

STAFF NEWSLETTER

To be a vibrant provider of care

THE MONTH IN REVIEW

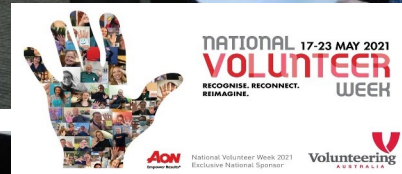


By Meryn Pease CEO

I am delighted to share that with the completion of the refurbishment at the Beaufort Nursing Home the completion report has been sent to the Commonwealth for the activation of the **Significant Refurbishment status** and subsidy. The subsidy provides an additional \$20 per day for each concessional resident within the nursing home. This is estimated to provide an additional \$50,000 per annum in revenue for our health service.

The Department of Health (Victoria) has announced that the cluster model has evolved to **Health Service Partnerships (HSPs)**. With a focus on collaboration rather than competition, the Victorian Government HSPs model is requiring health services to work together on a small number of strategic system priorities beyond the pandemic. The four government priorities are; better at home; elective surgery and emergency access; mental health reform and; pandemic response.

After 100 days free of the **COVID-19 virus** a 4th wave has emerged through breaches in Hotel Quarantine. For Regional Victoria we have been placed on Amber Alert by the Victorian Government and have the associated restrictions. The Delta variant of the COVID-19 virus appears to have its main way of spread via incidental transmission i.e. touching a fence where a COVID positive person had previously been. Making this variant more contagious and easily spread.



While the restrictions are gradually easing, there remains a challenge for everyone in different ways. I want to thank you for your continued support of our patients/consumers/residents especially while visitor restrictions are in place.

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Thank you for your dedication and commitment to the health service and for keeping our community safe. We are a strong, connected and supportive team that looks out for each other with kindness and compassion.

Our resilience is certainly being tested with this new outbreak and our way of life is being disrupted. If you or any of your family would like further support or just someone to talk to please utilize our **Employee Assistance Program** (Converge). It is free and confidential. Staff who have used the Converge service have found the program to be beneficial. Please call 1300 687 327 to make an appointment.

One of the best ways to limit the impact of the COVID-19 virus is to be vaccinated to protect yourself, your family, friends and the vulnerable members of our community. I want to thank those staff who have participated in the COVID-19 and Influenza 2020 vaccination programs. While both programs are not mandated, I strongly encourage all staff to get vaccinated. Remember, if you are unwell stay home and get tested.

FLU SHOTS NOW AVAILABLE

Skipton Medical Practice now has in stock the flu vaccination for all age groups.

To make an appointment, please call the clinic on 5340 1110.

This year's **People Matters Survey** is currently open for your participation. You will have received an email with the link to the survey. It would be fantastic if you could please complete the survey, as your feedback helps guide our attention to areas you believe require improvement. It takes about 20 minutes of your time and the questions (this year) are easier to understand. It is really important for BSHS to get this feedback, the more responses the better the information. So please encourage your colleagues to participate.

As always, please let me know your ideas on how we can improve our services or what you think we are missing, as we strive to deliver safe, quality care and services for our communities.

Regards Meryn

TESTING OF THE SKIPTON BIOENERGY SYSTEM:



It has been exciting to see smoke billowing from the chimney of the Skipton bio energy system.

Testing of the system started this week which has seen the Skipton campus running on heat generated through the conversion of the straw pellet system.

Stay tuned for further information on the official launch of the project.

OUR BUSINESS

The BSHS board of directors held their monthly meeting on Wednesday 26th of May. I should mention that the CEO and Executive Team are always in attendance at these meetings so that they can present their reports in person and be available to answer questions and clarify issues that might arise in relation to any items on the agenda.

During the meeting advice was received that the Victorian Government was about to announce a state wide "lockdown" in response to a number of positive COVID-19 cases being detected in Melbourne and some regional areas. This was confirmed on 27th May and the "lockdown" will apply for the next seven days. The Government has indicated that a "lockdown" of this magnitude may not have been necessary if a greater percentage of the population had been vaccinated. I think we can look forward to an urgent ramping up of the COVID-19 vaccination program over the coming months and would encourage everyone to be vaccinated as soon as possible.

