South Metropolitan Health Service: **working with us**

The South Metropolitan Health Service (SMHS) is a health service with a clear vision and plan; with staff that recognise no matter their role, they are contributing to enhancing our community's health care.

We value the contribution of every member of the team and encourage integration across professions, sites and services.

Our vision

The SMHS vision is **excellent health care, every time**.

Our ambition is a future where we are the public health service of choice – for our staff, patients and community.

This means we want our patients, their carers and family members to be happy when they are referred to our services for care and treatment.

We want our staff to be happy to come to work, to feel engaged with opportunities to be innovative, and to feel listened to and respected. We want to be an employer of choice others wish to join.

In delivering excellent health care, every time, we will be an organisation that:

- values a culture of safety and quality, and sustainability
- engages with all staff
- demonstrates high performance across all areas.

Our values and behaviours

No matter what role a person has in the health service, everyone is passionate and driven to deliver the very best care and provide the very best outcomes for our patients and the community; and for each other.

SMHS has a single set of values that drives our conduct – towards each other, our patients and the community. Our five values are essential to deliver our vision.

Care | Kaaradj *(Noongar translation)*

We provide compassionate care to the patient, their carer and family. Caring for patients starts with caring for our staff.

We demonstrate CARE when we:

- provide an environment that empowers the patient, their carer and family to openly and freely contribute to their care and treatment
- talk with, listen and respond to the patient, carers and family
- show empathy and understanding to patients, their carer and family and the situation they are dealing with in a non- judgemental manner
- focus on the patient and staff experience.

Integrity | Ngwidam *(Noongar translation)*

We are accountable for our actions and always act with professionalism.

We demonstrate INTEGRITY when we:

- act honestly, truthfully and transparently
- are accountable and take responsibility for our actions and decisions
- recognise when we get it wrong and disclose it as early as possible
- are consistent, fair and equitable in our interactions and decision making
- consider how our individual actions and decisions will impact on others and the health service.

Respect | Kaaratj *(Noongar translation)*

We welcome diversity and treat each other with dignity.

We demonstrate RESPECT when we:

- embrace cultural and professional diversity in our interactions and decisions
- acknowledge and appreciate the service and care being delivered
- appreciate the opinions, contribution, experience and knowledge of all staff
- communicate with honesty and openness, share information and are responsive with feedback
- listen to different points of view and incorporate when and where appropriate, and provide feedback when we cannot.

Excellence | Beli-beli *(Noongar translation)*

We embrace opportunities to learn and continuously improve.

We demonstrate EXCELLENCE when we:

- give our absolute best as individuals and teams in everything we do
- support opportunities for teaching, training, research and innovation
- actively seek new ideas and approaches and share them across the service
- accept challenges and work proactively to deliver improvements
- consistently meet safety and quality standards
- make effective and efficient use of available resources.

Teamwork | Yaka-dandjoo *(Noongar translation)*

We recognise the importance of teams and together work collaboratively and in partnership.

We demonstrate TEAMWORK when we:

- work across boundaries to develop relationships, partnerships and share information
- listen to the views of others to reach agreement
- are aware of our own individual behaviour and how it impacts on others
- communicate clearly and respectfully with each other
- support and encourage others to develop knowledge, skills and behaviours
- actively participate and seek information on our health service and its performance.

Strategic focus

The *South Metropolitan Health Service Strategic Plan 2021–2025* provides a focus for our service delivery and decision making for the next four years.

Our five strategic priorities

Excellence in the delivery of safe, high quality clinical care.

Provide a great patient experience.

Engage, develop and provide opportunities for our workforce.

Strengthen relationships with our community and partners.

Achieve a productive and innovative organisation which is environmentally and financially sustainable.

Our service

SMHS delivers quality, safe and effective hospital and community-based services within a catchment area stretching more than 3300 square kilometres across the southern half of Perth.

We pride ourselves on meeting the health care needs of our expanding population.

Our hospital network includes:

- Fiona Stanley Fremantle Hospitals Group, including:
  - Fiona Stanley Hospital
  - Fremantle Hospital
  - FSH Cockburn Health
  - Rottnest Island Nursing Post
  - Fremantle Community Mental Health Services
  - Ventilator Dependant Quadriplegic Community Care
- Rockingham Peel Group, including:
  - Rockingham General Hospital
  - Murray District Hospital
  - Mandurah and Kwinana community health centres
  - Community Mental Health Services (Rockingham and Peel)
- Peel Health Campus
- Health Promotion
- Subacute services, including:
  - Home Hospital
  - Rehabilitation In The Home (RITH)
  - Complex Needs Coordination Team (CoNeCT)
  - Community Physiotherapy Service (CPS)
  - Western Australian Voluntary Assisted Dying (VAD) Statewide Care Navigator Service
  - Western Australian Limb Service for Amputees.

We offer care to adults and children across a range of clinical services:

- medical
- surgical
- emergency
- rehabilitation and aged care
- coronary care
- cancer care
- intensive and high dependency care
- mental health, alcohol and other drug services, including community mental health
- paediatrics
- obstetric and neonatal
- palliative care
- primary and population health
- radiology.

We deliver the following statewide specialist services:

- adult burns
- hyperbaric
- rehabilitation
- heart, lung and renal transplants
- bone marrow transplants
- haemophilia and haemostasis.

