

BSHS NEWS

To be a vibrant provider of care

THE MONTH IN REVIEW



By Meryn Pease (CEO)

At last we have reached Spring and with it the hope of sunshine, warmer weather, longer days and footy finals season! Congratulations to all those footy fans, whose teams have made the top 8 and finals. Go Doggies!!

Dr Badrika Kahawatta has increased his hours at our Skipton Campus and Medical Clinic. From 21 September, Dr Badrika will be working full days on Tuesday, Wednesday and Thursday. This is an excellent result for the Skipton community.

COVID-19 lockdown number 6 saw regional areas quickly come out of lockdown, but it felt like it was just as quick that we were back in with the whole of the State. Across the public health services a number of staff are furloughed due to attending Tier 1 or 2 exposures sites, which mean they cannot go to work. If you have friends or colleagues who have been furloughed, please check-in with them, just to lend your support.

I appreciate that this will be having a toll on parents with young children, school aged children and families more broadly. Please take a moment to be kind to yourself and to restore your resilience, as we seek a forward plan. It appears that our best way forward is to have 70% or more of our community (aged 16 years and over) vaccinated.

BSHS is working with the Pyrenees Shire to establish an additional clinic at the Beaufort campus, which will be conducted as outreach clinics from the Grampians Public Health Unit.

It is pleasing to know that the Skipton Medical Clinic has been approved by the Commonwealth to administer the COVID vaccination program. Once supply of vaccine is received further bookings will be available for the Skipton community.

In addition, new vaccine fridges have been purchased to ensure we have the correct storage for the vaccines.

A huge thank you to all the staff who have voluntarily received their first or second doses of the COVID vaccine. We are currently awaiting direction on the steps to be taken for staff who have not received their first dose of vaccine prior to 17 September, as mandated by the National Cabinet in June 2021. Thank you for your dedication and commitment to the Health Service and for keeping our community safe.



Mary Cushing (Director of Clinical Services) assisting with the vaccination clinics

We have received the 2021 People Matters Survey results and I want to thank you for your participation, we had 107 staff complete the survey. The results indicate that staff are feeling more engaged, that they work in a safety climate and feel supported by senior leaders.

OUR BUSINESS

Overall, the results are supportive of the strategies implemented over the past two years, of note is our results when compared to 2019. At that time we were consistently below our comparator group and this year's results show us being consistently above our comparator group.

We have taken the journey together to improve the workplace culture, teamwork and to build an environment where it is okay to speak up and to support each other.

While the results are positive, we still have a workplace bullying rate of 23% (down from 27% last year).

If you feel you are being bullied, please speak up, talk to your manager, a colleague, an executive member or our People and Culture Manager (when Erica is back from extended leave). Alternatively, please access the Employee Assistance Program, for support and remember, if we don't know about it, we cannot stop it. Our values are important to how we behave in the workplace and everyone deserves to feel safe and supported at work.

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*



BOARD DIRECTOR SPOTLIGHT

Karlie Tucker

I was appointed to the BSHS Board of Directors on 1 July 2017, have been Deputy Chair since 2018 and was the Chair of the Clinical Governance Committee from 2018 to 2020.

I live locally, south-west of Skipton at Vite Vite North, and joined the Board because I am passionate about our rural communities having high quality healthcare close to home and because I have experience in governance and strategic planning, that I hoped would be useful to the Health Service. I enjoy being on the Board as I am surrounded by experienced, smart people who I learn from every time we get together. I feel the discussions we have and decisions we make help improve the Health Service, and I get to see and hear about the great things the staff do to help the residents and patients of the Health Service to live well.

After leaving home to board in Melbourne for my last two years of high school, I completed a

double degree in Agricultural Science and Commerce. Across my career, I have worked as an agricultural and environmental consultant in Bendigo, an agricultural teacher in Cambodia, and as a policy advisor to State Government on issues ranging from the Melbourne 2006 Commonwealth Games to climate change. Most recently, I have assisted with improving service delivery in the Department of Health and Human Services and coordinating parts of the State's response to COVID-19. For the last 10 years, I have farmed on my family farm with my partner and have tried direct meat and goats milk ice cream businesses, but are now happily settling back into a much less intensive, prime lamb enterprise.

On a personal note, my partner and I have a 7-year-old son who attends Derrinallum P-12 College, and we like to mountain bike or road ride, camp, hike and go to music and food festivals, when COVID permits. I am also currently slightly obsessed with the TV show Ted Lasso on Apple TV+ and re-watch episodes at an embarrassing frequency!

