

# Working in the East Metropolitan Health Service

## Our Vision

Healthy People, Amazing Care.  
Koorda Moort, Moorditj Kwabadak.

**Healthy people** refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

**Amazing care** reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

Our vision is inclusive of all services that EMHS provides for the population, community, inpatient, outpatient and emergency services, and encompasses each and every one of our employees.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

## Our Values

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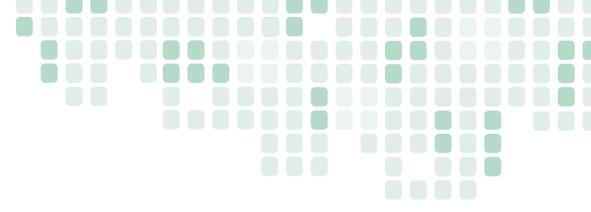


Our values reflect the qualities that we demonstrate to each other and our community every day.

Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to.

The EMHS values capture the shared responsibility that we uphold as most important.





## Our Services

East Metropolitan Health Service (EMHS) comprises an extensive hospital and health service network which aims to maintain and improve the health and wellbeing of more than 700 000 West Australians in its City, Inner South, South East and Swan and Hills health districts. Our health care network works together to provide a combination of tertiary, secondary, specialist and community health care services.

### Armadale Kalamunda Group

**Armadale Hospital** has the capacity for up to 290 beds and has an Emergency Department and Intensive Care Unit which delivers a range of quality health care services. This includes sub-acute services (rehabilitation and aged care), general medicine and surgery, maternity, paediatric and neonate, mental health services (inpatient adult and older adult, and adult community), renal medicine and dialysis, and ambulatory care.

**Kalamunda Hospital** is a 49 bed hospital that provides palliative care, geriatric medicine and endoscopic surgery services.

### Population and Community Services

**The Health Promotion teams** include Armadale and Bentley Health Districts which work with various stakeholders to reduce the incidence of lifestyle related chronic disease and injury by creating healthy environments and modifying lifestyle risk factors.

**The Aboriginal Health team** works to improve the health of Aboriginal people by improving their access to culturally appropriate health care. Teams are based across the metropolitan region, which covers all three government health services in the north, south and east.

### Royal Perth Bentley Group

**Royal Perth Hospital** is a 450-bed tertiary hospital providing an extensive range of services including adult major trauma, complex and elective surgery, highly specialised surgical services, tertiary mental health, specialist medical services, and a range of same-day clinical support services.

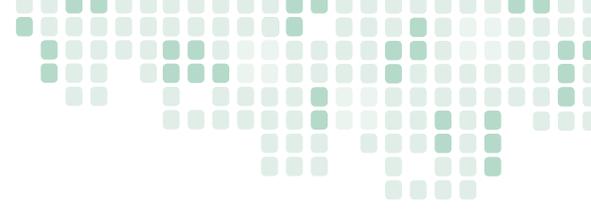
**Bentley Hospital** is a 199-bed specialist hospital dedicated to providing elective and same-day surgery, rehabilitation (including stroke), community child health, aged care and mental health services (inpatient adult, and inpatient and community older adult services).

**Wungen Kartup Specialist Aboriginal Mental Health Service**, located at Graylands Health Service is an adult mental health service that provides a 'whole of family' approach to service delivery.

### St John of God Midland

St John of God Midland Public Hospital is a new 307 bed public hospital delivered under a Public Private Partnership between the State Government and St John of God Health Care. The hospital offers a comprehensive range of services including an Emergency Department, general medicine and surgery, orthopaedics, obstetrics and gynaecology, paediatrics, geriatrics, rehabilitation, allied health, mental health and outpatient services.





## Why work for EMHS?

EMHS values its team member's contributions and encourages integration across the health services' professions, sites and services. EMHS employs over 7500 staff across the metropolitan area east of Perth.

EMHS hospitals provide state-of-the-art health services and rewarding employment opportunities.

EMHS provides a supportive work environment and generous employment conditions as well as numerous benefits such as:

- 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 commitment to equitable employment and work practices.

## Equity and diversity

EMHS is committed to ensuring that our health services are delivered by people who are representative of the communities we service. We embrace diversity and encourage applications from Aboriginal people, people from culturally diverse backgrounds and people with disabilities.

## Aboriginal employment

EMHS is strongly committed to increasing employment opportunities for Aboriginal people. We strongly encourage job applications from Aboriginal people.

## Generous salary and benefits

Competitive salaries and employer superannuation contributions (currently 9.5%) paid into the fund of your choice.

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

- **Allowances:** qualification allowance, medical terminology allowance, on-call allowances, shift penalties
- **Flexible work practices:** part-time or job share employment, casual, flexible working hours, phased retirement, telecommuting or home based work, breastfeeding breaks
- **Generous leave benefits:** personal leave providing fully paid leave for a variety of personal purposes such as sick leave and carer's leave



- 13 weeks long service leave for every seven or 10 years of continuous service, depending on the applicable industrial 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
- Four weeks annual leave or five weeks if you are a shift worker
- Annual leave loading of 17.5% or 18.75%, or available as three and a half days leave in lieu
- Family and domestic violence leave providing up to 10 additional days
- Deferred salary scheme, depending on the applicable industrial agreement
- Purchased leave arrangements

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 (FBT) concessional benefits up to a maximum grossed up taxable value of \$17 000 per year. EMHS employees may use this cap to package 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. It is recommended you seek advice from your financial advisor.

## Social clubs

EMHS has active social and/or wellness clubs offering discounted tickets, special offers and regular social events as well as activities, facilities and programs which promote employee wellness and fitness.

## Support for employees

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

## Corporate rates on health insurance

EMHS has access to corporate rates with a variety of health insurance providers including HCF, HBF and BUPA.