

# STAFF NEWSLETTER

*To be a vibrant provider of care*

## THE MONTH IN REVIEW



By Meryn Pease CEO

I am sure we have missed Summer this year! I want to thank you all for your support in keeping each other and our community safe from COVID-19. The snap restrictions have eased and we are back to COVIDSafe restrictions.

Our attention now turns to the rollout of the COVID-19 vaccination program. The COVID vaccination program is now a main focus for the community and Public Health Units based on the national roll-out strategy. The Grampians Public Health Unit is the coordinating body for the vaccination program for our region. Information in relation to this program is frequently changing and the GPHU is designing the program roll-out utilising nurse immunizers to help deliver the vaccinations.

Ballarat Health Service, is the COVID hub for our region and the first box of Pfizer COVID-19 vaccines have been delivered. The rollout is based on the national strategy with Residents and Aged Care staff being offered the vaccination in the first phase (1A). This is a voluntary process and as-yet we don't know when the vaccinations will be offered to our health service. Best estimate is mid to late March, but as we know more Mary and I will keep you updated.



Beaufort Sensory Garden



Skipton Sensory Garden

The Commonwealth has issued a request for tender to develop and deliver an evidence based Aged Care Transition to Practice Program. This program will assist graduate Registered Nurses by providing the support needed to develop their knowledge, skills and competence in the delivery of quality aged care services. The program needs to attract and retain new nurses into the aged care sector by offering access to important mentoring and training opportunities. The tender is valued at \$7m over three years.

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BSHS in partnership with Ballarat Health Service has developed and submitted a tender based on our COOPs (Care of the Older Person) program, as the program results align with the tender specifications. We should know very soon the outcome of our submission. Whether we are successful or not, it is awesome that BSHS's graduate program COOPs is worthy of a National rollout. **Congratulations to Kim, Kristy and Andrea for your creativity, energy and vision to develop this innovative program.**

Our solar energy project (panels on each campus) are certainly reducing our carbon footprint. In one month we have saved over 16,500 kgs of CO2 emissions with the energy generated from our panels. This is equivalent to 500 trees being planted.

*"Congratulations to Chris Nykoluk, Mel, Jack and Isla on the safe arrival of Ted on 1 March 2021. The whole family is doing well."* Chris will be taking some leave and Jim Mathewson will step in as our Chief Finance Officer for this time.

I am sure that we will have a fantastic 2021 that assists us to deliver on our vision of being a vibrant provider of care. Please let me know your ideas on how we can improve our services or what you think we are missing.

## MEN'S HEALTH & WELLBEING FORUM

*Jayde Ringin (Health Promotion Officer)*

BSHS have been working in collaboration with the Rotary Club of Beaufort and local community members to deliver a Men's Health & Wellbeing Forum within the community, thanks to funding and sponsorship from the Pyrenees Shire Council, Bendigo Bank and Grampians Pyrenees Primary Care Partnership. The forum will be held on Wednesday the 21<sup>st</sup> of April at the Beaufort Community Bank Complex, beginning at 7:30am with a free breakfast for attendees. Former AFL player and Coach, Stan Alves will be a guest speaker, highlighting the importance of men looking after their health. In addition, Dr. Badrika Kahawatta will also be a guest speaker, noting the importance of skin checks and mental health appointments. Free voluntary health checks will also be available, as well as referral advice from health professionals. The event will also be an opportunity for community members to get together, catch up and socialise, after 2020 provided limited chance for social interaction.

... For more details please refer to the flyer on back page

## Board Matters:

By David Lenehan

The BSHS Board of Directors held its first meeting for 2021 on Wednesday 24 February. Once again this was a ZOOM meeting however we are optimistic that face to face meetings will resume later in the year.

BSHS has had a positive start to 2021 with a number of major projects nearing completion and the reinstatement of the Department's sustainability funding to strengthen our financial position.

The refurbishment of the Beaufort Nursing Home is scheduled for completion in March while the sensory garden projects at both campuses are well advanced. The installation of solar panels is already paying dividends with a significant reduction in electricity usage at both campuses while the Biomass Fuel System will be delivering further reductions in energy usage in the near future.

