

AUGUST 2023

# BSHS NEWS

## MESSAGE FROM THE CEO

MARY CUSHING | ACTING CEO

It certainly has been another busy and challenging month across the Health Service. All our clinical services have been busy with an increased demand for our many services. I wish to thank all teams for the way that you all work together to support each other. This is especially evident in the way that staff are willing to do extra shifts covering gaps in the rosters from unexpected leave.

We were very excited to receive notification in July that the Skipton Medical Practice has been fully accredited through the Australian College of Rural & Remote Medicine (ACRRM) to provide medical training for GP Registrars for the next three years. Dr. Badrika has been accredited as a GP Registrar Supervisor with ACRRM. Dr. Francesco Iannello commenced in the GP Registrar role on 10 July. He will be working four days a week as well as being a Visiting Medical Officer at the Skipton campus looking after both acute patients and residents. We are happy to welcome him to our team.

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RECIPE  
OF THE MONTH

LOOKING AFTER  
YOUR MENTAL WELLBEING



### Beaufort

28 Havelock St, Beaufort  
5349 1600

### Skipton

2 Blake St, Skipton  
5340 1100

Beaufort and Skipton Health Service acknowledges the Waddawurrung people as the traditional custodians of the land and their continuing connection to land, water and community.

We pay our respects to them and their culture, and to elders both past and present.



We were also very excited to welcome Alecia McShanag to the Community Services team, Alecia commenced on 10 July as our Occupational Therapist. This role had been vacant for more than 12 months and Alecia comes to us with over 15 years of experience as an OT. We are fortunate to have someone of her experience joining the team. I know that you will make both Francesco and Alecia feel very welcome if you see them around.

COVID is now becoming "business as usual" and with this in mind we were recently able to stop RAT testing and remove masks.

We do all need to be extra vigilant with flu season well and truly in our midst. Please stay at home and look after yourselves if you are unwell. Once again, thank you for all that you do each and every day and for your support over the last few weeks while Meryn had a well deserved break.

*Regards Mary*

# BOARD DIRECTOR REPORT

DAVID LENEHAN | BOARD CHAIR

The BSHS Board of Directors held its monthly meeting on Wednesday 26 July 2023. The first item on the agenda was the election of Office Bearers for the 2023–2024 financial year. I will continue in the role of Board Chair until the end of December when Dr. Marg Way will take on the Board Chair role. Unfortunately, Marg will be on leave of absence from the Board for the next six months as she is currently employed by Safer Care Victoria on a limited term project. Due to Health Department rules she is ineligible to sit on the Board while engaged in this role.

Nigel Jarvis has been elected as Board Deputy Chair and all Directors have accepted roles on the various Board Sub Committees that make up the BSHS Governance structure. I would like to thank the Directors for their support and contribution to the governance of the Health Service over the past 12 months and look forward to their continued commitment during the 2023–2024 financial year.

The Board noted advice from Safer Care Victoria that a redeveloped Clinical Governance Induction Program will be launched in the coming months. The program will enable Boards, CEOs and Health Service Executives to support the delivery of safe, effective and person centered care. Training sessions will be available online from August to November and all Directors and Executive staff are encouraged to register for this training in the critical role of clinical governance.

The Health Department has announced the development of a "Hospital System Plan". The plan will define how Victoria's public hospital system should be structured to deliver the health programs and outcomes that matter for local communities. The plan will be developed in collaboration with CEO's and Board Chairs and will be completed by April 2024, for consideration by the Department. The Board will be watching this with interest.

Director of Clinical Services, Mary Cushing, advised that BSHS had been selected as a finalist in the awards for Small Employer of the Year and Apprenticeships and Training Development. Well done to Learning and Development Manager, Kim Stevens, in preparing the application for submission to the Victorian Training Awards.

