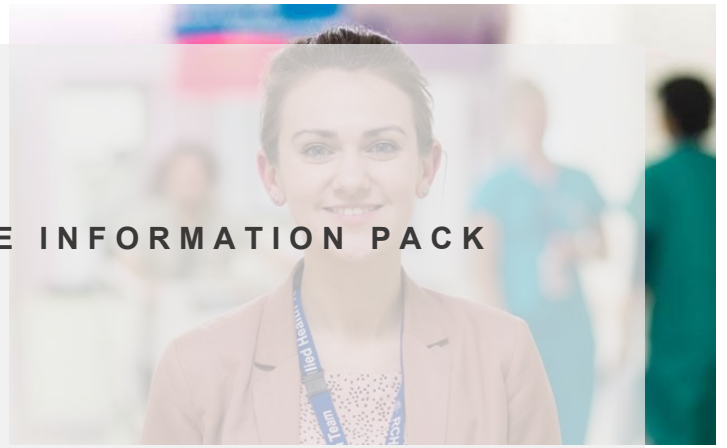




DERWENT | CANDIDATE INFORMATION PACK



ILLAWARRA SHOALHAVEN LOCAL HEALTH DISTRICT STAFF SPECIALIST PUBLIC HEALTH PHYSICIAN



OCTOBER 2021



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Health

Illawarra Shoalhaven Local Health District

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Executive Summary

The Illawarra Shoalhaven Local Health District (ISLHD) extends south of Sydney, about 250km along this picturesque coastal strip, and provides world class health care to its community of more than 400,000 residents. ISLHD is one of the region's largest employers with a workforce of more than 7,300 across eight hospital sites and more than 60 community health services, and an annual budget of approximately \$1 billion. ISLHD has an experienced and established executive and leadership team and a commitment to delivering the very best health outcomes for the communities served.

The Public Health Unit (PHU) plays a critical role in public health education, prevention, preparation and response and its outstanding work and achievements in the past few years have been recognised at the highest levels. It is a cohesive and collegiate multi-disciplinary team. The PHU is now seeking an outstanding Public Health Physician for this newly created position. Working closely the PHU Director and team members, other LHD colleagues and the broader District Executive, the Public Health Physician will:

- Provide high quality specialty services in Public Health Medicine across the LHD;
- Provide expert advice and to the Director, PHU staff, the Chief Executive, the broader ISLHD community and partners, the public and media regarding public health matters and incidents;
- Lead initiatives on the prevention, preparation and response to infectious disease outbreaks, environmental health threats and public health emergencies; this person also has a regulatory role under the NSW Public Health Act 2010;
- Provide a strong focus on all aspects of the management and response required for COVID-19 control including surveillance, prevention, policy and practice, cluster and outbreak investigations, immunisation programs and systems approaches;
- Ensure a high standard of professional performance and foster an environment which supports education, research and professional development;
- Forge collegial relationships across a variety of stakeholders including PHNs, Health Protection NSW, local government, NGOs, academia and community partners;
- Model a responsive, future focused and contemporary culture which supports all staff to deliver true excellence.

We are seeking a Public Health Physician who is registered, or eligible for registration, with the Australian Health Practitioner Regulation Agency, and have Fellowship of the Australasian Faculty of Public Health Medicine. The person will demonstrate a high standard of medical practice, with a commitment to health equity and the ability to respond to rapidly changing systems, evidence, issues and incidents. The capacity to work collaboratively across a multi-faceted organisational landscape and inspire direct and indirect teams to set the highest standards in public health medicine is critical. Likewise, excellent communication and engagement skills and a track record of successfully forging powerful relationships with staff, stakeholders, and the broader community are important.

This represents a rare opportunity to support world class healthcare across this thriving and growing community. It also offers the prospect of living in the beautiful and picturesque coastal region of NSW and becoming part of the friendly and community centred culture which the area is renowned for.