The Board meeting was preceded by a short presentation from Claire McKenna who is the Chair of the Ballarat Health Service's Community Advisory Committee. Claire provided an overview of her committee's role and function at BHS together with some useful information regarding the recruitment and training of volunteer community members.



David Lenehan  
Board Chair

On the COVID-19 front, the good news is that a nationwide vaccination program is

about to commence. BSHS will be included in Phase 1A of the rollout which includes frontline healthcare workers, aged care and disability staff and residents.

The Board also received a report from Meryn regarding a partnership between BSHS and Ballarat Health Services to prepare a tender to establish and deliver an evidence based Aged Care Transition to Practice Program. The tender submission is based on the COOPs (Care of the Older Persons Program) and we wish the partnership every success with this tender application.

The Board noted that recruitment has been a major activity over recent weeks with a number of new appointees taking up key roles within the Health Service together with new graduate RN and EN placements for 2021. It was pleasing to note that there was a good range of applicants for all positions which is very positive for the Health Service. In conclusion I would like to thank management, staff and my Board colleagues for their continued commitment to quality and care at BSHS.

Regards, David.

## STATEMENT FROM THE BOARD:

The Beaufort and Skipton Health Service Board agree that our staff, volunteers and contractors are the most important asset of BSHS. 'You are key champions for our service, and each of you play an integral part in creating a positive workplace culture and a safe work place for all'

The Board are committed to maintaining an engaged workforce, a safe workplace and an overall positive organisational culture at all times through:

1. Fair and respectful treatment of all employees, volunteers and contractors.
2. An uncompromising approach to the safety and general wellbeing of all employees, volunteers, contractors, patients, residents and clients.
3. The complete absence from the workplace of bullying and harassment in any form.
4. The encouragement and promotion of learning and continuous improvement at all levels of the organisation.
5. A culture that fosters employee engagement, equity, teamwork and accountability.
6. Pursuit of the objectives and expected outcomes contained in the Department of Health and Human Services document titled: *Our pathway to change: eliminating bullying and harassment in healthcare - creating a culture and environment that supports both patient and staff safety in healthcare settings (2016)*.

As the Board Chair, I strongly encourage all staff at BSHS to respect and value the work and the differences of their colleagues. The Board is committed to working with all staff at Beaufort and Skipton Health Service to ensure we provide a safe workplace and encourages you to report poor behaviour and/or bullying incidents to the Executive for their active attention.

David Lenehan,  
Board Chair

## OUR CONSUMERS

### SKIPTON SALON OPENS:

Our new Skipton salon is up and running! The idea for the salon came from staff members Kerrie, Jo and Glenys, who wanted residents to be able to enjoy a massage and have their hair or nails done. We are now able to offer a proper visit to the hairdresser with all that it entails. The new room has a fully functioning hairdressing basin and chair, a nail salon table and a massage table. Thank you to the team for assisting with organising this wonderful new facility for our residents to enjoy.

### SKIPTON RESIDENTS MONTHLY BBQ:

Pictured: Skipton residents attend the monthly BBQ in the court yard.

With lovely weather and great company there is plenty to enjoy. A beer, sherry, shandy, whatever you tipple, followed by hamburgers and sausages served with some delicious salads .... and of course some great company and laughter!

### SKIPTON HAY BALE TRAIL COMPETITION:

Skipton recently conducted a hay bale competition where businesses, individuals and groups were asked to decorate round hay bales for a bit of community fun. BSHS were asked to be involved and placed 10th out of 24, for our COVID-19 message in the competition. Well done everyone!

*From the Leisure & Lifestyle Team*

*Delma looking a million dollars*



*Left to right: George, Shirley and Delma*

*Still need to attach our spikes, but it is time for a well deserved lunch.*



*Left to right: Bernie, Gwen, Mary, Shirley, Netta*

## OUR CONSUMERS

### Recognising senior Victorians living in aged care



Sheila Hunter (Beaufort Nursing Home) and Betty Green (Beaufort Hostel) recently took part in the '2020/21 Recognising Senior Victorian's'. Sheila and Betty met



with organisers via zoom, where they took part in an audio recording that will be used for radio, discussing what it is like being a senior over the age of 100. Each interview will be introduced by the Commissioner for Senior Victorians and the audio interviews distributed to community radio stations in Victoria for broadcast.