OUR BUSINESS

Board Matters:



**David
Lenehan**

The BSHS Board of Directors held its August meeting on Wednesday 25th, with all Directors in attendance. Once again, due to COVID restrictions, the meeting was held via "Zoom" and we expect this to be the arrangement for the foreseeable future.

The Directors considered two important financial reports;

- Victorian Auditor General – 2021 Financial Audit Report
- Financial Management Compliance Report 2021

The Auditor General's report certified that the financial accounts for 2020-2021, prepared by Director of Finance, Chris Nykoluk, were accurate and fully compliant with the Government's financial reporting requirements.

The Financial Management Compliance Report also confirmed that BSHS has met its obligations under the "Financial Management Act 1994".

The Directors noted that both reports confirmed the quality of the financial management and accounting systems in place at BSHS and complimented Chis and the finance team for the excellent audit outcome.

The Directors were also pleased to note a report from CEO, Meryn regarding the results of the 2021 "People Matters Survey".

There was a response rate of 58% (107 Staff) and the results show a marked improvement across all survey indicators. In particular there was a very positive score in the section on "employee wellbeing and engagement".

The Directors expressed their appreciation to Meryn and the management team for the positive survey results, which in 2019 were below our comparator hospital group, to this year, where the results are consistently above our comparator group.

A highlight of the meeting was the "Patient Story" featuring Klaudia Hochhuth, a TCP patient at Skipton. Klaudia provided an interesting and amusing overview of her life from growing up in Germany, travelling the world and making her home in Buninyong. Klaudia was very complimentary regarding the staff and facilities at Skipton and with the support of the TCP Program, plans to return home, be independent and regain her functional independence.

In conclusion, and on behalf of the Board, thanks to management and staff for your commitment to the communities of Beaufort and Skipton.

Regards,

David Lenehan

Board Chair

Skipton Medical Practice

We are pleased to announce that

Commencing 21 September 2021
Dr. Badrika Kahawatta will extend his
hours to work full days on
Tuesday, Wednesday and Thursday.

Dr. Malcolm Anderson continues to
work full days on Monday and Friday.

OUR CONSUMERS

Introducing Arthur 'Wilf' Steele:



I was born in Walsall, Staffordshire, England to Arthur Steele (deceased, Biological father) and Rose (nee Balden, deceased). My father died when I was three years old, my mother re married when I was seven years old to Arthur Crompton, and he had a daughter Margaret Crompton, now deceased.

I attended Edward Shelley High School leaving at age 15, due to the war. I was an office worker, clerical and booking. I volunteered with the Air Force before Winston Churchill decided to conscript 40,000 of us into the Army. I travelled to India, Malaca, Siam and Malaysia, over four years in the Army. I was a staff sergeant in the Royal Artillery RASC.

I met the love of my life through my employer in 1943, she was 15 years of age. Joan and I married in 1948, we were married for 72 years, before she passed away. We never looked at anyone else. We had a daughter, Susan, who has a son who now lives at Airlie Beach.

We moved to Australia in 1962-3 and settled in South Melbourne, hence why I support the Sydney Swans (ex South Melbourne).

I worked as a clerical office person for two years and International Harvester then 20+ years, for the Commonwealth Aircraft as a costings clerk. We moved to Aspendale to live near the beach before our daughter settled in Snake Valley, prompting us to move to Beaufort to be near our family. We have lived in Beaufort for 30 years and what a lovely place to retire.

My wife was into all sports and travel and together we played darts, golf, croquet and lawn bowls. She has travelled the world twice, once on her own and once with me. We went to Singapore, Malaya, England, Scotland, Wales, America, Los Angeles, Disneyland, Universal Studio, Las Vegas, all the canyons, Hollywood and both North and South Islands of New Zealand. We also used to spend our annual holidays on the Murray river. I was christened Church of England, now Anglican and I still exercise my right to vote.

I like to do word puzzles and crosswords. I use a laptop to watch the news from the USA, England and Australia.

I became an Australian citizen in 1965.

I enjoy classical music, especially Strauss, I like Stafford Shire terriers, I am a Sydney Swans fan and also follow Walsh and English soccer.

OUR CONSUMERS

LEISURE & LIFESTYLE:

By The Leisure & Lifestyle team—Beaufort

The Magic Table

The Magic 'Tovertafel' table is proving to be popular. We are pleased that the 'Tovertafel' is now in operation at the Beaufort Nursing Home.