From the Support Services we heard of the work that has gone into researching the most appropriate food delivery equipment to ensure improved food preparation and delivery to our Delama residents. As a consequence the recommended food transport container and trolley have now been ordered and will be available in the near future. Our thanks to all involved in identifying and procuring the most appropriate equipment for this service. Also the kitchens at Beaufort and Skipton have recently completed their annual Food Safety Audits and were found to be fully compliant with all health and food safety standards and regulations. Our congratulations to the Kitchen Managers and staff on achieving this excellent result.

At this stage I should mention the commitment of Chris Nykoluk who joined the meeting on Zoom while on holidays in Darwin and also Director Jo Hall, who Zoomed in from her bed while unwell. Your contribution to the meeting was much appreciated. Finally on behalf of the Board, can I thank Management and staff for their commitment and contribution for what has been a successful twelve months for the Health Service.

*Regards David*

# OUR BOARD DIRECTORS



## **Dr. Marg Way**

*Board Chair | Leave of absence until January 1 2024*

Dr. Marg Way is a highly respected member of the Board of Directors of Beaufort and Skipton Health Service. Having joined the Health Service in 2020, Marg brings extensive experience as a Health Service Executive, Researcher, and Educator. Marg also has widespread knowledge and expertise in health service management, corporate and clinical governance, strategic planning, and stakeholder engagement. She has been invaluable in advancing Health Service goals by using her knowledge and skills as seen by supporting the improvement of services delivered to the community. Marg is a natural leader, and her innovative organisational initiatives have consistently delivered tangible results. We are fortunate to have her on our team and look forward to her continued contributions.



## **David Lenehan**

*Acting Board Chair until 1 January 2024*

David Lenehan is a highly respectable figure in the health services industry, having dedicated 26 years of his career to psychiatric services and 20 years as CEO of Hepburn Health Service. Since his appointment to the Board of Directors in 2019, David has been an invaluable asset, bringing with him a wealth of knowledge and experience in health administration. Despite his retirement as a Health Service CEO, David continues to support the industry in various capacities, including as a Director of UFS Dispensaries Ltd., and providing compliance and HR support for a disability provider agency in Ballarat. When he is not busy serving the community, David enjoys travelling and spending quality time with his family. His friendly demeanour and commitment to excellence make him an outstanding Board Chair and a true asset to the Health Service.

### **Sub Committee Memberships**

Finance Audit & Risk Management Committee  
Board Development & Remuneration Committee  
Credentialing & Clinical Scope of Practice Committee  
Medical Consultative Committee



## **Nigel Jarvis**

*Deputy Chair*

Nigel Jarvis is a highly qualified and experience professional with a wealth of knowledge in finance and corporate services in the health sector. His appointment to the Beaufort and Skipton Health Service Board of Directors in 2020 was a testament to his expertise and commitment to the industry. As a Certified Practicing Accountant with over 11 years of experience, Nigel has worked extensively in both the private and public health systems. Currently, he holds the position of Executive Director of Finance & Corporate Services at Western Victoria Primary Health Network. Nigel's contribution to the health sector extends beyond his professional role; he is also actively involved in community work, as the Treasurer and Chair on the Ballarat Foundation Finance Committee and as the Committee Chair of the Beaufort and Skipton Health Service, Finance Audit and Risk Management Committee. Nigel's dedication to his work and community is truly commendable.

### **Sub Committee Membership**

Finance Audit & Risk Management Committee

# OUR BOARD DIRECTORS



## **Tony Edney**

Tony Edney is a respected member of the Skipton community. With a successful career as a solicitor and mediator, he has held various positions administering professional standards and practice receiverships at the Law Institute of Victoria. Tony was also a Federally registered Dispute Resolution Practitioner and former president of the Australian Family Mediation Association. He has a passion for community service and has been an active member of the Stoneleigh brigade of the CFA, for which he received the National Emergency Medal for his work during the 2009 fires. Tony has long-standing interests and connections in the Skipton district, making him a valuable addition to the Beaufort and Skipton Health Service, Board of Directors.