Our network of hospitals and community-based health services work closely with our community partners including GPs, local government and population health services to enhance the recovery and rehabilitation outcomes of our patients and clients.

We have a strong focus on improving the health of Aboriginal people and providing access to culturally appropriate health care.

Your career in SMHS

We provide job security, modern and comprehensive health services and rewarding employment opportunities in a work environment where we understand the need for work-life balance.

Some of the highlights

- rewarding and challenging work roles
- professional working environment and culture
- strong teamwork focus
- career opportunities in specialty and acute care and a diverse array of general medical services
- leadership and professional development programs
- access to education, training and research opportunities
- a culturally diverse workforce and a commitment to equitable employment and work practices.

Exciting opportunities are available to new and existing staff.

We encourage you to view the positions currently available at www.jobs.health.wa.gov.au

More information about SMHS is available at www.southmetropolitan.health.wa.gov.au

Additional benefits of working with SMHS

Generous salary and benefits

Competitive award-based salary, plus 11 per cent employer contributed superannuation paid into a superannuation fund of your choice. Superannuation rates will incrementally increase to 12% at 1 July 2025.

Subject to the relevant industrial agreement and operational requirements, other benefits include:

- **Allowances**, e.g. qualification allowance, medical terminology allowance and shift penalties, where applicable
- **Flexible work practices** – part-time or job share, casual, flexible working hours, accrued or rostered days off
- **Flexible leave options:**
  - personal leave providing paid leave for a variety of personal purposes such as sick leave and carers leave
  - 13 weeks long service leave for every seven or 10 years of continuous service, depending on the applicable industrial award/agreement
  - paid parental leave for 14 weeks, in addition to the Federal Government-funded Paid Parental Leave scheme with flexible options on how and when you return to work
  - up to 10 additional weeks of purchased leave, depending on applicable award/ agreement.

Full employment conditions are available at www.health.wa.gov.au/AwardsAndAgreements/

Salary packaging

Access to salary packaging arrangements including fringe benefits tax concessions – exemption from paying FBT subject to a $15,900 capping threshold. Hospital employees may package additional items such as general living expenses, mortgage repayments, rent and credit card payments. Visit www.smartsalary.com.au and www.paywise.com.au for more information from WA Health's salary packaging providers. Conditions apply and it is recommended you seek advice from your financial advisor.

Staff wellbeing

The safety, health and wellbeing of our staff is a priority at SMHS. The development of a program to support staff wellbeing has been drafted with the release of SMHS Wellbeing, an initiative demonstrating our commitment to supporting our workforce in **walking the well path** (Koorliny Mooditj Bidi).

Our vision for SMHS Wellbeing is for us to thrive together in workplaces where you feel safe, happy and connected, as healthy, engaged and productive individuals. The following items indicate some of the wellbeing measures we provide, to improve staff wellbeing:

- in a first for WA Health, SMHS appointed a dedicated **Chief Wellbeing Practitione**r in July 2022 to lead and coordinate wellbeing initiatives.
- many of our hospitals have **active social and/ or wellness clubs** offering discounted tickets, special offers and regular social events as well as activities and programs that promote employee wellness.
- our employees have access to an **Employee Assistance Program** for themselves and their family to access free confidential counselling for personal and work matters.
- **employee support officers** are on-site and able to offer support and information to employees who are experiencing difficulties in the workplace.

- we are committed to **reasonable adjustment** in the workplace. Our Work Health and Safety, Human Resources, and Injury Management teams are available to assist managers and employees with these processes.
- an active **LBGTIQA+SB Working Group**, whose aims and goals are comprised of pride, awareness, advocacy, education, empowerment, inclusiveness, unity, support and networking for employees.
- we are committed to provide support and recognition to **staff carers** who provide unpaid care and support to family members or friends who have a disability, mental health challenge, chronic condition, terminal illness, alcohol or other drug dependency or are frail aged.
- workplace **support measures** for employees in situations of **Family and Domestic Violence**; helping them to maintain their employment and participate safely in the workplace.

Visas and immigration

Non-Australian citizens employed by SMHS must hold a valid work visa for the duration of their employment.

SMHS can sponsor current and potential employees for both temporary and permanent work visas where there are identified skill shortages, in positions as per the Department of Home Affairs list of eligible skilled occupations. For more information, please contact the person named in the recruitment advertisement.

Working across multiple sites

The potential to work across multiple SMHS sites is available for certain clinical positions. Key benefits include the opportunity to maximise skills through exposure to a broad range of settings/ experiences, the sharing of knowledge and to ensure patient and community-focused care in the right place at the right time.

Fiona Stanley Hospital

Rockingham General Hospital

Fremantle Hospital

Murray District Hospital

Peel Health Campus

Rottnest Island Nursing Post

Reasonable adjustment in recruitment

SMHS recruiting managers and assessment panel members are committed to:

- ensuring all applicants have the opportunity to request reasonable adjustments, and
- all reasonable requests are catered for
- providing an equal opportunity to apply for the position and to participate in the
- recruitment process rests with selection panels.

If you have any access needs that may require adjustments to allow you to fully participate in the application and interview process, please contact the person named in the recruitment advertisement for a confidential discussion.

Documents/attachments to our recruitment adverts are available in other formats (such as Word, for automated readers/apps). Please contact the person named in the advert for assistance.

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Notes

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This document can be made available in alternative formats on request.

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