About Illawarra Shoalhaven Local Health District

The Structure

The Illawarra Shoalhaven Local Health District has been established in accordance with the National Health and Hospital Agreement. Local decision-making is at the forefront of how the organisation functions, led by a professional Health District Board and a Chief Executive.

The Illawarra Shoalhaven Local Health District Board is chaired by Mr Chris Bertinshaw and 12 Board Members who bring a wealth of experience and local knowledge to the management of the Local Health District.

The Chief Executive, Margot Mains works closely with the Board to ensure that ISLHD delivers consistently high patient care which is supported by input from clinicians and the local community.

NSW Local Health Districts



Illawarra Shoalhaven Local Health District



Culture and Values

Their CORE Values are: Collaboration, Openness, Respect and Empowerment.

They strive for healthy people and resilient communities at the Illawarra Shoalhaven Local Health District (ISLHD), and while they are delivering safe and effective person-centred care, they are also working hard to look after their staff along the way.

Their CORE Values underpin the behaviour and actions of all their staff. ISLHD aim to always 'live' their values in the way they work and how they interact with each other and their community - they call it 'CORE Living'.

ISLHD is committed to providing a safe and respectful working environment for all staff. Bullying and unacceptable behaviours will not be tolerated under any circumstances.

The NSW Health Workplace Culture Framework notes that NSW Health is committed to making a positive difference to workplace culture and creating and sustaining a more respectful workplace in which the CORE Values are demonstrated in all activities and decisions. ISLHD has developed its own Workplace Culture Strategy to inform and support this commitment.

ISLHD Executive Team



Margot Mains
Chief Executive



Margaret Martin
Executive Director Clinical
Operations



Deborah Cameron
Executive Director Nursing &
Midwifery & Clinical Governance



Caroline Langston
Executive Director Integrated Care,
Mental Health, Planning,
Information & Performance