The Board noted a letter from the Minister of Health announcing the establishment of Health Service Partnerships across Victoria. All health services are expected to fully participate in their regional Health Service Partnership and funding will be provided to the Partnership Chair to recruit executive leadership to support partnership development and undertake strategic planning. Importantly the Minister advised that the process for health services undertaking amalgamations will remain entirely voluntary, that is no forced amalgamations.

Board Matters:

By David Lenehan



In relation to amalgamations, Ballarat, Horsham, Edenhope and Stawell are in the final stages of deciding on a future partnership model including the possibility of a formal amalgamation. This is a significant decision for these health services and their respective communities with the outcome to be known by the end of June.

The Directors and Executive Staff held a strategic planning workshop on Saturday 15th May. On the agenda was a review of the BSHS risk management framework and risk register. Also there was a session on "stakeholder engagement" which emphasised the benefits of engaging effectively with our communities, funding bodies, health service partners and in particular our customers and their families to ensure that our services align with the high priority health needs of the local community. We also discussed the federal and state government's budget announcements including increased funding for homecare packages and mental health services and the opportunities for BSHS to have a role in delivering these expanded services.

In closing and on behalf of the board our appreciation to management and staff for their continued commitment to our customers.

Regards David Lenehan (Board Chair)

OUR PEOPLE

WE LOVE
OUR VOLUNTEERS

National Volunteer week was highlighted on the 2021 Calendar of important events for Beaufort and Skipton Health service again this year. The theme for this year's National Volunteer Week was Recognise, Reconnect and Reimagine.

Local community members were invited to a special morning tea with volunteers being recognised, thanked and celebrated for their contribution. Reconnection was also a key point with a focus on the importance in giving of time and service to others and finally to reimagine ways to help volunteers to be better supported. The morning tea held at Skipton was attended by several of the Health Service volunteers and gave us the opportunity to pay a little back for the countless hours that our volunteers have spent serving others.

While National Volunteer week concluded on Sunday 23rd of May, we will continue its program of seeking and supporting volunteers from our local communities throughout the year ahead.

Our volunteers make a valuable contribution to the Health Service in many areas, such as delivering meals-on-wheels, driving community members to medical appointments in Ballarat, assisting in leisure and lifestyle to make a difference in daily lives of our residents.

"The work our volunteers do can make such a huge difference in the lives of the people they reach out to."



Tony Edney (Board Director and Chair of the BSHS Community Advisory Committee, volunteers Cath Kavanagh, Margaret Fraser and Kaye Draffin. Volunteers were presented with a certificate of appreciation, volunteer badge and pen.

**Volunteers Make
a Difference**

Want the feeling of fulfilment that comes with volunteering?

Beaufort and Skipton Health Service offers community members a diverse range of opportunities to get involved in making a difference.

Some of our volunteer opportunities include:

- Community Transport
- Meals on Wheels
- Assisting with day trips
- Assisting with Day Centre/Men's Group
- Sharing skills such as music, reading, art and visitation

For more information please on how you can be involved, please contact Erica Smith on 5349 1600 or email Ericas@bshs.org.

OUR CONSUMERS

RESIDENT ACTIVITIES AT BSHS:

Whipping cream and cutting up strawberries to have on our homemade pancakes.

Most popular pancake was strawberries, blueberries and raspberries atop the pancake with cream and strawberry coulis.

Quite delicious!



Exercise classes for the week:

All getting involved in our weekly exercises which is, as we know very good for us!



Making Bird Seed Hangers:

Everyone was very enthusiastic when it came to making bird seed hangers to hang in trees around our garden.

We hope the birds are too!!!



Residents and Carers Meetings:

Our Residents and Carers meetings are held at each of our facilities on a bi monthly basis.

These meetings give our residents and family members the opportunity to hear the latest news and information about the Health Service. More importantly these meetings also provide the chance to for our residents and carers to be able to provide feedback and raise any concerns.

For more information please contact Nicole Clarke (Beaufort Nurse Unit Manager) on 5349 1600 or Petrina Phillips and Jo Dunne (Skipton Nurse Unit Managers) on 5340 1100.