### **Sub Committee Memberships**

Project Control Group Committee  
Community Advisory Committee



## **Jo Hall**

Jo Hall is a dedicated member of the Board who brings a wealth of experience and expertise to the table. Having worked extensively in public health, Jo is passionate about ensuring that all patients receive the highest quality care possible. With an LLB (Hons) from Monash University and a Graduate Diploma in Psychology from the University of Melbourne, Jo has a unique and valuable skill set that she applies to her work on the Board. In addition to her professional experience, Jo has also been involved in a number of not-for-profit organisations, including a small group that promotes community gardens and a medical research charity. In her personal life, Jo lives in Waubra with her husband and a growing menagerie of animals.

### **Sub Committee Memberships**

Board Development & Remuneration Committee  
Project Control Group Committee  
Medical Consultative Committee



## **Tanya Barun**

Tanya Barun is an accomplished professional with a dedication to serving others. As a Registered Nurse and General Manager of a large aged care facility and retirement village, Tanya brings a wealth of experience and expertise to her role. Her passion for serving rural and regional communities is evident in her appointment to the Board of Directors in 2019. Tanya's unique skill set in both Health/Aged Care and Commerce/Accounting undoubtedly contributes to the Health Service. In her spare time, Tanya enjoys being an active school volunteer and has involvement in various activities, such as gardening, cooking, mentoring, and advocating for the elderly. Tanya's commitment to promoting awareness around the social determinants of health for the community is commendable and inspiring.

### **Sub Committee Memberships**

Finance Audit & Risk Management Committee  
Clinical Governance Committee  
Credentialing & Clinical Scope of Practice Committee

# OUR BOARD DIRECTORS

**Lauren Baker**

Lauren Baker is a highly accomplished individual with a wealth of experience in human resources and industrial relations. Her passion for working in 'for purpose' organisations that value their people and contributions has led her to take on a position on the Beaufort and Skipton Health Services Board of Directors. Lauren holds a Bachelor of Commerce, is a member of the Australian Institute of Company Directors, and is a certified member of the Australian Human Resources Institute. She is also a graduate of the Leadership Ballarat & Western Region Program. In her free time, Lauren enjoys living in the bush at Smythesdale with her family and two golden retrievers.

**Sub Committee Memberships**

Finance Audit & Risk Management Committee  
Board Development & Remuneration Committee  
Clinical Governance Committee

**Maree White**

Maree has worked as a Registered Nurse for 30 years, and has extensive healthcare experience working in both Australia and Europe, specialising in cancer care and rural nursing. She has obtained qualifications as a Rural and Isolated Practice Endorsed Nurse (RIPERN), Remote Area Nurse (RAN), Graduate Certificate in Aged Care, Bachelor of Nursing, and a Diploma of Business Management. Growing up in the rural community of Daylesford and working within the Ballarat and surrounding districts, Maree has gained a great insight into the challenges faced by rural and regional communities along with the benefits of person centred community care approach. Maree is enthusiastic to support strategies and programs that focus on keeping people in their own homes longer with access to high quality care. Maree moved to Skipton in 2021 and recently became a Justice of the Peace for Skipton and surrounding areas. In her spare time Maree enjoys travelling, gardening and renovation projects.

**Sub Committee Memberships**

Clinical Governance Committee  
Community Advisory Committee

## EXECUTIVE SAFETY WALK ROUND

The next Executive Safety Walk Round will take place for the Skipton Support Services and Maintenance teams on Wednesday 30 August 2pm.

# GILL CHECKLEY MEMORIAL SCHOLARSHIP

Applications are now open for the 2023–2024 Beaufort and Skipton Health Service Gill Checkley Memorial Scholarship.

The Gill Checkley Memorial Scholarship is awarded in memory and recognition of Dr. Gillian Checkley's contribution and service as a Board Director to BSHS. The scholarship is designed to assist and provide education expenses for Beaufort and Skipton Health Service staff. For further information and for a copy of the Application Form and Guidelines, please refer to the [BSHS Intranet Education portal](#).

