

NOVEMBER 2023

BSHS NEWS

MESSAGE FROM THE CEO

MERYN PEASE | CEO

It gives me great pleasure to welcome Dr. Margaret Way back to resume her appointment as the BSHS Board Chair, after a short absence to complete her role with Safer Care Victoria. Margaret has been a valuable member of the Board of Directors for the last three years and has been invaluable in advancing the Health Service goals through her expertise, experience, and knowledge in corporate and clinical governance. We look forward to continuing to work with Margaret in her role as Board Chair and know there are great things ahead for our Health Service.

I would like to also take the opportunity to acknowledge and thank our outgoing Board Chair, David Lenehan for his guidance and support over the last four years. David's tenure as Board Chair has been marked by significant progress for our Health Service. With David's excellent leadership, wisdom, and experience we have been able to strengthen and ensure effective and robust governance systems are in place.

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Winner
Small Employer of the Year



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.



David has also cultivated positive relationships within the Board, the BSHS Foundation, the Executive team, staff, and various stakeholders. We are pleased that David will continue to serve as a Board Director for the remainder of the financial year. Please join me with me in expressing our gratitude to David for his exemplary governance and leadership.

The Board has approved our 2023–2024 provisional budget. The budget will remain provisional until final funding confirmation is received from the Department of Health. This year we are aiming to achieve a balanced budget on the back of last year's result of a small surplus. An important aspect of setting the annual budget is consideration of the capital items staff have considered to be important to replace or purchase.

This year's capital budget sees several ICT upgrades, such as the purchase of a new server, two server racks, and the gradual replacement of computers over several years. You will also see the creation of server rooms at both campuses. As usual we will apply for any equipment grants as they pop up during the year.

The Department of Health has launched the Victorian Virtual Care Strategy. The strategy outlines a five year vision for virtual care to become part of mainstream care.

The strategy also includes virtual care to be provided by all services and integrated as a safe, effective, accessible, acceptable, equitable and sustainable option for healthcare delivery. It clarifies the role and responsibilities of the Department, health services and other key stakeholders in virtual care provision.

I had the pleasure of presenting at the recent 'What's Right in Health Care' Conference in Sydney. My presentation related to our Inspire journey over the past five years, including the successes and refresh sessions we have had along the way. Now we need to ensure the longevity and sustainability of our Inspire program into the future. We are in good hands, with Erica, Andrea and Kim taking on key lead roles to ensure the continuation of Inspire at BSHS.



I am proud to share, that the Victorian Public Sector Commission has noticed our continuing strong results from our People Matter Survey results over time. Mention was made of our positive culture and employee engagement. From these results the Commission is seeking to interview Erica and myself to discuss how we have gained and sustained such results. This is great acknowledgement for all of you, for coming on the journey with our Leadership team, to create an environment and culture where staff thrive, patients and residents receive excellent care, and we align to our strategic direction.

Finally, our Annual General Meeting will be held on Wednesday 22 November at 2pm at the Beeripmo Centre in Beaufort. Afternoon tea will be provided, and all staff are welcome to attend. Please share this invite within your family and friend circles.

Regards Meryn

BOARD DIRECTOR REPORT

DR. MARGARET WAY | BOARD CHAIR



I am very pleased to have resumed my role on the BSHS Board after a short absence while I was undertaking specialist project work at Safer Care Victoria. This work was aiming to improve the management of chronic disease across hospital and community settings through supporting consumers and improving collaboration. I am also delighted to take on the role as Board Chair. I have been on the Board now for three years and over that time I have seen the Health Service go from strength to strength under the leadership of CEO Meryn Pease and her team. A very special word of thanks to outgoing Chair, David Lenehan. David has served as the Board Chair for two terms over four and a half years and has steered the Health Service through financial reform and worked closely with the Board and Executive to set strategic directions that will see the Health Service grow and flourish into the future.

The BSHS Board of Directors held their monthly meeting on Wednesday 25 October. The Board was able to confirm the 2024–2028 Strategic Plan, Annual Report and Financial statements and attestations. We were delighted to be able to award the Gill Checkley Memorial Scholarship to one of our Nurse Unit Managers, Nicole Clarke.

The scholarship will assist her in undertaking a Double Diploma in Leadership and Management and Competitive System Practices.

The Beaufort and Skipton Health Service Foundation also presented its 31st Annual Report at a meeting that was attended by members of the BSHS Board. The Foundation has been able to support the purchase of equipment for our patients.

