who attended reported that they enjoyed the education and that the learning will assist them to grow and deliver person centred care.



ENROLLED NURSE TRAINEESHIP

We are excited to announce our new Enrolled Nurse trainee program for 2022.

Mel Phillips, Emma Patterson and Lee Simonds are to commence in January 2022. They will rotate across sites and areas to ensure the best and most varied learning possible. All three will spend two days with us and three days studying within the Ballarat Health Service Fed-TAFE co-hort.

This is an exciting program and we are thrilled to be able to assist these staff members to move forward within their careers.



Emma Patterson and Mel Phillips are excited to be starting the enrolled nurse trainee program.

GRAMPIANS
LEARNING
HUB

Mandatory training for 2022 will take on a new appearance and a new learning platform.

This will incorporate a regional approach to learning that will see all learning over ten health services in the Grampians Region committing to the same mandatory training requirements. As a result if you work between health services, the expectations for your role will be the same.

New training expectations will be circulated soon along with information on accessing the new platform. It will still be a requirement that all training will need to be completed by the 31 March, however the training window for 2022 will not commence prior to the 10 January. Keep an eye out for more information coming soon.

OUR PEOPLE

Sexual Harassment Training

The People Matters Survey this year highlighted that we have a number of staff that have been subjected to Sexual Harassment.

In an endeavor to manage this issue we are here putting a number of initiatives to turn the behaviors around. These include articles in the newsletter, conversations at huddles and training. Training is designed to ensure that all staff understand what sexual harassment is, what are not acceptable behaviors and how to respond appropriately. Keeping you all safe is a high priority for our organization.

Staff are requested to please complete the Sexual Harassment module on the Grampian Learning Hub by the start of December.

SEXUAL HARASSMENT AT A WORKPLACE

- Butt slapping, ogling, making sexual comments or sexual gestures
- Spreading sexual rumours about an employee
- Leaving sexual, romantic or unwanted gifts
- Repeating hugs or such unwanted touching
- Discussing an employee's sex life in front of another



NON-SEXUAL HARASSMENT AT A WORKPLACE:

- Making offensive gestures
- Negatively talking about someone's race, ethnicity or religion
- Wearing clothes that offend a particular ethnic group
- Ridiculing someone and sharing inappropriate jokes
- Passing comments on an employee's skin colour or ethnic traits.



BSHS Staff Christmas B.B.Q.

Beaufort Hospital
Tuesday, 7th December 2021
12pm to 2pm

Skipton Hospital
Thursday, 9th December 2021
12pm to 2pm

Please RSVP for catering numbers and dietary requirements by 2nd December to Ericas@bshs.org.au

OUR PEOPLE

By Erica Smith (People & Culture Manager)



People and Culture Committee

Are you passionate about making a positive difference in our Health Service?

We are looking for staff to join our People and Culture Committee. We will be working on strategies for:

- * Staff Engagement
- * Communication
- * Gender Equality
- * Diversity and Inclusion
- * Staff Events

Meetings are held every second month.

If you are interested in joining this committee, please contact Erica Smith (People and Culture Manager) ericas@bshs.org.au



APPLE AND DATE BLISS BALLS

Recipe

Beaufort & Skipton
Health Service

INGREDIENTS

- 2 cups rolled oats
- 5 pitted dates
- 1 1/2 dried apple, chopped
- 3-5 tbsp water
- 3 tbsp desiccated coconut, and more for rolling
- 1 tsp vanilla

METHOD

1. Blend oats in a high speed blender or food processor until they're a flour like consistency
2. Add the apple, coconut, vanilla and process. Slowly add the dates and water - start with 3 tablespoons of water and add more if required.
3. Scoop out the mixture, slightly dampen hands, roll into 20 balls and coat with coconut.

<https://healthylunchbox.com.au/recipes/apple-and-date-bliss-balls-2/>

OUR PEOPLE

People Matter Survey 2021

93%

of respondents said their manager works effectively with people from diverse backgrounds

88%

of respondents said BSHS uses inclusive and respectful images and language

79%

OF RESPONDENTS SAID BSHS TAKES STEPS TO ELIMINATE BULLYING, HARASSMENT AND DISCRIMINATION



90%

of respondents said **cultural background** is not a barrier to success at BSHS

93%

of respondents said **gender** is not a barrier to success in BSHS

2%



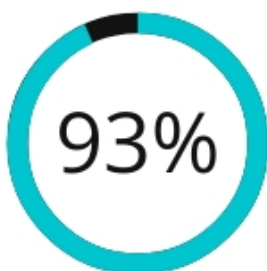
OF RESPONDENTS HAVE EXPERIENCED DISCRIMINATION

85%



93%

of respondents said BSHS would support them if they needed to take family violence leave



of respondents said in their workgroup work is allocated fairly, regardless of gender

OUR QUALITY & SAFETY



COVID-19 Update

COVID-19 Testing & Vaccinations Available

COVID-19 TESTING

→ Available by appointment

→ Please call between 9am and 5pm

Book your appointment at Beaufort 5349 1601 or Skipton 5340 1100

COVID-19 VACCINATION CLINIC

→ Pfizer, Moderna and AstraZeneca
are all available for each eligible
age group from 12 years and over

→ Call to book your appointment

→ Please bring your Medicare card

BOOSTER DOSES NOW AVAILABLE

Booster doses are now available if you are aged 18 and over and your second dose was more than 6 months ago

Please call to book your appointment

Please continue to be COVIDSafe



Physical distance



Wash hands regularly



Wear a mask

AVAILABLE AT BEAUFORT AND SKIPTON

Beaufort

28 Havelock St, Beaufort
5349 1601 (testing)
5349 1610 (vaccinations)

Skipton

2 Blake St, Skipton
5340 1100



CONNECT WITH US

[bshs.org.au](https://www.bshs.org.au)