The interactive games are a lot of fun and even bring out the competitive spirit in some!



Sheila and Kathleen



Alma and Sheila



Dulcie and Jenny

Pauline enjoying the Tovertafel table



Pauline, Caitlin, Alma and Sheila.

OUR CONSUMERS

LEISURE & LIFESTYLE:

By The Leisure & Lifestyle team—Skipton



A beautiful sunny day for a walk in the garden.

L. to R: Netta, Gwen and Irmgard

Between lockdowns we took the opportunity to go for a drive in our bus. We explored Irmgard's neck of the woods and she showed us where her home is in Happy Valley and also the Devil's Kitchen.



L to R Irmgard, Netta, Heather Mac, Brian & Gwen



Beryl preparing for the Olympics, by painting the Olympic Rings which have been positioned for all to see in the MacKinnon sitting room.

OUR CONSUMERS

Biomass Fuel System Project – Skipton

On 11 August we accepted the commissioning of the Straw Pellet Boiler and BSHS now has full control of the system. This has been a great achievement by all involved to complete this project under the current COVID climate.

We have also been encouraged by the continued work that the Straw Pellet Alliance has done with the fuel. It is exciting to see this project now operating for the Health Service.

Women's Health & Wellbeing Forum

Due to current lockdown and restrictions we have had to postpone the Women's Health & Wellbeing Forum that was scheduled to be held on Wednesday 8 September, during Women's Health Week.

A new date will be advised once confirmed.



By Jayde Ringin (Health Promotion Officer)



Vegetable Dumplings

Ingredients

- 1 tbsp olive oil
- 1 tbsp ginger, minced
- 2 cups brown mushrooms, finely chopped
- 300g pack fine cut coleslaw mix
- 4 spring onions, finely sliced
- ¼ tsp black pepper, ground
- 1 tsp sesame oil
- 2 tbsp reduced-salt soy sauce
- 250g pack round wonton wrappers

Method

1. Heat oil in a large non-stick fry pan over medium-high heat. Sauté the ginger. Add the mushrooms and cook for two minutes until the moisture has evaporated. Add the coleslaw mix and cook for two minutes until tender. Turn off the heat and add the spring onions, pepper, sesame oil and soy sauce. Stir and transfer to a bowl to cool.

2. Place wrappers on a flat surface and spoon two teaspoons of the mixture on one half of each wrapper. Brush the edges with cold water, fold over and press the edges together to seal.

3. Place a steamer lined with baking paper over simmering water. Cook the dumplings in batches for six minutes or until tender and cooked through.

Makes 40.

FREE MORNING TEA, GUEST SPEAKERS & HEALTH CHECKS!

WOMEN'S HEALTH AND WELLBEING FORUM

8 SEP | 10AM - 12PM | BEAUFORT COMMUNITY BANK COMPLEX

GUEST SPEAKERS

- Prof. Colleen Czoeke
Director of Community University's Healthy Ageing Program
Dunn
- Prof. Health & Wellbeing
- Leonie Gelfson
BSHS Dietitian Nurse & Diabetes Educator

Register

REGISTRATIONS ARE ESSENTIAL

www.trybooking.com/BTRWM

BEAUFORT | 5349 1601
SKIPTON | 5340 1100

Please continue to register and a new date will be confirmed

Beaufort & Skipton Health Service | Rotary Club of Beaufort | The Country Women's Association of Victoria Inc. - Beaufort Branch

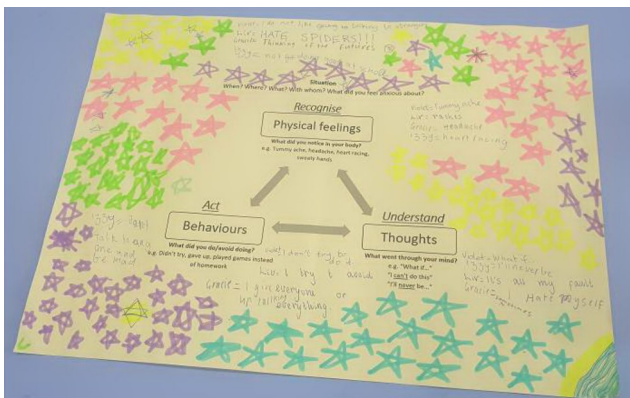
OUR CONSUMERS

Primary School Program

(By Yvette Sarra— Social Worker & Manager Home Care Packages)