### Betty's Story

Betty Green has written 'The Grandma Book' for her grandchildren, but as she's just turned 100, it's a large book and her grandchildren are old enough to read it to their kids. 'It starts off when I was a little girl myself up until now. It's fairly big. It's just my life story,' Betty says.

The story starts with Betty's birth in 1920 but really begins when she left school at 14, working in a hotel. 'I didn't have a beer.' For fun, Betty loved roller skating and mastered spins and skating backwards. She was roller skating when she met her future husband, Russell Green. 'We had an old picture theatre in Beaufort and they made it into a skating rink,' Betty says. 'He used to go skating and so did I. We married when I was 20 and he was 23.' The couple started their married life on a sheep and cattle farm just out of Beaufort. 'When we went there, we didn't have anything — just an old stove, no electricity, no telephone.

The only water was out of drums. 'We were busy. We didn't go out very much. I didn't



drive. I never learned how to drive apart from the tractor. 'It was hard times, there was no money. We would go to Ballarat and my husband would say, "Don't spend it all" and he'd give me \$10, but we liked it. We were happy.' It was 20 years before the SEC connected the property to electricity but, as the years passed, the couple were able to buy more land and stock, 'and we became a bit better off'. Betty had two boys and two girls. 'I milked the cows, put the children on the school bus and then would go and help with the cows. 'I haven't done many great things, I've just tried to be a good citizen and I've enjoyed my life and tried to be good to the family,' Betty says.

*Betty Green, Beaufort Hostel, Beaufort.*

For more information visit: Seniors online Victoria: <https://www.seniorsonline.vic.gov.au/>

## OUR CONSUMERS

Please join us at BSHS to celebrate World Social Work Day on the 16th March.

The theme for World Social Work Day 2021 is **Ubuntu: I am Because We Are**. 'Ubuntu' originates from the indigenous peoples of South Africa and was popularized across the world by Nelson Mandela. Ubuntu: 'I am because we are' is a word, concept and philosophy. Staff and the community are welcome to listen to a Social Work story that tells a little of what we do. Also to participate by writing what UBUNTU means to you in our community and how we can connect. All that participate will receive a wonderful yummy surprise treat!!!

Hope to see you all there!!!

*Yvette Sarra, (Social Worker)*

**WORLD SOCIAL WORK DAY**

**Ubuntu**

**I Am Because We Are**

**STRENGTHENING SOCIAL SOLIDARITY & GLOBAL CONNECTEDNESS**

Please join us at Beaufort and Skipton Health Service to celebrate  
**WORLD SOCIAL WORK DAY**  
 16th March 2021  
 Beaufort CWA Room—10.30 am  
 Skipton Activities Room—2.30 pm

Beaufort & Skipton Health Service

www.ifsw.org

## OUR CONSUMERS

With one in four workers in Australian coming from overseas it is important to acknowledge, recognise and celebrate our diverse workforce.



To celebrate diversity within our community we have decided to hold a 'Taste of Harmony' lunch at each campus to celebrate our workplace diversity.

It's easy to join in, simply bring a dish to share that represents your culture (or just one you love).

# HARMONY WEEK

**Everyone Belongs**

Join us for a bring and share lunch in celebration of Harmony Day.

<b>BEAUFORT</b>	<b>SKIPTON</b>
Tuesday 16th March	Monday 22nd March
12:30-13:30	12:30 – 13:30
CWA Room	Activities Room

For more information please contact Kim Stevens at [kims@bshs.org.au](mailto:kims@bshs.org.au)



## OUR QUALITY & SAFETY

### LIFTING OF VISITOR RESTRICTIONS

*By Mary Cushing  
(Director of Clinical Services)*

Residents are now able to have unrestricted visitors. This will be in place immediately across all of our facilities.