Dr Peter Jansen
Executive Director Medical
Services & Clinical Governance



Peter Shiells
Chief Information Officer



Abbas Alibhai
Executive Director Finance

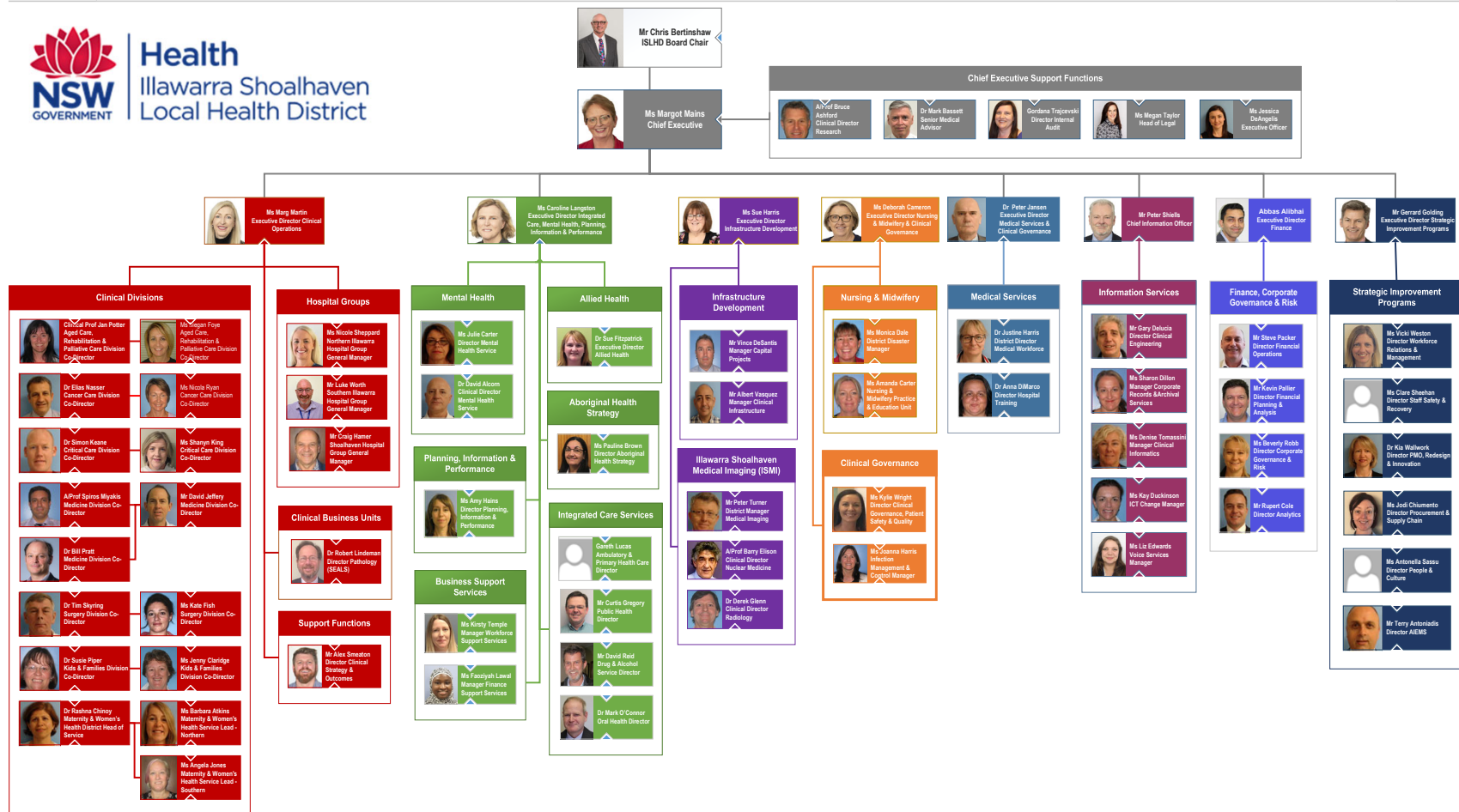


Gerrard Golding
Executive Director Strategic
Improvement Programs



Suzanne Harris
Executive Director Infrastructure
Development

Illawarra Shoalhaven Local Health District Organisational Chart



POSITION DESCRIPTION

Staff Specialist Public Health Physician

Our CORE values

Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Illawarra Shoalhaven Local Health District
Position Classification	Staff Specialist
State Award	Staff Specialists (State) Award
Category	Specialist Medical & Dental Practitioner Specialist
Vaccination Category	Category A
ANZSCO Code	253999 Medical Practitioners nec
Website	www.islhd.health.nsw.gov.au/

PRIMARY PURPOSE

The primary purpose of this role is to provide high quality specialty services in Public Health Medicine within the Public Health Unit (PHU) and across the Illawarra Shoalhaven Local Health District (ISLHD). The position will focus on prevention, preparation and response to infectious disease outbreaks, environmental health threats and public health emergencies. In the current context, the Staff Specialist will provide a strong focus on all aspects of the management and response required for COVID-19 control including surveillance, prevention, policy and practice, cluster and outbreak investigations, immunisation programs and systems approaches. The Staff Specialist will ensure a high standard of professional performance and encourage an environment which supports education, research and professional development. The role involves participation in quality improvement and administrative activities as required. The Staff Specialist will provide specialist advisory and operational roles, including high level support and technical advice on the range of public health issues addressed by the Public Health Unit, working closely with the Director, teams within the Unit and other LHD colleagues. The position will also provide high level public health expertise more broadly, with the aims of protecting and improving the health of the Illawarra and Shoalhaven populations and moving towards health equity. This broader role includes conducting epidemiological surveillance and research to improve understanding of trends and patterns in the burden of disease and injury, factors influencing health, and developing and evaluating policies, programs and other interventions that improve health of populations. As well as core public health skills, the Staff Specialist will add medical expertise and clinical governance to the PHU team and has a regulatory role under the NSW Public Health Act 2010.

