



# Working with SMHS

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

# 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

The South Metropolitan Health Service (SMHS) delivers quality, safe and effective hospital and health 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.

**Exciting opportunities are available to new and existing staff as a result of the growth in services.**

**We encourage you to view the positions currently available at [www.jobs.health.wa.gov.au](http://www.jobs.health.wa.gov.au)**

**More information about SMHS is available at [www.southmetropolitan.health.wa.gov.au](http://www.southmetropolitan.health.wa.gov.au)**

# The SMHS network of hospitals and health services:

## Tertiary:

- Fiona Stanley Hospital (FSH)\*

## General:

- Rockingham General Hospital

## Specialist:

- Fremantle Hospital

## District:

- Murray District Hospital

## Health service:

- community sub-acute and rehabilitation services
- Health promotion

\*FSH clinical staff are employed by SMHS and the majority of non-clinical services are provided by facilities manager, Serco. Information about FSH is available at:

[www.fionastanley.health.wa.gov.au](http://www.fionastanley.health.wa.gov.au)

# South Metropolitan Health Service from mid-2016

## Fiona Stanley Hospital

Fiona Stanley Hospital (FSH) is 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 also delivers specialised services such as heart and lung transplants and hyperbaric medicine.

## Rockingham General Hospital

Rockingham General Hospital (RGH) is part of the Rockingham Peel Group that also includes Murray District Hospital. RGH is a 242-bed general hospital with an Emergency Department and Intensive Care Unit. It's focused on providing high quality general medical and surgical inpatient services and outpatient care.

Murray District Hospital offers inpatient medical services, palliative care and allied health services.

## Fremantle Hospital and Health Service

Fremantle Hospital is a 300-bed specialist hospital focused on providing high-quality aged care, mental health, secondary rehabilitation, planned surgeries and medical services.

# 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.

## 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 7 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/](http://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 \$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](http://www.smartsalary.com.au) and [www.paywise.com.au](http://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 offering discounted tickets, special offers and regular social events 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 -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.

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

**South Metropolitan Health Service**  
**[www.health.wa.gov.au](http://www.health.wa.gov.au)**

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