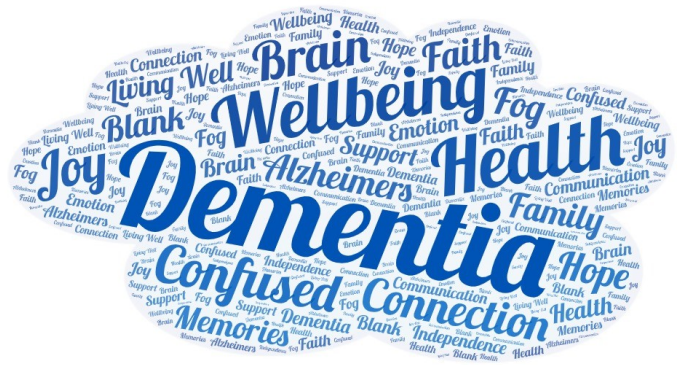
Social Work student, Tessa, has been working with Yvette Sarra to deliver an Emotional Wellbeing workshop with grade 4, 5 and 6 at Skipton Primary School. The sessions took place at the end of July through to the start of August.

The first session covered discussion on emotion and anxiety, what they are, when they occur and how they can change our behaviour. The second session focused on resilience, what it is and when we can see it in ourselves and others. Also covered were self care strategies to manage emotion and



anxiety, how to improve resilience, as well as where to receive help.

The sessions were enjoyed by Tessa who appreciated the opportunity to discuss holistic wellbeing with local students, as she is passionate about the social and emotional health of young people. Students engaged and participated well in discussions and particularly enjoyed the lollipop at the end!



Dementia Action Week

(20-26 September)

20-26 September is Dementia Action Week.

This year's theme is

'A little support makes a big difference'.

Dementia impacts close to half a million Australian's – with this set to double in the next 25 years.

Those living with Dementia often experience discrimination, with more than 70% of people believing discrimination towards people with dementia is common or very common. This means it time to clear up misconceptions – people living with dementia can live active and fulfilling lives many years after diagnosis.

During Dementia Action Week 2021, Dementia Australia is providing simple and practical tips to:

- Give a little support to a person living with dementia
- Give a little support to a carer, friend or family member of a person living with dementia
- Help healthcare professionals make their practice more dementia-friendly



OUR CONSUMERS

GENDER EQUALITY

BSHS is committed to supporting Victoria's vision that Victorians should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect and fairness.

All human beings, regardless of gender, should be free to develop their personal abilities, pursue their professional careers and make choices about their lives, without being limited by gender stereotypes, gender roles or prejudices.

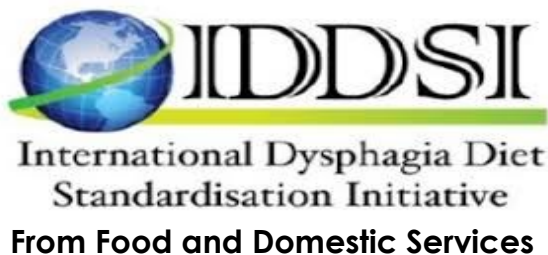
Gender equality:

- * is a human right and precondition to social justice.
- * brings significant economic, social and health benefits for Victoria.
- * is a precondition for the prevention of family violence and other forms of violence against women and girls.

Women have historically experienced discrimination and disadvantage on the basis of sex and gender.

BSHS have established a Gender Equality Working Group and we would like to invite staff to join this working group.

If you are interested in being a part of making this change, please contact Erica Smith, People and Culture Manager, at ericas@bshs.org.au.



Our food and domestic service staff have just completed their introduction to the International Dysphagia Diet Standardisation Initiative, (IDDSI). IDDSI adoption and implementation is happening on a global scale. We are very excited to be part of IDDSI as this has built awareness across our facilities and will benefit our residents.

We will be also rolling out of a new software system called 'Souped Up', Australia's leading aged care catering software. This software will assist us with managing clinical dietary requirements, allergies, dislikes, preferences and any cultural needs. It is expected that this system will be rolled out across both campuses over the next six weeks.

From Beaufort Nursing Home

We are pleased to announce that we have successfully implemented IDDSI at Beaufort and Sipton Health Services. We have already been able to celebrate the benefits for some residents.

Mrs Sheila Hunter, who is 102 years old, has had a remarkable outcome to her everyday life.