Forward your application and accompanying documentation to  
Meryn Pease, CEO  
[Meryn.Pease@bshs.org.au](mailto:Meryn.Pease@bshs.org.au)

**Applications close Friday 15 September 2023**

## PALLIATIVE CARE TROLLEYS

Thanks to funding from the Beaufort and Skipton Health Service Foundation, we were able to receive Comfort Care Trolleys (Palliative Care Trolleys) during June. The trolley's are purple in colour, the colour of Palliative Care.

The trolley's are designed to keep all equipment that staff would need for end of life care in a discreet trolley to be taken into someone's room and sit in the corner.

It also gives staff a work space without interfering with residents and visitors.



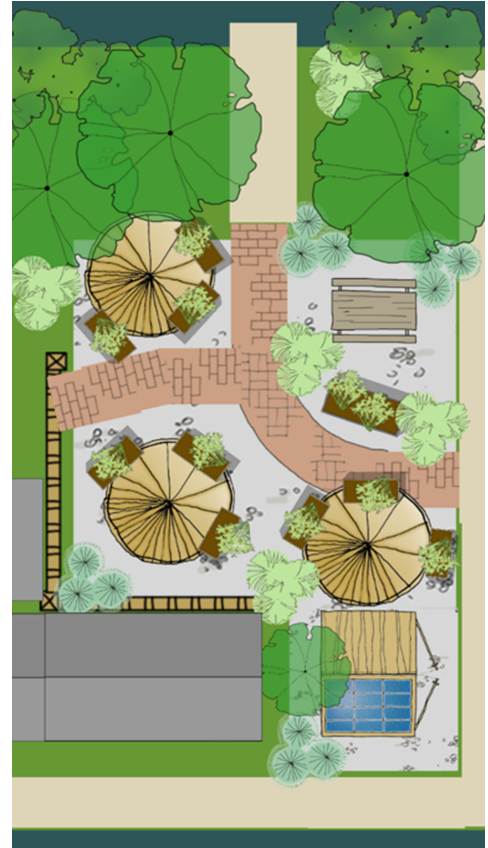
*Beaufort Nurse Unit Manager, Nicole Clarke*

# KITCHEN GARDENS

KEL OSWIN | SUPPORT SERVICES MANAGER

BSHS recently received the exciting news that we were successful in another grant application. With thanks to generous funding provided through Public Sector Residential Aged Care Services (PSRACS) Community Kitchen Garden Grants we now have the means for the construction of spaces dedicated to growing edible plants for use in the campus kitchens.

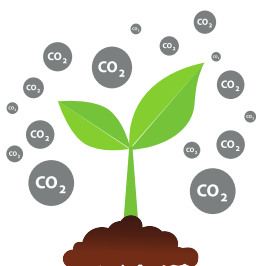
This initiative aims to improve activity opportunities and foster a stronger sense of community within our Health Service. With these Kitchen Garden's we hope to promote an active mind, a sense of achievement and remind people of the wonderful flavours and nutrition that comes by growing your own produce.



For many of our residents who hail from rural areas, the work in growing your own fruit and vegetables is a familiar story. Now with the support from the PSRACS Community Kitchen Garden Grant, we will be able to provide the pleasure of some home grown edible plants for all to enjoy.