I am also pleased to report that Brigadoon and Mackinnon have undergone a full survey assessment from the Aged Care Quality Commission from October 18–20. The Assessors examined our processes against all eight standards and 44 outcomes and spoke with 13 residents, five resident representatives and 23 staff over the three days. The feedback from the Assessors was overwhelmingly positive. They were impressed with all the interactions that they witnessed and commented that the environment felt calm and welcoming, and that the whole facility was clean, tidy and well maintained. The residents commented that they felt valued and were treated with dignity and respect, that the staff took the time to really get to know what was important to them, and that they had choice in how they wanted their care delivered.

The annual Board Appointment process has now commenced, with advertisements appearing in local newspapers and public websites. If you know anyone who might be interested, I am very happy to assist with any enquiries.

Regards Margaret

ANNUAL GENERAL MEETING

Members of the community are invited to attend Beaufort and Skipton Health Service's 27th Annual General Meeting.

Time | 2:00pm

Date | Wednesday 22 November

Location | Beeripmo Centre | 1 Lawrence Street, Beaufort

Enquiries and RSVPs to Narelle Harrison by 17 November | Narelle.Harrison@bshs.org.au

APPOINTMENTS TO THE BOARD OF DIRECTORS

The Minister for Health, the Hon. Mary-Anne Thomas MP, is pleased to invite applications for part time director positions at Beaufort and Skipton Health Service. The positions start on 1 July 2024 and appointments are for two to three years. These positions provide an exciting opportunity for Victorians to contribute to the health and wellbeing of our communities. Applicants are selected for their capabilities, including personal and professional attributes, experience, knowledge, and skills that contribute to the strategic leadership and oversight of health care for the Victorian community.

The Victorian Government is committed to ensuring boards reflect the rich diversity of the Victorian community. Applications are welcomed from people of all ages, Aboriginal and/or Torres Strait Islander people, people with disability, people from culturally and linguistically diverse backgrounds and from lesbian, gay, bisexual, trans, gender diverse, intersex, and queer people. Safe and high-quality healthcare for all Victorians is a priority of the Victorian Government. Applicants must be able to demonstrate and provide evidence in support of the capabilities they identify in their applications.

Applications close at midnight Sunday 19 November.

For more information or to apply visit www.boards.vic.gov.au/search-board-vacancies

HEALTHCARE WORKER INFLUENZA VACCINATION

The VICNISS Coordinating Centre and Department of Health (DH) have officially acknowledged those hospitals and health services that achieved vaccination compliance rates for 2023.

Beaufort and Skipton Health Service achieved excellent results exceeding the DH compliance rate in Victoria of 94%.

100%

Beaufort Campus

98%

Skipton Campus

DONATIONS MAKING A DIFFERENCE

The importance of quality end of life care has recently been enhanced at the Health Service thanks to a generous donation by the Beaufort and Skipton Health Service Foundation. Nigel Ponder (Foundation President) and Nick Shady (Foundation Director) recently visited the Health Service to view the Comfort Care Station, Lift Chair and Lightweight Wheelchairs purchased with the generous donation.



Meryn Pease (CEO), Nick Shady (BSHS Foundation Director), Nicole Clarke, (Nurse Unit Manager), Nigel Ponder (BSHS Foundation President)

The Comfort Care Station is incredibly important for staff and families. We have been able to set up a station at each campus with all the items required, this includes a tape deck with music, aromatherapy, and all the needs for end of life care. Ten lift chairs which are shared between Beaufort and Skipton sites have also been purchased as well as four lightweight wheelchairs, which make it much easier to use to transport patients to appointments and pack into vehicles.

The Beaufort and Skipton Health Service Foundation Limited is an independent organisation that administers donations and sources funding for the benefit of the Health Service. The Health Service thanks the Foundation for their continued support.

EXECUTIVE SAFETY WALK ROUND

The next Executive Safety Walk Round will take place for the Skipton Medical Practice and Community Health on Thursday 7 December at 1pm.

SKIPTON AGED CARE RE-ACCREDITED

MARY CUSHING | DIRECTOR OF CLINICAL SERVICES

During October, Brigadoon and Mackinnon facilities underwent a full survey assessment from the Aged Care Quality Commission. The Assessors examined our processes against all eight standards and 44 outcomes.

