

Position Description

Position Title	Regional Sepsis Project Lead
Position Number	30008518
Division	Chief Executive Office
Department	Loddon Mallee Health Network
Enterprise Agreement	Health And Allied Services, Managers and Administrative Workers (Victorian Pub Sector)(Single Interest)Enterprise Agreement 2021-2025 or Nurses And Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 or Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026
Classification Description	Administrative Grade 6
Classification Code	Dependent upon qualifications and as per relevant EBA
Reports to	Safer Together Coordinator
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

The Loddon Mallee Health Network

The Loddon Mallee Health Network (LMHN) is collaborative partnership between public funded health services in the Loddon Mallee region, aimed at improving health care quality, safety, and service delivery across the region. LMHN's vision is to shape the future of health service delivery, ensuring a great person-centred care experience across the region while delivering the right care at the right time in the right place. LMHN operates under the values of Respect, Integrity, and Collaboration.

The geography of this Network spans from the more densely populated Macedon Ranges Shire in the south to the remote and more sparsely populated Mallee Region in the far northwest. This grouping reflects the existing patient flows which follow the main transport routes along the Murray River and down towards Bendigo and Melbourne. This diverse region presents unique healthcare challenges, which the LMHN addresses through a region-wide approach to service planning and delivery. The population served is 334,000 (Victoria) + 9,305 (NSW). Due to the geographical diversity of the region some of the work of the LMHN is best completed in sub-regional groupings.

Network Health Services: Bendigo Health, Boort District Health, Cohuna District Hospital, Dhelkaya Health, Echuca Regional Health, Heathcote Health, Inglewood and Districts Health Service, Kerang District Health, Mallee Track Health and Community Service, Mildura Base Public Hospital, Robinvale District Health Services, Rochester & Elmore District Health Service, Swan Hill District Health.

LMHN Vision: Shaping the future of health service delivery to give our communities a great experience throughout the Loddon Mallee region.

LMHN Values: Respect, Integrity and Collaboration

LMHN Priorities:

Regionwide Service & Workforce Sharing;
Central Systems and Shared Services;
Regional Solutions with Local thinking;
Safety and Quality
Cultural Safe Care for Aboriginal people.

Safer Care Victoria

Safer Care Victoria (SCV) is launching its first statewide safety improvement initiative, the **Safer Together Program**. This program will take a systems approach to target key priority areas focused on creating a safer and more sustainable healthcare system for all Victorians. The Safer Together Program was introduced 1 July 2024 and delivered together with Health Service Partnerships (HSPs: Loddon Mallee Health Network) to allow for a coordinated statewide safety improvement program ensuring the care provided by our Victorian system is:

- **safer** – improving patient outcomes through a reduction in avoidable harm;
- **person-centred** – guided by people’s values, beliefs and their specific contexts to provide the care in the right way, at the right time and in the right place;
- **sustainable** – making the best use of all resources.

Improving quality and safety in the health system has been identified as a strategic priority for HSPs. Continuing For 2025-26, HSPs will be funded to deliver and coordinate the implementation of the Safer Together Program throughout the state. Program and funding arrangements will be continuously reviewed to align with the successful delivery of the program and ongoing system reforms.

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition, more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women’s health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria’s fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Chief Executive Office Division

The Chief Executive Office has overall responsibility for the delivery of the strategic plan and the operation of the entire organisation. The office includes the chief executive officer, the group secretary, strategy and governance, Loddon Mallee Health Network, volunteers, fundraising and foundation and public affairs. The team work to support the entire organisation in their pursuit of Excellent Care. Every Person. Every Time.

Position Overview:

The Regional Sepsis Project Lead(s) will sit within the LMHN (current Health Service Partnership transitioning to the soon to be Local Health Service Network), to drive improvement and share learning as a region. The project will be delivered through Safer Care Victoria's Safer Together Program (STP), with the support from the STP coordinator and the STP Team where relevant, plus teams and local champions within their region. The Regional Sepsis Project lead will:

- Work closely with the SCV project team and the STP coordinator and other members of the STP Team with a focus on the application of improvement science, including teaching and embedding the model for improvement, to deliver on the Adult Sepsis Collaborative, as part of the Victorian Sepsis Program for LMHN health services.
- Develop effective relationships across a range of internal and external stakeholders, within SCV and across LMHN health services.
- Work collaboratively to support the monitoring and reporting of progress against program objectives and plans, embedding a continuous improvement approach to delivery

The role(s) reports to the LMHN STP Coordinator and will work closely with the Loddon Mallee Health Services team members to contribute to the work of the wider Victorian Sepsis Program to ensure the implementation and delivery against the Safer Together Program's strategic objectives.

Responsibilities and Accountabilities

Key Responsibilities

- Drive and deliver the Victorian Sepsis Program through evidence-based quality improvements within complex settings.
- Use improvement science and coaching to enable LMHN health service teams to accelerate results
- Demonstrate project management and coordination experience
- Establish performance outcomes and measures for key project goals,
- Monitor progress of initiatives and recommend necessary adjustments
- Prepare project briefs, letters, emails and reports clearly and concisely, as identified during the project lifecycle
- Highly developed influencing and negotiation skills to gain agreement to proposals and ideas
- Proven ability to establish and maintain relationships with people at all levels and from different backgrounds and organisations
- Foresee and manage risks during the project lifecycle
- Support different approaches and thought processes to identify an effective solution
- Demonstrate high self-awareness and adaptability to changing priorities
- Demonstrate willingness to be flexible and adaptable to changing priorities with the ability to meet deadlines while working in pressured situations
- Keep accurate records in accordance with legislative and departmental requirements
- Ensure health and safety compliance in the workplace

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's and LMHN policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's and LMHN's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health and LMHN, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health and the LMHN are dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. Tertiary qualification/s, in a clinical or project management discipline
2. Proven interpersonal, written and verbal communication skills, including high level collaboration and negotiation, using coaching skills, with other senior managers and staff at all levels within, and external to the organisation.
3. Demonstrated planning, organising and problem-solving skills involving the ability to engage staff and consumers, adapt previous experience to new situations, adopt improvement science strategies and project management disciplines.
4. Demonstrated ability to work both independently and as part of a multi-disciplinary team (clinical and non-clinical).
5. Ability to work to tight time-frames, and in an environment of change.

Desirable

6. Project management skills within a clinical environment, including undertaking a lead role in delivering, monitoring and evaluating quality improvement projects.
7. Keen interest in sepsis, and ideally clinical knowledge within a relevant area
8. Demonstrated knowledge of data analysis and management, with a strong ability to interpret and utilise data to drive decision-making is desirable.
9. Demonstrated experience teaching, coaching and building capability in improvement science, including an understanding of adult learning principles.
10. Cooperates and works well with others in the pursuit of team goals; collaborates and shares information; shows consideration, concern and respect for others' feelings and ideas;

accommodates and works well with the different working styles of others; encourages resolution of conflict within group.

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health/LMHN.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's and LMHN's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health and at all LMHN health services.

Drivers Licence A current Victorian driver's licence is required for this position.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.