# SOLAR REPORT

KEL OSWIN | SUPPORT SERVICES MANAGER



**CO2 Emission Saved**  
65,312.6kg



**Equivalent Trees Planted**  
1,267.26



# REDUCING OUR FOOTPRINT

Procurement Officer, Sheryl Darken, has been working hard to find environmentally sustainable options for many of our products for our Health Service, whilst not increasing our expenditure. Sheryl has sourced the eco pen that is made from 71% post-consumer recycled material. These pens are purchased from a 100% owned First Nations organisation, that supports First Nation's mental health, entrepreneurship and education, as well as employment opportunities for young First Nations Australians. The highlighters that are now being purchased are an eco friendly choice, made from 85% recycled materials. Our bin liners and examination gloves are now also biodegradable. Medicine and pill cups are now paper instead of single use plastic. Our Meals on Wheels containers are now also compostable. After the single use ban of plastic cutlery in Victoria, we have moved to Enviro teaspoons. Thank you to Sheryl for all her hard work.

# DECREASE IN ACCEPTANCE OF CONTROLLING BEHAVIOURS

ERICA SMITH | PEOPLE & CULTURE MANAGER

Changes in community attitudes and knowledge of gender equality indicate an increasing understanding of the seriousness of controlling behaviours such as financial abuse. Data indicates that recognition of pervasive non-physical forms of violence – such as financial abuse, social control, emotional abuse, and bullying – has grown over time. Data also suggests that Victorian women are more likely than men to recognise the seriousness of male-perpetrated financial abuse. Recognition of the gravity and extent of controlling behaviour such as financial abuse is an essential precursor to challenging the norms which underlie violence against women and family violence.



# MEET OUR RESIDENTS

*Betty Block*

Betty moved into Ripon Peace (Beaufort Nursing Home) on 14 June 2023. Betty was born at home in Ballarat and was born early at 7 months gestation. Prior to moving into Ripon Peace, Betty lived in her son's house in the new estate in Beaufort.

Betty is married and has two children, Colin and Phillip. Growing up, Betty described herself as a tomboy and used to slide down the mullock heaps and play football with the boys. Once she was old enough she worked at the Paddle Shoe Factory. She also used to have two pets, a foxie and a cat.



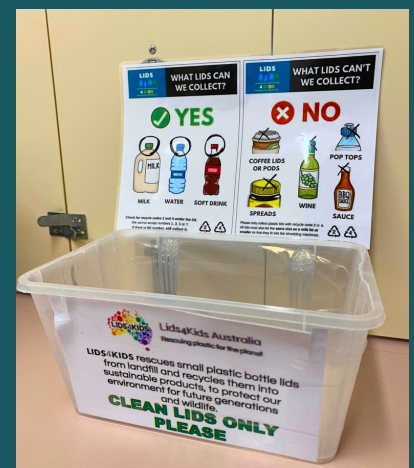
Betty's most memorable experience was having her two sons and she would like to be remembered for being kind to people.

## LIDS4KIDS

To support the Beaufort Rotary's Clubs Lids4Kids project, Beaufort and Skipton Health Service is now a collection point.

Lids4Kids are committed to preventing bottle lids from entering our environment and are working with other recycling organisations to upcycle lids into sustainable plastic products.

We now have collection points in our staff rooms and kitchens for staff to donate their plastic lids.

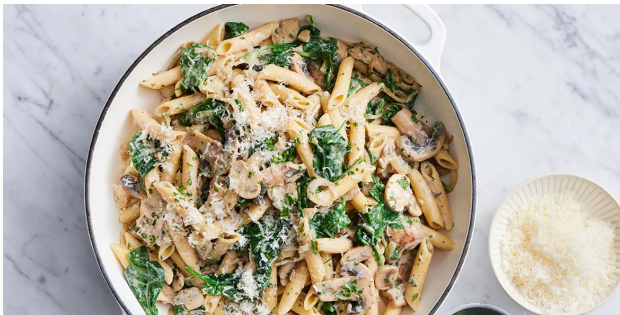


# RECIPE OF THE MONTH

## *Creamy Mushroom Pasta*

### INGREDIENTS

300g penne pasta  
1 tbs extra virgin olive oil  
1 medium brown onion, thinly sliced  
2 cloves garlic, crushed  
400g mushrooms, thinly sliced  
120g baby spinach leaves  
1 cup smooth light ricotta  
80g parmesan, finely grated  
1/2 bunch continental parsley, chopped