Over three days, the Assessors spoke with 13 residents, five resident representatives and 23 staff. The feedback from the Assessors was overwhelmingly positive. They felt that staff were very approachable and helpful. They could see the respect and care that each staff member had for each other as well as our residents. They were impressed with all interactions that they witnessed and commented that the environment felt calm and welcoming, and that the whole facility was clean, tidy and well maintained. The residents commented that they felt valued and were treated with dignity and respect, that the staff took the time to really get to know what was important to them and that they had choice in how they wanted their care delivered.

While we do not know the outcome of the assessment visit, there were no major concerns raised. We will receive the draft report within a month.

I would like to thank each of you for the care and dedication that you demonstrate daily in your interactions with each other and our residents.

WORLD DIABETES DAY

World Diabetes Day was on November 14. Beaufort and Skipton Health Service are fortunate enough to have a Diabetes Educator, Leonie Tellefson to support those living with diabetes.

To book an appointment please call 5349 1610 (Beaufort) or 5340 1101 (Skipton)



world diabetes day
14 November

RECIPE OF THE MONTH

Vegetable Curry

INGREDIENTS

1/2 tablespoon sunflower oil
1 onion, peeled and diced
1 tablespoon curry powder
1 medium sweet potato, peeled & diced
1 425g tin chickpeas, drained
1 270ml tin lite coconut milk
1 cup water
1 cup broccoli, cut into small florets
Cooked rice to serve

METHOD

1. Heat oil in a large saucepan over medium-high heat.
2. Add onion and cook until softened. Add curry powder and cook, stirring, for one minute.
3. Add the sweet potatoes, chickpeas, coconut milk, and water and stir. Cook for 10 minutes.
4. Add the broccoli and cook for a further five minutes or until tender.
5. Serve with rice and top with coriander if desired.



SKIPTON OUTINGS BUS

Would you or someone you know like to join our next social outing? Our next excursion will be to the Eureka Centre in Ballarat, followed by lunch at Lilly's at the Eureka Centre. Tickets for the museum are \$4.

Where: Eureka Centre

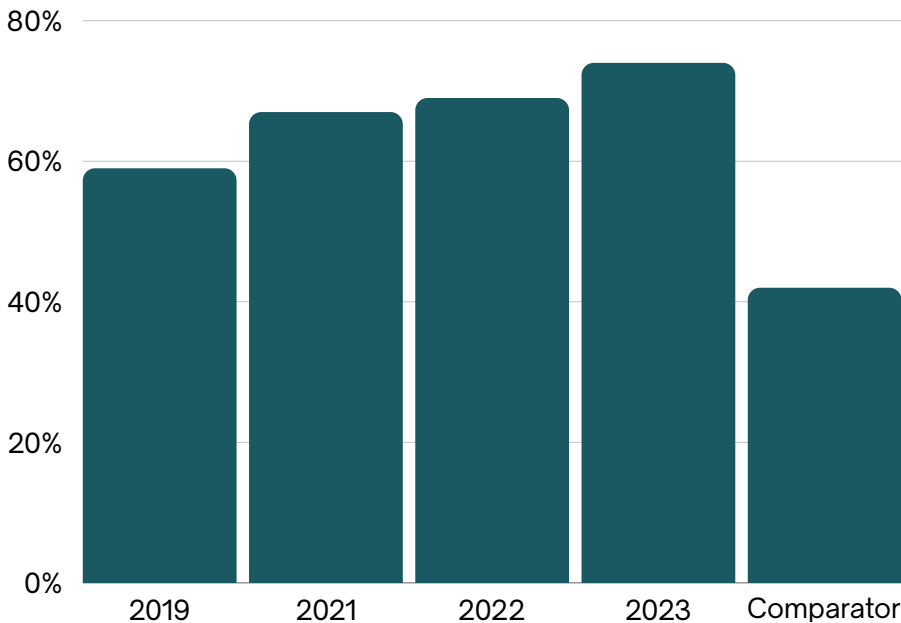
Date: Tuesday 21 November

Time: Bus departs Skipton Hospital at 10am

For more information or to book a place please call 5340 1100 by Friday 17 November.

