

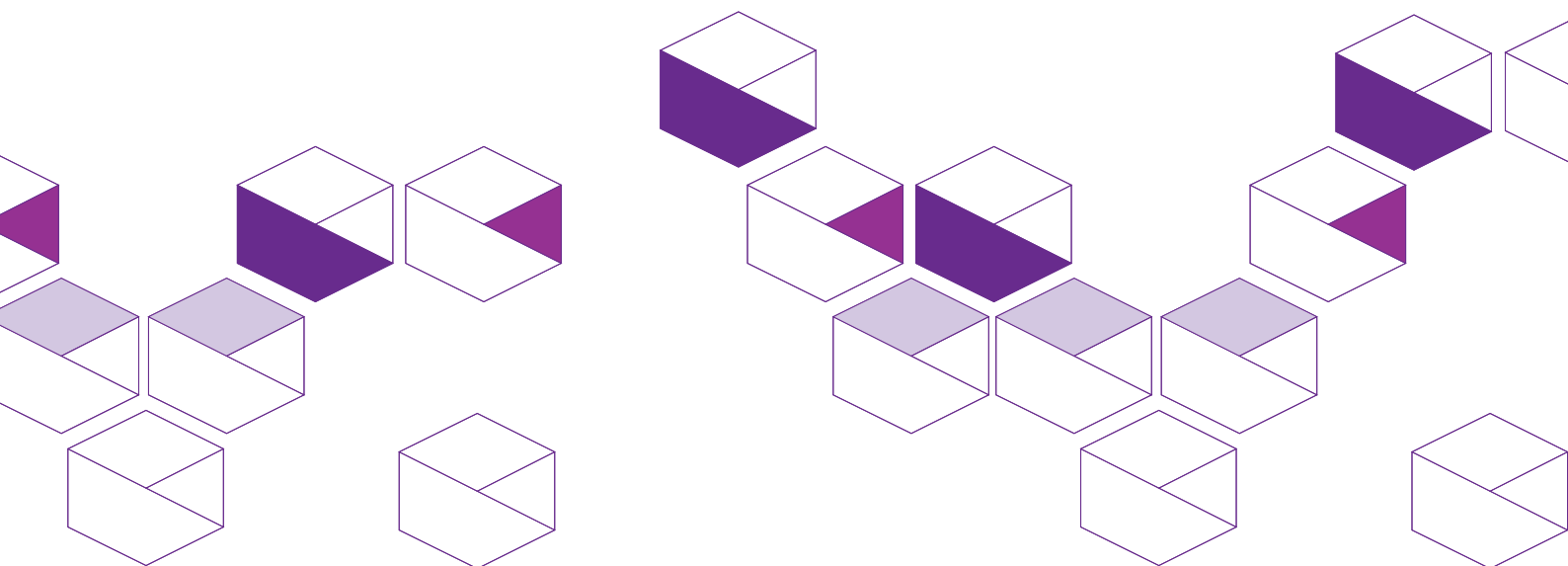


Government of **Western Australia**  
South Metropolitan Health Service

# 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 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.



# Vision, Values and Behaviours

## Our vision

### Excellent health care, every time

Within the South Metropolitan Health Service our ambition is a future where for every patient and staff member we will be their public health service and employer of choice.

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 focus for the next three years will be on our patients' journey and experience, staff members' engagement, clinical and financial performance.

## 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

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, carer 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

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

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

We embrace opportunities to learn and continuously improve.

We demonstrate **EXCELLENCE** when we:

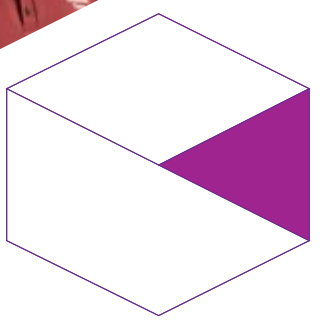
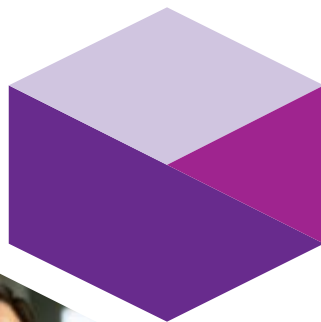
- give our absolute best as individuals and teams in everything we do
- support opportunities for teaching, training, research and innovation
- actively seek new ideas and approaches and share them across the service
- accept challenges and work proactively to deliver improvements
- consistently meet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

## Teamwork

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 2017-2020 provides a focus for our service delivery and decision making for the next three years.