The rigid screening process for staff visitors and contractors still remains in place and is a requirement on entry to any of the facilities. Residents are permitted to leave the facility as long as all the public guidelines are adhered to and there are no time limits on this. Please contact the nurse in charge if you wish to make any such arrangements.

### ROYAL COMMISSION INTO AGED CARE UPDATE:

*By Andrea Flenley  
(Nursing Director Quality and Safety)*

The Royal Commission into Aged Care Quality and Safety has taken over two years, accepted more than 10,500 submissions and listened to 600 witnesses, with the final report listing 148 recommendations to overhaul the aged care system.

The Australian Government has noted the need for significant and sweeping change and as a Health Service we are committed to high quality care. We look forward to welcoming any changes that improve the care of older persons.

### COVID-19 RESIDENT VACCINATIONS:

Beaufort and Skipton Health Service are working in consultation with the Grampians Public Health Unit and Ballarat Health Services to roll out the COVID-19 vaccination program. We have given information to residents and families and are finalising the process that will be used to administer the vaccination and monitor our residents and staff post administration. Extensive training has been undertaken by all staff that will be involved in this process.

The vaccinations will be distributed through Ballarat Health Service. We do not have a date of when the vaccinations will be available to BSHS, but are hopeful that it will be sometime in March. The rollout of the vaccine to the community will be in stages as outlined by the Commonwealth government and is yet to be determined for the Grampians region.

### PUBLIC SECTOR RESIDENTIAL AGED CARE SERVICES (PSRACS)

The Department of Health has a program to help public sector residential aged care services (PSRACS) collect and report on five quality indicators covering high-risk care areas including pressure injuries, falls and fractures, use of physical restraint, use of nine or more medications, unplanned weight loss

**Quarter 2 results now available:**

**Please refer to the Staff notice boards.**

## OUR QUALITY & SAFETY



### 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 Skipton Hotel Services and Maintenance areas:

**Thursday, 25th March, 2021 at 2:00 pm.**

This is an opportunity for any member of staff to talk to the Walkround team regarding any concerns they have about patient safety or about the quality of care being provided to our patients, our residents and their families.



#### Staff Attestation

Access from your desk top computer, use web link or QR Code:

Web link: <https://savr.health.vic.gov.au/user>

**You will still require a temperature check and it is to be below 37.5C.**

### PROMPT—UPDATED POLICIES:

- Privacy and Confidentiality
- Emergency Management
- Emergency Management Committee Terms of Reference
- Admission
- Independence
- Fraud, Corruption and Other Losses Prevention and Management
- Petty Cash
- Abbreviations and Acronyms

## INFECTION CONTROL NEWS:

By Christina Morvell

(Infection Control Coordinator)

**As of the 1<sup>st</sup> of March 2021 an alternative staff attestation and visitor screening will commence at BSHS.**

**Q How is the screening tool accessed? Is it an app on my smartphone?**

The screening tool is a secure web form. It requires an internet connection and can be accessed via personal computer, a smartphone or tablet. You can enter by either option or continue to use the current paper system.

**Q Where is it hosted? At my healthcare facility, or somewhere else?**

Victoria's Department of Health hosts, supports and maintains the app.

**Q How can I be sure the data is secure?**

The application applies the highest data security levels to ensure data protection. After 28 days the data will be securely destroyed.

**Q How does BSHS know who has attended**

Andrea, as Nursing Director of Quality & Safety receives a daily usage report of presentations.

**Q Do I still need to record who I am visiting and how long**

Yes, this tool is for entry to facility screening

## OUR PEOPLE

### WELCOME TO THE TEAM:

**Kirsten Hausknecht** has joined the BSHS team as the Allied Health and Medical Clinic Manager. She has 20 plus years working in general practice, ranging from practice nursing to educating practice managers. More recently, she has worked in quality improvement looking at ways general practice can better engage and support community members across Western Victoria.

**Nicole Clarke:** (Beaufort Nurse Unit Manager)— I would like to take the opportunity to introduce myself to Beaufort and Skipton Health Service. I am extremely excited to be working with such an amazing team.

I am 49 years old and have been nursing since I was 17. I have had the opportunity to work for some amazing organisations over my career, in both acute and aged care services.