PEOPLE MATTER SURVEY

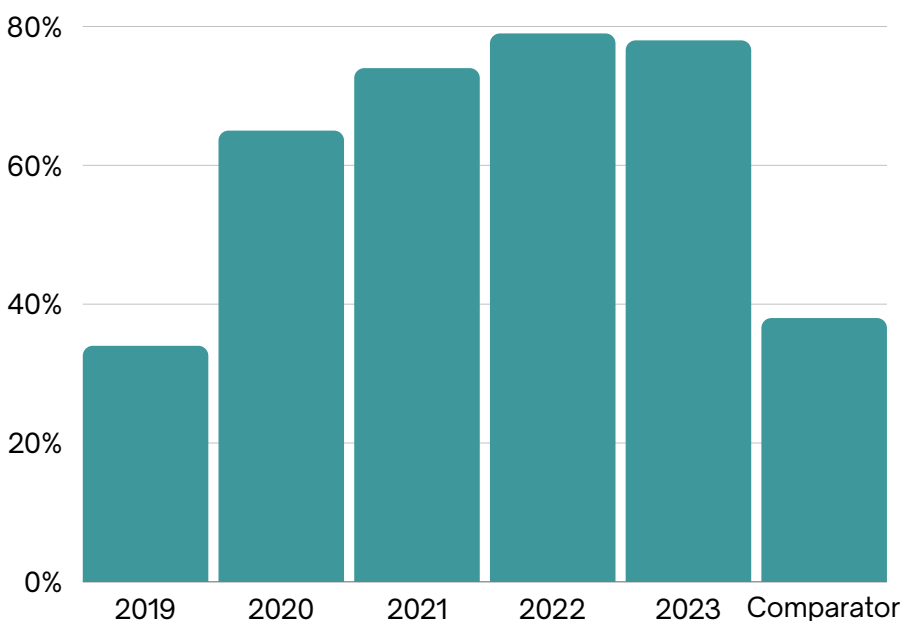
ERICA SMITH | PEOPLE AND CULTURE MANAGER



People in my workgroup appropriately manage conflicts of interest

WHAT DID WE DO?

BSHS have created a Conflict of interest Policy, which includes a conflict of interest register that is monitored by the Executive team.



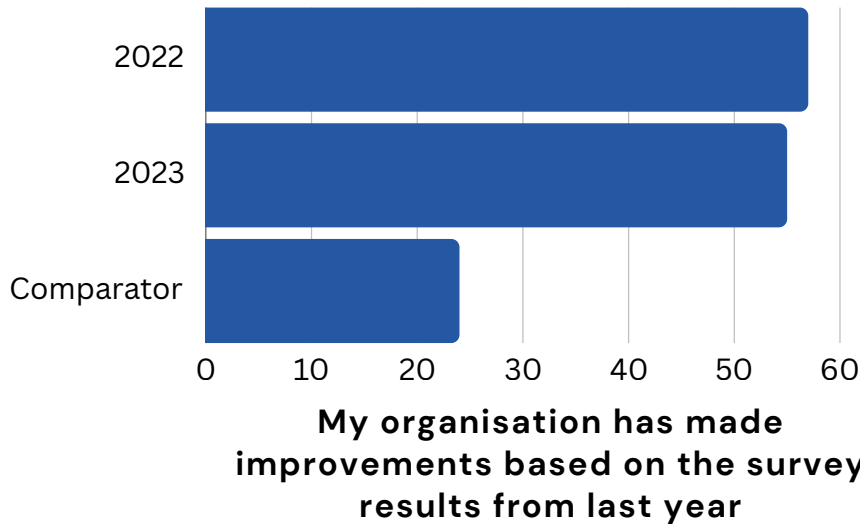
Senior leaders consider the psychological health of employees to be as important as productivity

WHAT DID WE DO?

The Leadership team completed Mental Health First Aid. Monthly rounding with staff and check ins. More support offered to staff in need.