OUR CONSUMERS

NEW CARDIAC AND PULMONARY REHABILITATION PROGRAM:

By Tiana Noether (Exercise Physiologist)

Beaufort and Skipton Health Service are pleased to announce that a new **Cardiac and Pulmonary Rehabilitation Program will commence in August.**

This program has been developed by Tiana Noether (BSHS Exercise Physiologist) with the assistance of Dr. Badrika Kahawatta and nursing staff Jenny Holdsworth and Jo Brock.

This six week program will consist of an exercise program designed specifically for patients, followed by an education session that will be delivered by the Health Service Allied Health team and Practice Nurses.

Patients can either book an appointment directly with Tiana or get a referral from their GP. For more information or to make an appointment please call 5349 1610 (Beaufort) or 53401100 (Skipton).



Tiana working with Jayde Ringin

A program of exercise and education for people with lung and heart disease

Who Can Participate: Any person with lung disease who is breathless on daily activities

Any person who has had a recent cardiac event or is at high risk of developing heart disease

Aims of the Program:

- Reduce your risk of future exacerbations or events
- Reduce breathlessness and fatigue
- Improve your ability to undertake daily activities
- Increase your strength and fitness
- Improve your well-being, increase your confidence and ability to cope
- Manage other conditions such as high blood pressure, high cholesterol or diabetes
- Keep you out of hospital

First Visit:

- This will take about one hour. During this visit you will be assessed and the program explained to you in more detail. The assessment will include a simple walking test.

Classes:

- The exercise program will be designed for you based on your assessment. You will be exercising with a group of people who also have lung or heart disease
- You will also be given a home exercise program to do on 2 or 3 other days per week to gain the maximum benefit.
- On completion of the program you will have another assessment and options available to continue exercising will be discussed

OUR PEOPLE

By Erica Smith (People & Culture Manager)



People Matter Survey 2021

The People Matter Survey opened on 31 May and you have until 2 July 2021 to provide your feedback. A link has been sent to all staff on 31st May inviting you to complete the survey.

The People Matter Survey is a safe and anonymous way for you to say what they think and experience in the workplace. It helps us find out what we are doing well and where we need to focus on improvements.

The feedback from staff in the 2019 and 2020 People Matter Survey was used to assist in identifying actions to make improvements. From this feedback we have put processes in place to address negative workplace behaviours, support the professional development of staff with more training opportunities, and address staff and patient safety.

We want to hear your how you feel about working at BSHS. We take responsibility for our results and use this information to plan and implement initiatives and changes. This is why we encourage you to complete the survey.

If you have any questions please speak with your manager or Erica Smith, People and Culture Manager.



Please Dispose of Your Cigarette Butts Thoughtfully

Cigarette butts are a threat to wildlife that could ingest them, mistaking filters for food, and to small children, who may eat them if they are within reach.

Cigarette butts are made of cellulose acetate, a fibrous plastic material, tar and other chemicals, and leftover tobacco.

And that means it's not going to quickly break down. It will take up to 12 months in fresh and 5 years in saltwater.

Toxin-filled cigarette butts work their way into our waterways primarily through storm drains that dump into streams and lakes.

If you are a smoker please be thoughtful on how you dispose of your cigarette butts. There are cigarette butt bins placed in the designated smoking areas for easy disposal of your butts. The environment, animals and our community will be very grateful for your thoughtfulness.



OUR PEOPLE

Staff Spotlight: Tracey Ho

(Residential Co-Ordinator)

How long have you worked at BSHS?

I have worked for the Health Service on and off since 2006 in various roles.

Days and location that you work?

Currently working three days per week at Beaufort but try to get to Skipton once a week.

What does your role involve?

Liaising with families who wish to place their family member on the:

- Aged care waiting List
- Hostel Waiting list
- Book their relative into Respite

I work as part of the financial team at BSHS and my role is to discuss the financial implications of moving a relative into care.

I also work with our clinical staff and this involves assessing the needs of the resident and attending to assessments. These assessments are submitted to the Government and they determine the funding that is received for each resident.

