



Working with SMHS

South Metropolitan Health Service (SMHS) is a health service with a clear vision and plan; with staff who recognise that no matter what role they have, they are contributing to patient care.

We value:

- the contribution of every member of the team and encourage integration across professions, sites and services
- teaching, education and continuous learning among our staff.



About South Metropolitan Health Service

Our vision is to provide seamless access to innovative, safe, high quality health care through:

One Focus

- Our patients and the community – improving patient care and population health outcomes.

One Team

- Developing collaborative networks and partnerships.
- Integrated approach across professions, sites and services, sharing knowledge and expertise, recognising and building on strengths.

One Service

- Alignment of resources, systems and processes across the health service to achieve our goals.

Our Values

- **Care** – by demonstrating commitment and consideration to others as we work.
- **Respect** – for each other, our clients and their families, carers and the community by preserving individual dignity and supporting the right of everyone to make choices.
- **Excellence** – by providing high quality, accessible, integrated and safe health care to the community. We believe in working in partnership with clients to improve their health.
- **Integrity** – by providing quality services and advice for the common good and having honest dealings and communication with other people.
- **Teamwork** – valuing the contribution of the team, working safely and cooperatively and communicating effectively with the team.
- **Leadership** – by communicating SMHS and WA Health's Vision, taking responsibility for our actions and decisions and displaying trust in our colleagues.

Our service

With more than 15,000 employees, SMHS is one of the largest employers in Western Australia. We oversee comprehensive tertiary, secondary and primary-level health care services across Perth's south metropolitan area.

With the opening of Western Australia's flagship health facility, Fiona Stanley Hospital, SMHS is reconfiguring many of its services. These changes will improve access to health care services for patients living in the south metropolitan area and enable them to receive more complex care closer to home.

The changes will also support and promote opportunities for training, development and education.

SMHS currently comprises:

Tertiary:

- Fiona Stanley Hospital (FSH)*
- Fremantle Hospital
- Royal Perth Hospital (RPH)**

General:

- Armadale Health Service
- Rockingham General Hospital

Specialist:

- Bentley Health Service
- Kaleeya Hospital
(scheduled to close 2 December 2014)

District:

- Murray District Hospital

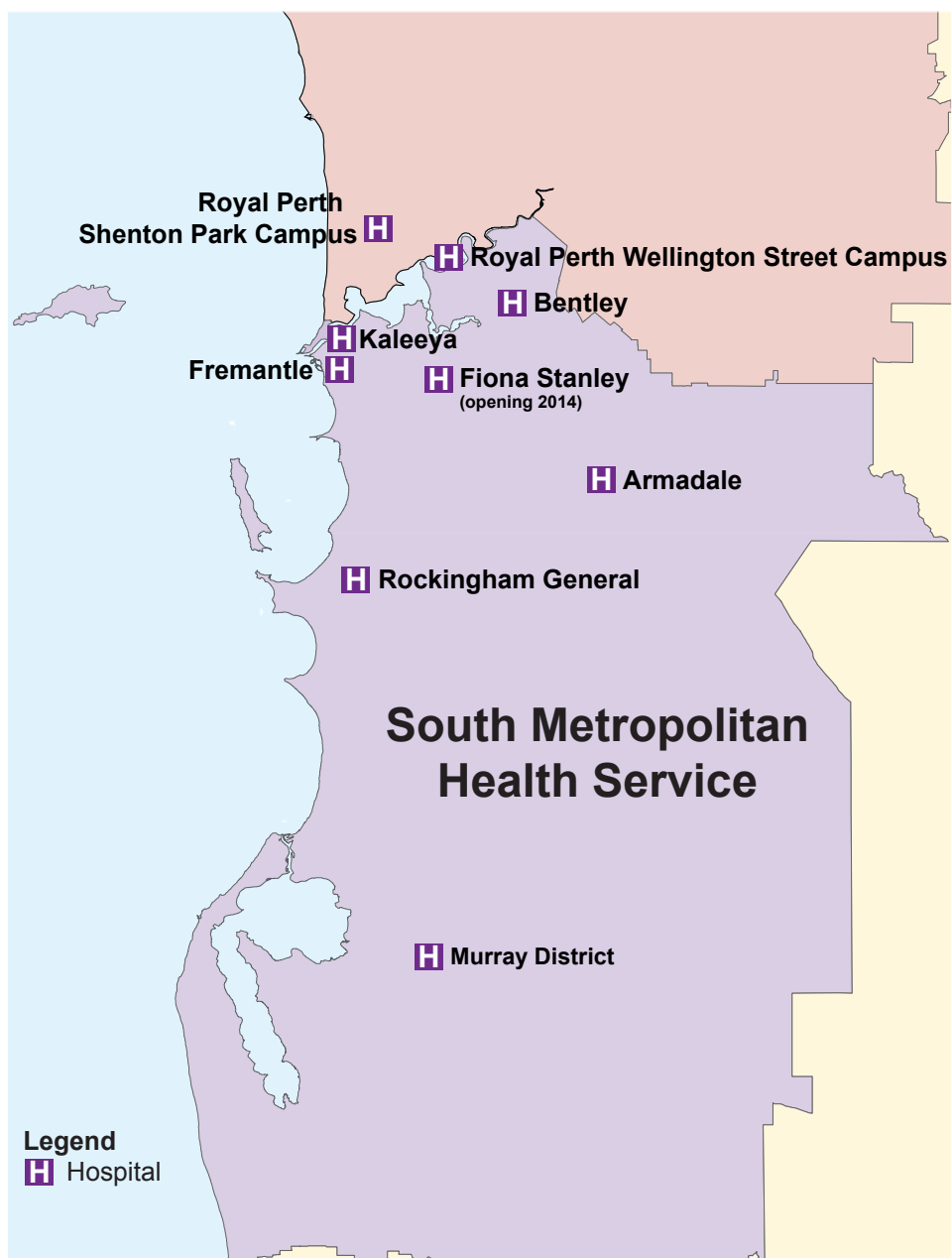
Health service:

- Population Health

*FSH Clinical staff will be employed by SMHS and majority of non-clinical services will be provided by a facilities manager, Serco. Information about FSH is available at:

www.fionastanley.health.wa.gov.au

**RPH Shenton Park Campus closed on 4 October 2014.



South Metropolitan Health Service from mid-2015

Fiona Stanley Hospital

Fiona Stanley Hospital (FSH) will be a 783-bed tertiary hospital offering a range of health services including the State rehabilitation service, a comprehensive cancer centre, purpose-built mental health unit, maternity, paediatric and neonatal services, and the State adult burns service. FSH will also deliver specialised services including heart and lung transplantations and hyperbaric medicine.

The Rottneest Island Nursing Post will continue to provide services to the island's population and will be managed by FSH.

Royal Perth Hospital

Royal Perth Hospital Wellington Street Campus (RPH) will be a 450-bed tertiary hospital focused on providing a range of complex and elective surgeries for adults. Home to the State major adult trauma centre, RPH will continue to offer tertiary-level emergency medicine, mental health and specialist medical services. It will also remain a premier teaching hospital and contribute to innovation and excellence in medical research and patient care. Shenton Park Campus will have closed and the tertiary rehabilitation services moved to the State rehabilitation service at FSH.

Armadale Health Service

Armadale Health Service (AHS) will be a 290-bed general hospital with an Emergency Department and Intensive Care Unit, and focused on providing high-quality general medical and surgery services, rehabilitation, maternity, paediatric and neonatal, mental health, renal medicine and dialysis services, and ambulatory care.

Rockingham General Hospital

Rockingham General Hospital, part of the Rockingham Peel Group, will be a 242-bed (includes Murray District Hospital beds) general hospital with an Emergency Department and Intensive Care Unit and focused on providing high quality general medical and surgical inpatient services and outpatient care. The hospital will continue to provide a range of medical specialties.

Murray District Hospital will continue to be a 15-bed facility offering inpatient medical services, palliative care and allied health services.

Fremantle Hospital and Health Service

Fremantle Hospital will be a 300-bed specialist hospital focused on providing high-quality aged care, mental health, secondary rehabilitation, planned surgeries and medical services. Kaleeya Hospital will have closed. Its obstetric services, rehabilitation and general medical services will have transferred to FSH or other hospitals within the south metropolitan area.

Bentley Health Service

Bentley Health Service will be a 199-bed specialist hospital focused on providing high-quality mental health, high-level aged care and rehabilitation services, as well as some general medical services.



Exciting job opportunities are now available to new applicants and existing staff.

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

For more information about the changes occurring in the south metropolitan area visit www.southmetropolitan.health.wa.gov.au

Your career in SMHS

We provide job security, state-of-the-art 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.



Additional benefits of working with SMHS

Generous salary and benefits

Competitive award based salary plus 9.5 per cent employer contributed superannuation, paid into a superannuation fund of your choice.

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 fully paid leave for a variety of personal purposes such as sick leave and carers leave
 - 13 weeks long service leave for every 10 or 7 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.

Salary packaging

Access to salary packaging arrangements including fringe benefits tax concessions – exemption from paying FBT subject to a \$17,000 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.

Social clubs

Many SMHS hospitals have active social and/or wellness clubs that offer discounted tickets, special offers and regular social events including sundowners as well as activities and programs that promote employee wellness.

Support for employees

SMHS employees have access to an Employee Assistance Program for themselves and their family to access free confidential counselling for personal and work related matters. SMHS also provide Employee Support Officers who are on-site and able to offer support and information to employees who are experiencing difficulties in the workplace.

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-focussed care in the right place at the right time.

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