Myself and my 16 year old daughter live with my identical twin sister and her daughter and have for the past three years.

When we are not working we are fundraising for a foundation myself, my sister and friend Kristy started, to build a hospital in Uganda. We have had the opportunity to go to Uganda multiple times over the years and volunteer in our hospital.



The hospital has changed the lives of many people in a very underprivileged community called Busabala. It is predominantly a fishing village. People were dying in child birth, from HIV, and typhoid from not having clean drinking water.

I look forward to meeting you all in the future and thank you again.

## OUR PEOPLE

### 18 YEARS OF SERVICE: Lana Bellingham

After 18 years of service to BSHS, Lana Bellingham recently retired.



Lana commenced her career with BSHS on 20 February 2003 and worked both as an Enrolled Nurse and in the Leisure and Lifestyle team. Lana had a wonderful rapport with the residents and her fellow work colleagues and was always willing to pick up extra shifts in both roles when the need arose.

We wish Lana all the very best in her retirement and thank her for her dedicated service over the years.

Staff presented Lana with wine and flowers on her last day, wishing her all the best for her future endeavours.

A huge congratulations to Chris and Mel Nykoluk for the safe arrival of baby



### TED NYKOLUK

Born 1<sup>st</sup> March 2021

Wishing you all well.

## EDUCATION NEWS:

By Kim Stevens

(Learning and Development Manager)

### BUILDING A WORKFORCE WITHIN OUR COMMUNITY:



We are forging a strong relationship with Beaufort Secondary College with the aim of supporting our young people and building a workforce within our community.

With this in mind we have established a Structured Workplace Learning Arrangement that will enable a year 12 student to experience the organisation for the remainder of the school year.

Shiann Talbett commenced at Beaufort on the 4<sup>th</sup> March and will be continue on Thursdays and Fridays throughout the school terms. Shiann will be provided the opportunity to experience different work groups during this time, in the capacity of a work experience student.

Please welcome Shiann as she commences her new role.

## OUR PEOPLE

### EDUCATION NEWS:

By Kim Stevens

(Learning and Development Manager)

Last month we welcomed Alana Peski and Taylor Brown into the roles of PCW Trainees. Alana is working in Beaufort in the Nursing Home and Taylor in the Skipton Hostel. Both are last year school leavers and are excited to embark on the first step in their health careers. Alana and Taylor will start with observation only and will then commence TAFE in the next few weeks where they will be provided with a plan for skill development moving forward. Thank you for guiding and supporting them in their journey as I'm sure they will grow into valued members of our teams.

It's lovely to see the physio students back on site this year. Pak and Annie will be around for the next couple of weeks and they will be working closely with the physiotherapists and will also be conducting some sessions with residents in Skipton.

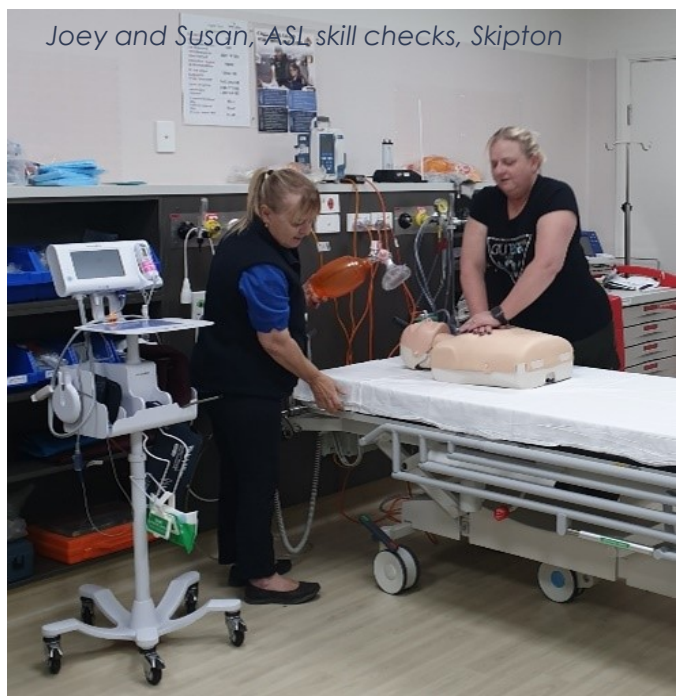
Nursing students have been throughout the organisation since the beginning on 2021.