In summary, my role involves resident clinical assessments and submissions, financial assessment, meeting with relatives and education of staff in the Aged Care Funding Instrument (ACFI).



Tracey Ho, Residential Co-Ordinator

The government are currently looking at another funding model called the Australian National Aged Care Classification (AN-ACC). This model of care aims to take away the assessments from the clinical staff so they can focus on resident care.

Independent and experience aged care clinicians will visit the facility and complete AN – ACC assessment with our residents. These assessments will help facilitate an easy transition to the AN – ACC funding model if the government decide to pursue this option.

Favourite thing about your role?

I just love this role and working in the health industry. I also work with some pretty amazing people.

What do you enjoy doing when you're not at work?

Spending time pottering around at home and catching up with family.

Three things you can't live without.

Family
Sleep
Time out

OUR PEOPLE

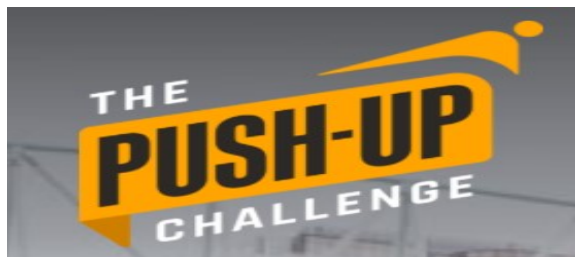


This month we are pleased to welcome the following people to the Beaufort and Skipton Health Service team:

Emily Atkins –
Enrolled Nurse - Beaufort

Lee Simmonds -
Personal Care Worker – Beaufort

Gemma Molloy –
Administration Officer - Skipton



To register and join the BSHS team click this link:

<https://www.thepushupchallenge.com.au/team/13643-beaufort-skipton-health-service-bshs>

Download the app to keep track of your push-ups as well as receive daily mental health tips

Android App: <https://play.google.com/store/apps/details?id=au.com.thepushupchallenge.app>

Apple App: <https://apps.apple.com/au/app/push-for-better/id1549769872>

Or search 'Push for Better' on the app store.



REGISTER NOW FOR THE PUSH-UP CHALLENGE: 1-25 June

Join us as we push for better mental health

Get fit, have fun and learn about mental health by taking part in

The Push-Up Challenge 2021 (<https://www.thepushupchallenge.com.au/>)

This June, join our team **Beaufort & Skipton Health Service – BSHS** and challenge yourself to complete 3,318 push-ups over 25 days to acknowledge the number of lives lost to suicide in 2019. The Push Up Challenge is about raising awareness for mental health as well as undertaking physical activity at the same time.

Push-ups can be done just about anywhere and you can spread your push-ups out over the day. Exercise alternatives such as sit-ups, squats or tailored exercises are also very welcome. Through the event app you can bank your push-ups and see how our team is going.

The daily push-up target changes each day to reflect a vital mental health statistic, so along the way you'll learn about mental health.

Join us as we push for better mental health.



OUR PEOPLE

By Kim Stevens (Learning & Development Manager)

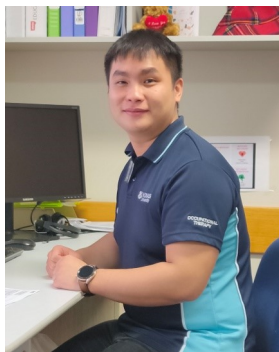
Thank you to the 84% of staff that logged into the Mandatory Training Days. We understand that training via ZOOM is fraught with challenges so it was wonderful to have so many of you attend and participate on the days.



Special congratulations to

Liz Alexander, Petrina Phillips, Mellissa Hill, Bec Simmonds for winning the Kahoot challenges, the Mandatory training quiz. Second place awarded to Brook Moncrief, Ash Stevens, Erin Crawford, Haylee Farquhar and in third place: Kylie Scofield, Jo Dalton, Nicole Porter and Sarah Lewis. Well Played Team!

Our Allied Health students have been seen about the place, caring for residents, staff and consumers. They are all reporting some amazing learning and are feeling support by the team at BSHS. Currently we have William and Tessa on placement.