**Our five strategic priorities are:**

 <p><b>Excellence in the delivery of safe, high quality clinical care.</b></p>	 <p><b>Provide a great patient experience.</b></p>	 <p><b>Engage, develop and provide opportunities for our workforce.</b></p>
 <p><b>Strengthen relationships with our community and partners.</b></p>	 <p><b>Achieve a productive and innovative organisation which is financially sustainable.</b></p>	

# 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.

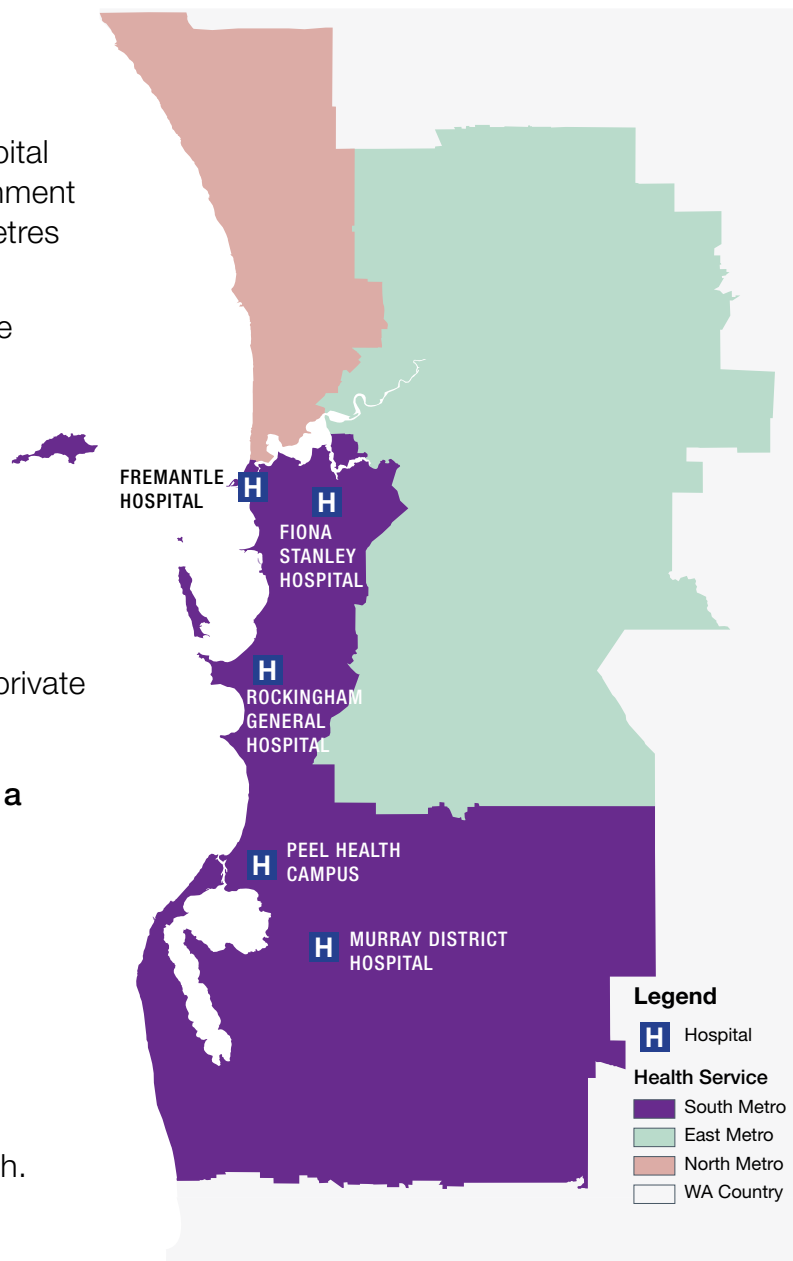
We pride ourselves on meeting the health care needs of our expanding population.

**Our hospital network includes:**

- Fiona Stanley Hospital
- Rockingham General Hospital
- Fremantle Hospital
- Murray District Hospital
- Peel Health Campus delivered as a public private partnership with Ramsay Health Care.

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

- |                                      |                                  |
|--------------------------------------|----------------------------------|
| ▪ medical                            | ▪ mental health                  |
| ▪ surgical                           | ▪ paediatric                     |
| ▪ emergency                          | ▪ obstetric and neonatal         |
| ▪ rehabilitation and aged care       | ▪ palliative care                |
| ▪ coronary care                      | ▪ primary and population health. |
| ▪ cancer care                        |                                  |
| ▪ intensive and high dependency care |                                  |



**We are also home to several statewide services including:**

- adult burns
- hyperbaric
- rehabilitation
- heart and lung transplant.

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](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)

# 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 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 and staff wellness

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.

## Contact us

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### Fremantle Hospital

PO Box 480, FREMANTLE WA 6959  
Telephone: (08) 9431 3333  
[www.fh.health.wa.gov.au](http://www.fh.health.wa.gov.au)

### Rockingham Peel Group

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

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