Thank you again for your wonderful preceptorship. If the students present with any COVID like symptoms they are to be sent home pending the results of a COVID swab completed prior to departure.



Left to right: Kim Stevens, Meryn Pease, Alana Peski, Shiann Talbett and Simon De Zoete-Spiro

### MANDATORY COMPETENCIES:



Joey and Susan, ALS skill checks, Skipton

The time is coming quickly for the completion of all Mandatory Competencies.

Please work through your requirements and complete prior to the 31 March, 2021.

For the practical skill checks, please make yourself available to the education staff over the next three weeks. **ALS sessions to be held:**

**9:00 15 March (Beaufort)– available**

**14:00 17 March 1400 (Beaufort) (2 spaces left)**

## OUR PEOPLE

### EDUCATION NEWS:

By Kim Stevens  
(Learning and Development Manager)

### MANDATORY TRAINING DAYS

We will be conducting Virtual Mandatory training days that ALL staff must attend. If we can run these face to face then we will advise closer to the day.

Please speak to your Manager to determine which date works best for you.

Once your attendance has been confirmed you will receive a link for the virtual platform. These training days will cover subjects such as Cultural Awareness, Diversity and Mandatory Reporting.

### STAFF SERVICE AWARDS:



Congratulations to several of our staff who were recently recognized and awarded Staff Service Awards at our March Staff Forums.

Pictured are Christian Ashby (10 years), Heather Cocking (20 years) and Joan Williams (15 years), with Meryn Pease



### MANDATORY TRAINING DATES FOR 2021

(Virtual training sessions)

(8:00am—4:00pm)

**Monday, 22 March**

**Monday, 19 April**

**Monday, 3 May**

**Wednesday, 19 May**

Please remember all **Mandatory Competencies** are to be completed by **31 March 2021**.

### HELPING OTHERS IN NEED:



BSHS have recently donated fourteen hospital beds that had been

replaced, to the Rotary 'Donations in Kind' project. This project aids neighboring countries that are in need, or those who have been decimated by conflict or natural disaster. Our thanks to the Beaufort Rotary Club for their assistance and for making this possible. We are pleased these beds will go to a great cause.

Thank you to Garry, Andrew and Robbie, for your assistance.

## OUR BUSINESS

### BEAUFORT NURSING HOME REFURBISHMENT:

*By Darren White (Corporate Services Manager)*

It is so exciting to have the Beaufort Nursing Home refurbishment almost complete, with the finishing touches being made to stage three of the project. The lounge room area has been refreshed with newly painted walls and new flooring.

There are some works being finalized and we are looking forward to the completion and hand over date scheduled for 18 March 2021.

### BOILER PROJECT WORKS CONTINUE:



Construction continues on the installation of the straw pellet-fuelled boiler at the Skipton hospital. Works are now well underway with the slab poured and the linking of the utilities from the boiler site to the hospital. The fit out of boilers onto the concrete slab has commenced.

The project is expected to be up and running by the end of the month.

## SENSORY GARDENS NOW COMPLETE

*Beaufort Hostel Sensory Garden*



*Skipton Nursing Home Sensory Garden*



## OUR PARTNERS

WHEN WAS YOUR LAST HEALTH CHECK?

# MEN'S HEALTH & WELLBEING FORUM

Join us for a free breakfast, community catch up,  
guest speakers & free health checks!

## GUEST SPEAKERS

STAN ALVES OAM & DR. BADRIKA KAHAWATTA

WEDNESDAY APRIL 21ST

7:30AM - 9AM

BEAUFORT COMMUNITY BANK COMPLEX

BOOKINGS ESSENTIAL

[bshsmenshealth.eventbrite.com.au](http://bshsmenshealth.eventbrite.com.au)

Beaufort: 5349 1601 OR Skipton: 5340 1100