Sheila was previously on a minced moist diet and since the implementation of IDDSI, is now on an easy to chew diet. For Sheila this means she is now able to enjoy a regular diet again.

When speaking to Sheila she said "It has improved my life and I love eating my meals again".

I would love to thank everyone involved in the implementation process and for your hard work and passion.

OUR PEOPLE



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

- * Kellie Passande - Personal Care Worker Beaufort
- * Charlotte Grant - District Nurse Casual
- * Tashmita Gogia - Registered Nurse Beaufort
- * Suzie Anderson - Administration Assistant Skipton
- * Saru Ale Mager - Registered Nurse Beaufort
- * Hannah Back - Enrolled Nurse Beaufort
- * Sandy Golamari - Enrolled Nurse Beaufort
- * Lucy Innes - Registered Nurse Beaufort
- * William Ma - Occupational Therapist Beaufort
- * Karen Hobbs - Food and Domestic Services Assistant Beaufort
- * Fabricia Alipoe - Food and Domestic Services Assistant Skipton
- * Jai Edmonds - Aboriginal Hospital Liaison Officer



We would like to take the opportunity to say to farewell to Karen Ashby, Lesley Walker, Kerrie Royal and Hari Singh.

Karen Ashby has worked with BSHS as a Podiatrist at Skipton for several years.

Lesley Walker worked at Beaufort as an Enrolled Nurse for the past eight years.

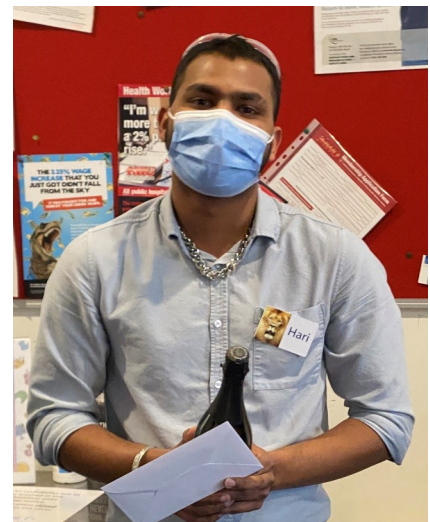
Kerrie Royal is a Registered Nurse and has worked with BSHS for the past twelve years

Hari has been a valued staff member at Beaufort hospital. Hari came to us as a junior Registered Nurse and we have had the pleasure to watch him grow into the role.

Hari is leaving us to further his career and will be moving to Melbourne to be closer to his family, he has gained a position at Monash Medical Centre

We wish you all the best

Hari, you will be greatly missed.



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 Beaufort Acute and Nursing Home areas:

2:00pm, Wednesday 29 September 2021

This is an opportunity for any member of staff to talk to the Walk round 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.

Healthy Choices: Policy Directive for Victoria Public Health Services from Victorian Government

By Jayde Ringin (Health Promotion Officer)

The Victorian Government has recently announced a new healthy food and drink policy directive for public hospitals and health services, 'Healthy choices: Healthier food and drinks in public health services'. This policy means that the healthy choices guidelines are now a mandatory requirement within public hospitals and health services.

Food provided by BSHS is currently already aligned with these guidelines and we will continue to monitor and audit as required by the Department.

Healthy Eating Policy

The Healthy Eating Feedback survey is still open!

The survey will close on Friday, 1 October.

Follow the link below to complete survey.