### METHOD

1. Cook pasta in a large saucepan of boiling water according to packet instructions. Drain, reserving 1/2 cup cooking liquid.
2. Meanwhile, heat oil in a large frying pan over medium-low heat. Add onion and cook, stirring, for 5 minutes or until softened. Add mushrooms and garlic and cook, stirring occasionally, for further 5 minutes or until mushrooms soften.
3. Add pasta, reserved cooking liquid, spinach, ricotta, half of the parmesan and half the parsley. Cook, stirring, for a further 2 minutes or until a smooth sauce forms. Top with remaining parsley and parmesan.

# LEADERSHIP PROGRAM

KIM STEVENS | LEARNING & DEVELOPMENT MANAGER

We are thrilled to be able to have the Team Leaders and Associate Nurse Unit Manager's commence the Caring, Consistent, Confident Leadership in BSHS program. This program is designed to help our leaders revisit previous learning and develop new skills. If we lead with caring, confidence and consistent leadership we create an environment that produces increased productivity, staff satisfaction, morale and quality outcomes for all. This program runs for eight months.

# 2023 NMHP CHAMPION TRAINING PROGRAM

ERICA SMITH | PEOPLE & CULTURE MANAGER

Registrations are now open for the Nursing and Midwifery Health Program (NMHP) Champion Training Program. The NMHP Champion initiative, is a peer engagement and training model. It is designed to raise awareness of NMHPV and how to promote the health and wellbeing of colleagues and professions.

An invitation is extended to all nurses, midwives, students, health service leaders and human resource personnel from the region to participate in this interactive training.

A small fee of \$49.50 will apply, this provides the participant with:

- Training package
- A tailored individual self-care program (which is transferrable to the workplace or the home)
- Morning tea
- Lunch
- 5 CPD points

**Where:** Mecure Hotel Ballarat

**When:** Friday 27 October

**Time:** 9:30am-3:30pm

Book at [trybooking.com/events/landing/1087177](https://trybooking.com/events/landing/1087177) or for more information contact [forums@nmhp.org.au](mailto:forums@nmhp.org.au)



# STAFF WELLBEING

## FINANCIAL HEALTH

ERICA SMITH | PEOPLE & CULTURE MANAGER

You may not have experienced it before, but you've probably noticed a hit to your back pocket as a result of the rising cost of living pressures over the last few months. If you feel like your dollar is not going as far as before, you're not imagining it – expensive groceries and higher interest rates are only a few of the things putting pressure on our financial and personal health.

The continual rise in the cost of living can only add more pressure if you're already struggling. The Royal Commission into Victoria's Mental Health System report found that a disproportionate number of people with mental health issues had a low income. As a low income is already a barrier to finding medical or mental health support, long-term financial problems can only exacerbate this cycle.

Some signs that financial stress is affecting your health and relationships include

Arguing with people closest to you

Difficulty sleeping

Feeling angry or fearful

Tiredness, aches and pains

Feeling guilty when you spend money

Delaying healthcare due to cost

While these are normal reactions to being under financial stress, they can affect your health if they continue for more than a few weeks. You could be at risk of developing anxiety or depression. There are some things you can do to help.

**Assess your financial situation:** Look at your income, savings and debt. Make sense of your income and expenses. Put aside money for unplanned expenses or emergencies.

**Take care of your health:** Eat a balanced diet and be physically active

**Don't be afraid to ask for help:** Help is available, you can contact the National Debt Helpline.

Beaufort and Skipton Employee Assistance Program (EAP), Converge offers free and confidential help, including Money Assist.

Care Made Real

## Money Assist

The Converge International Employee Assistance Program (EAP) can support you to build the skills to manage your financial wellbeing concerns.