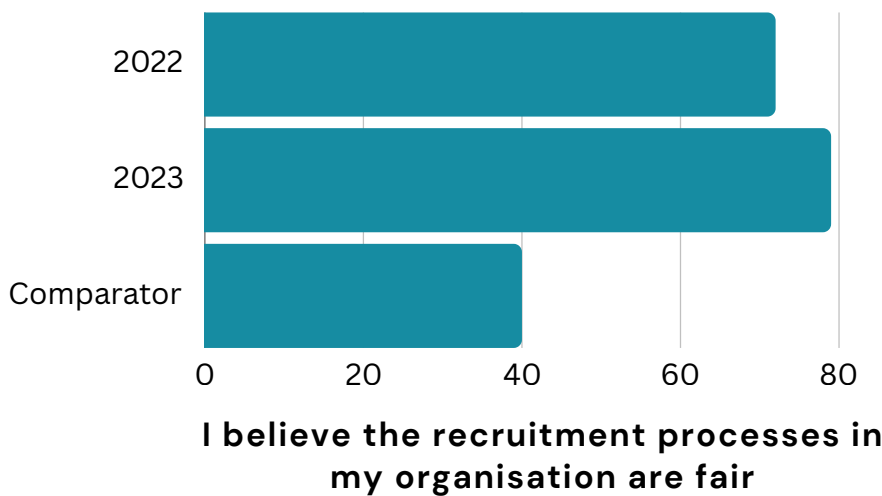
PEOPLE MATTER SURVEY

ERICA SMITH | PEOPLE AND CULTURE MANAGER



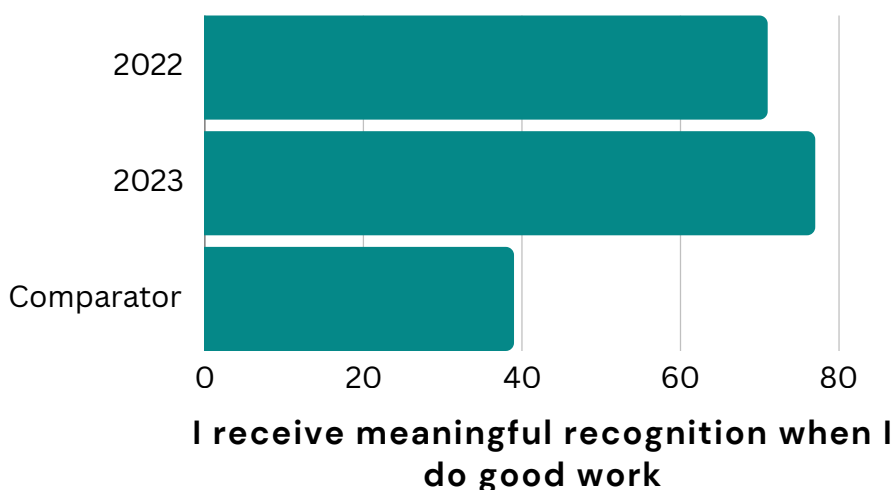
WHAT DID WE DO?

Review results and create an action plan to address feedback from staff. The action plan and outcomes discussed at Leadership meetings.



WHAT DID WE DO?

Follow our Recruitment and Selection Policy and Procedure. Advertising is done externally and internally. All vacancies are emailed to staff. Interviews are conducted for all positions.



WHAT DID WE DO?

Hand written thank you cards introduced. Acknowledgement of individual staff during rounding sessions. Small gifts provided to staff on International Nurses Day and Christmas.

LOOKING AFTER YOUR PHYSICAL WELLBEING

ERICA SMITH | PEOPLE AND CULTURE MANAGER

Physical health and mental health are closely connected. Taking care of your physical health improves mental wellbeing, and vice versa. If one declines, it can affect the other. A more holistic approach also helps with managing and recovering from mental illness.

Key physical factors that can promote mental wellbeing

Balanced diet

Proper sleep

Cutting down on smoking,
alcohol and drugs

One of the best ways to look after your physical and mental wellbeing is being active.

Regular physical activity can be a good way to boost your mood, reduce stress, and improve sleep. It is also known to manage symptoms of depression and anxiety and improve your memory. Physical activity doesn't have to be exercise. It could be anything you do in your day to day life, such as running errands or doing housework.

Different people need different levels of physical activity and exercise. You may have physical limitations or a condition that makes physical activity harmful or difficult, or you may be going through a stressful time. It helps to talk to your doctor to determine what kind of physical activity is right for you.

If you're able, you can start small. Light gardening or chores around the house could be a start. Other activities can include team sports, yoga, or dancing. Finding a friend, or even a pet to walk with can make physical activity easier and more fun.

Visit the [Get Active Victoria](#) website for simple and easy ways to increase your daily physical activity.

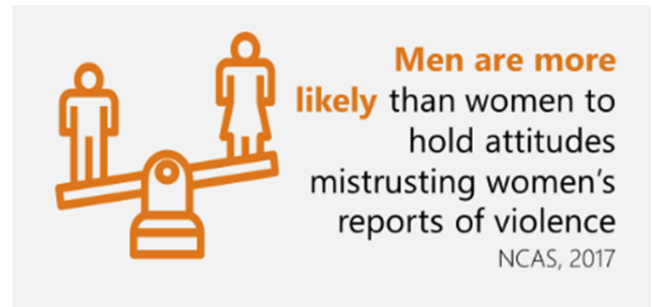
All BSHS staff can access Allied Health services, in most cases, for only \$10.