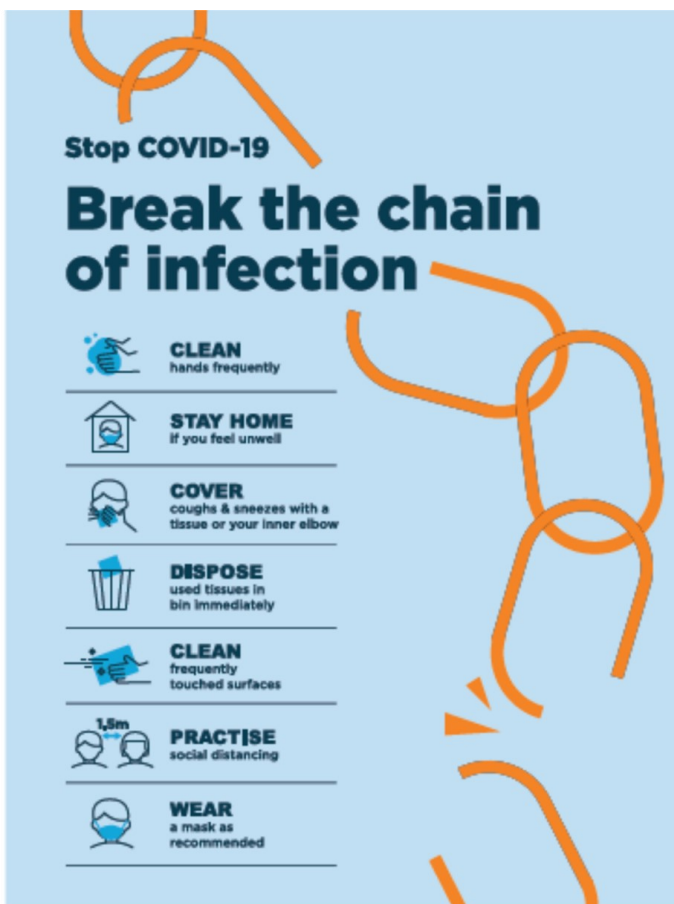
<https://www.surveymonkey.com/r/L2FHKTH>

Hardcopy surveys are available at both Beaufort and Skipton hospital reception areas. Surveys can also be completed and returned to either hospital reception.

Your time taken to complete these surveys is much appreciated and we will ensure that your feedback is considered.

To provide a little clarity, this policy relates to the food that is provided by the Health Service, and not food that is brought in by staff to have for lunch, dinner, snacks etc. This means that you are definitely able to bring in any type of food that you choose and the policy does not restrict this.

The policy is for the services staff menu and catering provided by the service. Therefore, the service is not limiting choice around food that can be brought to work by staff, as you are free to choose to bring whatever you wish. If you have any questions around this feel free to email me and I'll be more than happy to assist.



Stop COVID-19

Break the chain of infection

- CLEAN**
hands frequently
- STAY HOME**
if you feel unwell
- COVER**
coughs & sneezes with a tissue or your inner elbow
- DISPOSE**
used tissues in bin immediately
- CLEAN**
frequently touched surfaces
- PRACTISE**
social distancing
- WEAR**
a mask as recommended

AUSTRALIAN COMMISSION
ON SAFETY AND QUALITY IN HEALTH CARE

OUR QUALITY & SAFETY



VACCINATION

We have had a fantastic response from staff getting their vaccinations.

- * 92% of staff are fully vaccinated against COVID-19
- * 80% of staff have received the vaccination for influenza.

PROMPT— New and updated documents:

New documents:

Person Centred Care

Updated documents:

Board Development Committee Terms of Reference

BSHS Medical Consultative Committee Terms of Reference

Finance, Audit and Risk Management (FARM) Committee Terms of Reference

BSHS Community Advisory Committee Terms of Reference

Life Governor Award Policy

Project Control Committee Terms of Reference

Provision of Activities

Medication Management - Medication Charts & prescribing- Residential Aged Care

Remuneration Committee Terms of Reference

Risk Management Framework

Risk Management Policy

Medication Administration

Local COVID-19 Vaccination Rates

The push to 80% of people who are Dose 2 vaccinated (either AstraZeneca or Pfizer) across all age groups is well on the way.

Post Code	Total		
	Dose 1	Dose 2	
	All age groups	All age groups	
3351	53%	31%	Snake Valley Carngham
3352	53%	31%	Waubra, Lexton
3360	51%	28%	LINTON
3361	62%	30%	SKIPTON
3373	85%	52%	BEAUFORT
3375	72%	38%	Buangor

Results are from combined State and Commonwealth programs, (via Health services and GP practices) as of August 2021 in our region.

BSHS have vaccinated many outside our local postcodes and this includes many of our staff who reside in other postcodes.

Beaufort Acute Expansion

In last months Newsletter, Meryn announced that we were successful in our application for funding to undertake an expansion of the acute facility at Beaufort, to include three new ensuites and also a new procurement and maintenance work shed.

This project has commenced with the engagement of Clarke Hopkins Clarke who will, on our behalf, take the lead on the project and be responsible for the architectural concept and design.

This is another very exciting project for our Health Service and we look forward to working with the architect. We will keep everyone informed on the progress of the project, as we progress over the coming months.

OUR PEOPLE

By Kim Stevens (Learning & Development Manager)

Allergen Training

At present there are 53% of staff that provide food to consumers, who have completed the required Allergen Training.