William Jinghao

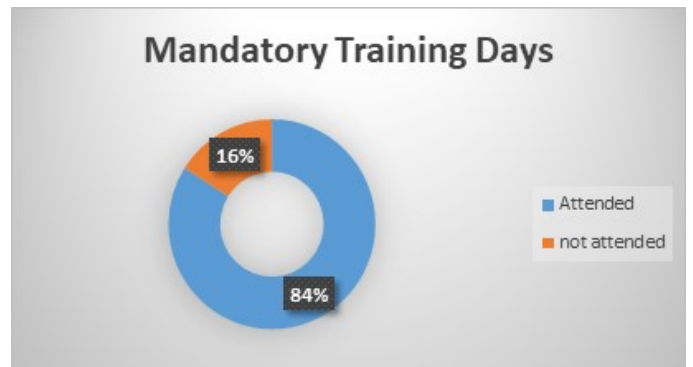
joined the group of allied health students five weeks ago and is currently enjoying his Occupational Therapy clinical placement with

BSHS. William is in his second year of his postgraduate studies in Occupation Therapy. He will be fully qualified by the end of June this year. William likes to play badminton, swimming and good food. William has really appreciated all the support from clinical staff across both sites.



Liz Alexander and Mellissa Hill for the Kahoot challenge, Mandatory training quiz.

Mandatory Training Day results:



A warm welcome to Tessa Elliot.



Tessa and Yvette Sarra

Tessa is studying a Masters of Social Work at the University of Melbourne and has commenced her ten week placement under the guidance and support of Yvette and the Going Rural Team.

Tessa has completed a Bachelor of Arts and Psychology. She has lived in Canada for two years and loves hiking, reading and snowboarding. Please feel free to approach Tessa with any good book recommendations or places to hike!

OUR PEOPLE



Multi-Agency Risk Assessment and Management Framework (MARAM) sets out the responsibilities of different workforces in identifying, assessing and managing family violence risk across the family violence and broader service system.

MARAM will guide information sharing under both information sharing schemes wherever family violence is present.

Gender Equality

The 2016 Royal Commission into Family Violence showed that Victoria needs to address gender inequality in order to reduce family violence and all forms of violence against women. In response, the Victorian Government released Victoria's first gender equality strategy, Safe and Strong, in December 2016. As part of Safe and Strong, the government committed to legislative change to promote gender equality.

The Commission for Gender Equality in the Public Sector was established in February 2020. As a defined entity BSHS has several obligations, including the duty to promote gender equality, gender impact assessments and to consider gender equality when developing policies and programs and delivering services to the public.

In the coming months we will be conducting a workplace gender audit and developing a gender equality action plan that must be submitted to the Public Sector Gender Equality Commissioner. If you would like more information on Gender Equality or like to assist with the action plan, please contact Erica Smith at ericas@bshs.org.au.



In 2009-2010, average superannuation payouts for women were **just over half (57%)** those of men.



OUR CONSUMERS



World Elder Abuse Awareness Day
 No excuse for elder abuse
 15 June marks World Elder Abuse Awareness Day (WEAAD), officially recognised by the United Nations in 2011. On this day individuals and organisations worldwide highlight the importance of the rights of older people, as prevention against the mistreatment and harm occurring in their communities.

Elder abuse is any act which causes harm to an older person and is carried out by someone they know and trust such as a family member or friend. The abuse may be physical, social, financial, psychological or sexual and can include mistreatment and neglect. Rates of elder abuse are under reported, but the Australian Institute of Family Studies estimates up to 14 per cent of older people in Australia are affected.

The warning signs of elder abuse may include an older person seeming fearful, anxious or isolated. There may be injuries, or an absence of personal care. Unexplained changes to legal documents or finances are also of concern. Most elder abuse occurs behind closed doors, so it is important for loved ones to watch out for signs, listen and offer help.

BOOK EARLY
 NOW



MEN'S HEALTH WEEK BREAKFAST

FRIDAY 18TH JUNE

8AM

BSHS SKIPTON ACTIVITIES ROOM

BOOKINGS ESSENTIAL
 CALL BSHS SKIPTON | 5340 1100



Bookings are essential as numbers are limited to meet the Department of Health guidelines.