Visit Allied Health reception to see what services are available.

ATTITUDES AND BLAME OF VIOLENCE

ERICA SMITH | PEOPLE AND CULTURE MANAGER

Even though there has been a small decrease in attitudes that condone violence against women, Victorian men are more likely than Victorian women to hold attitudes supportive of violence against women. For example, men are more likely to hold attitudes mistrusting women's



reports of violence, a key part of societal condoning of violence against women. These attitudes reflect the belief that women make false or exaggerated claims of violence in order to retaliate against men. As the condoning of violence against women is a key driver of violence against women and family violence, understanding community attitudes towards such violence is a critical component of measuring progress towards prevention.

BREASTSCREENING BUS

October was Breast Cancer Awareness Month. Skipton Medical Practice staff took the opportunity to identify and contact patients who were due for a breast screen, and offered them access to the BreastScreen clinic in Ballarat, by offering transport by our BSBS bus. This enabled ten community members who may not have otherwise had the opportunity to attend.



Another bus will be available on 5 December that will be available to pick up attendees from Skipton and Beaufort.

If you are due or overdue for a BreastScreen please contact the Skipton Medical Practice on 5340 1110 for more information.

EDUCATION UPDATE

KIM STEVENS | LEARNING AND DEVELOPMENT MANAGER

This month saw education and nursing staff attend the Australian Catholic University's 'Perceptoring Student Nurses Workshop' held on campus in Ballarat. The day was filled with interesting sessions around identifying students at risk, supporting the neurodiverse, expectations of students and so much more. It was an interactive and educational day that included a delicious lunch, enabling networking and sharing of ideas. Thank you to ACU for hosting such a fabulous day. It is exciting to announce that we have filled all three places for the 2024 Graduate Nurse Program for Registered Nurses. We will be welcoming Melissa Deppler, Eloise Hennig and Alexis Roscoe into our team. All three come with a commitment to learning and a desire to embrace BSHS into their nursing journey. The program begins the end of January with orientation.

We have purchased a new Laerdal mannequin for better simulation experience at Skipton. Resusci Anne QCPR with Airway Head and AED skin is a torso manikin with a rechargeable battery, designed to represent a standard adult cardiac arrest patient (in terms of required chest compression force). Each Resusci Anne model simulates an adult of average physiology and is designed for realistic training in basic life support techniques following international recommendations. This mannequin allows for learning adjunct airway management and attaching of an AED, with the idea it to be able to simulate more education sessions and enhance the mandatory training that starts in January.

EMPLOYEE ASSISTANCE PROGRAM

Converge International is our employee Assistance Program provider. With Converge you have access to free and confidential counselling with friendly professionals. You can use it at any time, without the need to speak with People and Culture, a manager, or health professional.

Call 1300 687 327 to make an appointment or go to www.convergeinternational.com.au for more information.

**VIOLENCE AGAINST
WOMEN CAN BE
PREVENTED.
THIS 16 DAYS OF
ACTIVISM AND
BEYOND, LET'S
CHANGE THE STORY.**



Learn more
#16days
#16daysofactivism

Safe Steps 1800 015 188
1800RESPECT 1800 737 732
Men's Referral Service 1300 766 491
If you believe someone is in immediate danger,
call 000 and ask for the police



Join us for

PCW TRAINING DAY

Contact
your
manager to
attend

Skipton Activities Room

**Tuesday 5th
December**

0800-1630

IDDSI . Documentation . Unwell Resident . BLS .
Palliative Care . Dementia & so much more

Bring your own lunch.

**please contact Jane & Georgie for
more information**



To be a vibrant
provider of care

ANNUAL GENERAL MEETING

Members of the community are invited to the
BEAUFORT AND SKIPTON HEALTH SERVICE

27th Annual General Meeting



TIME
2:00PM



WEDNESDAY
22 NOVEMBER 2023



BEERIPMO CENTRE
1 LAWRENCE STREET
BEAUFORT

GUEST SPEAKERS

Meryn Pease (Chief Executive Officer)

Kim Stevens (Learning & Development Manager)

Theme: Reward Comes From Investment 'Our People'

Enquires and RSVPs to Narelle.Harrison@bshs.org.au

5349 1682

28 Havelock Street, Beaufort, VIC 3373

by Friday 17 November



CONNECT WITH US

bshs.org.au