All About Allergen's training is to be completed by all support services, PCW and clinical staff that come into contact with food.

If you haven't yet completed your training, please Click on URL, make an account, complete the appropriate unit and then email your certificates to Kim Stevens.

<https://foodallergytraining.org.au/course/index.php?categoryid=3>

[All About Allergens for Hospitals: Kitchen Managers and Supervisors](#)

[All About Allergens for Hospitals: Kitchen Staff](#)

[All about Allergens for Hospitals: Ward Managers and Nurses](#)

[All about Allergens for Hospitals: Ward Support Staff](#)

AIM For The TOP

There are still some places available for nurses that wish to attend the AIM for the TOP program that we are running in October.

This includes four study days looking at Introduction, age-related physiological changes and patient assessment, pain assessment and management, delirium, dementia and depression, sepsis pharmacotherapy and polypharmacy chemical restraint, injury and the older person elder abuse and the Aged Care Act and palliative care.

There are 14 spots available from both campuses and you will need to attend all six days. Please see your manager if you wish to attend. This is face to face training if possible

Date: 6, 13, 20 and 27 October 2021



Start Time: 08:45 for a 09:00 start

Finish Time: 16:00

Location: Skipton Activities Room

Education Calendar September 2021



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29 	30	31	1 "Jeremy Dud"-video (please access education portal) 1400-1430 Bft/Skp.	2 SIRS (Serious Incident Response Scheme) Skp. 1400-1430 Judith	3 Restrictive Practices Bft. 1400-1430 Judith	4
5	6 Restrictive Practices Skp. 1400-1430 Judith	7 Shaun Duggan BFT 1400 – 1430 Urgent Presentations	8 Alex Diabetes in Aged Care Support and Nursing 1430 – 1515 ZOOM	9 SIRS (Serious Incident Response Scheme) Bft. 1400-1430 Judith	10 "Do I need a drug for every bug?" Webinar-sent to staff email https://youtu.be/bj-1lbMPB-Q	11
12	13 Graduate EN Study Day Georgie/Jenni	14 "Do I need a drug for every bug?" Webinar-sent to staff email https://youtu.be/bj-1lbMPB-Q	15 Alex Diabetes in Aged Care Support and Nursing 1430 – 1515 ZOOM	16 "Jeremy Dud"-video (please access education portal) 1400-1430 Bft/Skp.	17 Education with Georgie	18
19	20 "Jeremy Dud"-video (please access education portal) 1400-1430 Bft/Skp.	21 Education with Jenni Skp.	22 Shaun Duggan SKP 1400 – 1430 Urgent Presentations	23 "Jeremy Dud" (please access education portal) 1400-1430 Bft/Skp.	24 Education with Georgie	25
26	27 Education with Georgie Bft.	28 Education with Georgie Bft.	29 "Do I need a drug for every bug?" Webinar-sent to staff email https://youtu.be/bj-1lbMPB-Q	30 SIRS Bft. 1400-1430 Judith	1 	2

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OUR PEOPLE

Health Safety Representative

Vacant Position

The primary purpose of the **health and safety representative (HSR) role** is to represent members of a work group in **health and safety** matters.

With the recent resignation of one of our Representatives at Skipton, we have a current vacancy.

If you are interested or would like more information please feel free to email Darren White, Corporate Services Manager at darrenw@bshs.org.au.

Training will be provided by an external service provider.

GOING RURAL

Charmaine and her team at 'Going Rural' have been busy supporting the physio students by supplying desks, chairs and a great big box of goodies for the student accommodation.

We would like to thank Going Rural for their wonderful support of our students.

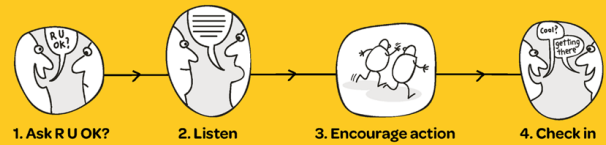


Macey and Lawrence from UOM, exploring their box of goodies.

Ask R U OK?

You've got what it takes

Start a conversation using these 4 steps



1. Ask R U OK?

2. Listen

3. Encourage action

4. Check in

R U OK? DAY
14 September 2017

Find tips to ask at ruok.org.au

R U OK Day?