**Money Assist** is provided independently to your organisation.

**Money Assist** recognises that the way you view your financial situation impacts on your mental health and wellbeing. Learning new financial habits and skills can help to reduce your stress, improve your wellbeing and your relationships, as well as enhance engagement and productivity at work.

Your consultant will work with you to develop a realistic action plan that can help you to:

- create a sensible debt payment plan that doesn't incur extra costs
- manage stress caused by personal financial challenges
- learn new financial skills that improve your confidence when managing your finances
- build new habits to better manage money, minimise stress and reduce personal conflicts
- negotiate with creditors to obtain achievable payment arrangements.



Your **Money Assist** is:



A confidential service



Available to all employees

Details of your discussion will not be shared with your manager or workplace. You can read our Privacy Policy on our website.

To make an appointment to speak with a Converge International counsellor:

Call **1300 OUR EAP (1300 687 327)** (Aus)  
**0800 666 367** (NZ) | **+613 8620 5300** (Intl)

Visit **[www.convergeinternational.com.au](http://www.convergeinternational.com.au)**  
to access our Live Chat service or book.

Download our **Converge App** to connect  
with us through the Appointment icon.

### CONTACT OR MORE INFORMATION

**1300 687 327** (Aus) | **0800 666 367** (NZ) | **+613 8620 5300** (Intl)  
[convergeinternational.com.au](http://convergeinternational.com.au) | [eap@convergeintl.com.au](mailto:eap@convergeintl.com.au)

# EDUCATION TEAM UPDATE

KIM STEVENS | LEARNING & DEVELOPMENT MANAGER

Graduate Registered Nurse recruitment is underway as we look for the 2024 graduates to join our team. The program is now open for the graduates to complete one or two years. This is also available to this years graduate nurses as we develop a second year focused on leadership, situational awareness and critical thinking skills.

Leonie from Conforto ran a Wound Education session at Beaufort that we were pleased to be able to zoom into the Skipton campus. This was well received and staff that were unable to attend requested further education. Look for more coming in the future. Going Rural Health visited the Health Service and bought 'Soup in a Jar' for students. There was chicken and vegan options to choose from. Our collaboration with Going Rural Health is one that we value and continues to grow. A huge thank you to Going Rural Health for thinking of our students wellbeing.



## FAREWELL

Skipton Medical Practice Nurse, Jo Brock, recently announced her retirement. Her last working day was 14 August, which was celebrated with an afternoon at the Skipton campus.

Jo has been a fantastic member of our team for many years and we wish her all the best for her next adventure.



# GRAMPIANS HEALTH LIBRARY

## Looking for easy ways to best serve your patients and clients?

The Library is a go-to for BSHS staff wanting to access the best available evidence for clinical decision-making practice, education and research. For this reason, we supply your workforce with access to a variety of point-of-care apps, delivering evidence based clinical information and patient care guidance.

## What is UpToDate?

UpToDate, is an evidence-based, clinical decision support database. It's easy to search and helps guide you through clinical queries at the point of care. Content covers both adults and paediatrics. It covers most specialties and includes cardiovascular, anaesthesia, emergency medicine, surgery, oncology, obstetrics and gynaecology, geriatrics, neurology and critical care medicine. The content is continuously reviewed to ensure it is of highest quality and based on the latest research evidence.

## How do I get UpToDate?

open UpToDate in a browser on your work PC, click the Register button in the upper right corner of the screen. Once you have registered, you can download the app to your phone or tablet or access it from any computer offsite by searching for UpToDate and logging in.



The Grampians Health Library offers staff the opportunity to subscribe to two e-newsletters, 'Evidence Update' and 'Paediatric Evidence Update'.

These newsletters are curated by experienced health librarians and are designed to inform staff about the latest evidence in clinical research and decision making, as well as policy developments in health and medicine at local, national and global levels.

Clicking on a title from the body of the email will take you to the full text paper.

**Email [Library@bhs.org.au](mailto:Library@bhs.org.au) or call 94841 to subscribe to one or both of these useful resources.**