R U OK day? Is on the 9th of September. A day to remind us all that every day is a day to ask 'R U OK?' This year the theme is 'Are they REALLY okay?'. We know that the past 18 months have impacted everyone in individual ways. Take the time to ask your friends, family and work colleagues 'R U OK?'. Know that you don't have to have all of the answers. Just be able to listen without judgement and let your friends and family know that you are there for them if they need.

To learn more about how to ask visit <https://www.ruok.org.au/how-to-ask>

R U OK? Day Webinar

R U OK? Are running an online webinar on Thursday 9th September. Register to learn when and how to ask R U OK?

<https://www.eventbrite.com.au/e/2021-r-u-okday-webinar-tickets-166884491005>



**Black Dog
Institute**

**Healthy
Mind**

The Black Dog Institute are hosting a series of mental wellbeing webinars, focusing on a variety of topics. Follow the link below to register for upcoming webinars.

[Upcoming mental health webinars - Black Dog Institute](#)

OUR PEOPLE

Staff Spotlight:

John Morrison
ANUM and Clinical Business Analyst



How long have you worked at BSHS?

I have been employed at BSHS since November 2019.

Days and location that you work?

Beaufort on a Monday and Tuesday as Clinical Nurse Consultant (CNC) / Clinical Business Analyst. Varied Clinical shifts as ANUM at Skipton two days per fortnight, and additional as required.

What does your role involve?

CNC /Clinical Business Analyst at Beaufort Hospital. In my role I oversee, and maintain BSHS Allied Health Programs, funding and related clinical business software. Responsible for the collation and reporting of BSHS Allied Health, to the Department of Human Services, and to West Vic Primary Health Network.

Administrator for BSHS UNITI Software System, Development and training of Clinical, Administration and Allied Health staff across both campuses.

IT Software Support, and Report Development for the organisation.

Associate Nurse Unit Manager - Skipton Campus

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

When not at work, I enjoy being at home on my 10 acre farmlet. I have a large garden, and orchard that keeps me busy most of the year.

I also have my horses, and enjoy competing in showjumping and horse trials, or just going for long trail rides in the bush, next to my property.

In a previous life before nursing, I worked for many years in the Textile Industry, I was a Textile Installation Engineer, Draughtsman and Designer. I am still interested in Fabrics and Fibre construction, and currently working on developing my own range of Alpaca and Merino Wool. I am looking forward to hopefully having a few Alpacas and rare breed sheep in the near future.

Three things you can't live without?

My Horses, My Horses, My Horses

BSHS like to support staff and the community in fundraising activities.



Any donations and fundraising must be consistent with our organisation's mission, purpose, values and strategic direction.

For this reason, all fundraising activities associated with BSHS must have approval from Meryn Pease, CEO.

If you would like to arrange a fundraising activity please speak with Meryn or email merynp@bshs.org.au

OUR PEOPLE



A huge thank you to all the staff that participated in the 2021 People Matter Survey. All 186 employees were invited to participate in the survey, with 107 employees responding.

This is a 58% response rate, which is a 4% increase from the 2020 (54%) and 13% improvement on 2019 (45%).

Overall, the results are supportive of the strategies implemented over the past two years. Of note is our results when compared to 2019, at that time we were consistently below our comparator group and this year's results show us being consistently above our comparator group.

A positive values-based climate is the foundation of any good workplace and produces job, role, and team factors that drive positive psychological conditions. These factors and conditions work in conjunction to produce people outcomes including engagement, satisfaction, wellbeing, innovation and intention to stay.

Key drivers of employee wellbeing and engagement	2021	2020	2019	Comparator group 2021
My organisation is committed to earning a high level of public trust	90%	-	69%	81%
My organisation encourages respectful workplace behaviours	87%	-	70%	79%
Senior leaders support staff to work in an environment of change	79%	66%	44%	62%
I understand how my job contributes to my organisation's purpose	94%	99%	87%	92%
My job allows me to utilise my skills, knowledge and abilities	88%	86%	85%	82%

The new Workplace Gender Equality indicators are high and are reflective of the recruitment, leave encouragement and reduced sexual harassment in the workplace.

The organisation climate and work group climate questions have consistently improved on prior year, which is pleasing given the leadership development work that has progressed during the year.

The psychological safety questions consistently showed improvement from prior years and consistently above the comparator group. Also the percentage of witnessed (negative) behaviours dropped to 21% (2021) from 44% (2019).

We will be providing more information on the People Matters Survey results in upcoming newsletters. We welcome your thoughts and ideas on how we can continue to make BSHS a great place to work.