KEY ACCOUNTABILITIES

- Provide high quality Public Health Medicine services, including in the context of public health case management, contact tracing and quarantine, within the scope of clinical practice granted by the ISLHD Medical and Dental Appointment Advisory Committee (MDAAC) and all NSW Health Policies.
- Provide specialist Public Health clinical management and leadership to ensure the Public Health Unit fulfils its responsibilities in Health Protection (including its critical role in the COVID-19 pandemic), as well as broader responsibilities in communicable disease control, environmental health, public health disaster preparedness and management, epidemiologic surveillance and immunisation.
- Contribute to the senior Public Health Unit team and the management and governance of the PHU, as required, in accordance with agreed priorities. This may include supervision of public health and medical colleagues, as required.
- Provide expert advice to the Director, PHU staff, the Chief Executive, the broader ISLHD community, local service providers, the public and media regarding public health matters and particularly critical incidents.

POSITION DESCRIPTION

Staff Specialist Public Health Physician

- Participate in appropriate committees and administrative meetings as required.
- Be dedicated to a teamwork philosophy within the PHU and the broader LHD, with commitment to inter-disciplinary and inter-sectoral partnerships, and providing leadership in the resolution of conflicts.
- Maintain collaborative partnerships with Public Health Networks; Ministry of Health's Health Protection Leadership Team, Health Protection NSW, local government, other government agencies, nongovernment, academic and community organisations on health protection matters, as required.
- Adapt practice in accordance with contemporary evidence-based best practice, guidelines and protocols as adopted within Australia/ NSW/ ISLHD.
- Act as Director, Public Health, as required in the absence of the Director, including fulfilling the delegated responsibilities in the Public Health Act of the Public Health Officer and Public Health Director as per the Public Health Delegations Manual, as well as acting as Public Health Controller.
- Participate in the on call roster as required in accordance with clinical privileges.
- Provide input into all statutory responsibilities of the Public Health Unit including Public Health Act, Smoke Free Environment Act and Anatomy Act as required, while maintaining a high standard of record documentation, including records which reflect decisions, and keeping appropriate databases up-to-date.
- Comply with ISLHD and clinical governance policies and programs, and participate in quality improvement programs to maintain professional standards, quality of care and patient safety. This will also involve appropriate escalation, for example in relation to incidents or complaints.
- Abide by the NSW Health Code of Conduct as amended from time to time.
- Participate in the ISLHD Performance Management and Development Program (with written annual performance review), maintaining professional competence within the clinical privileges granted by MDAAC and meeting requirements for continuing professional development consistent with College and Australian Health Practitioner Regulation Agency (AHPRA) requirements. This may include training courses to enhance personal development, skills and knowledge, and practice requirements.

KEY CHALLENGES

- Identifying potential solutions to complex public health problems in short timeframes and with minimal supervision, including identifying areas for improving population health outcomes.
- Managing and prioritising competing demands to meet service needs, working with, and providing clinical leadership, to support staff from various disciplines.
- Providing leadership in a smaller service with limited resources, and where workflow can fluctuate, especially in critical incidents

POSITION DESCRIPTION

Staff Specialist Public Health Physician

KEY RELATIONSHIPS

Who	Why
Public Health Unit and other Public Health Unit senior managers	Reports to the PHU Director for provision of high quality consultative and specialty services in Public Health Medicine. Works in collaboration with a multidisciplinary team of public health professionals.
ISLHD/ Hospital specialty departments, and colleagues, clinicians and other staff (especially Infectious Disease, Infection Management and Control Service, Pathology)	Provide leadership and teaching; seek clinical input from and collaborate with to enable delivery of optimal outcomes and best practice patient-focused care.
ISLHD Executive and the Medical Services and Clinical Governance Division. NSW Ministry of Health, specialist medical Colleges, the Health Education and Training Institute and other professional medi	Works collaboratively with all ISLHD Executive and Medical Services staff to ensure optimal outcomes. Work collaboratively with the Ministry and other agencies as required as part of their role.

SELECTION CRITERIA

1. Current specialist registration or eligible for specialist registration as a Medical Practitioner with the Australian Health Practitioner Regulation Agency (AHPRA).
2. Fellowship of the Faculty of the Australasian Public Health Medicine (Royal Australasian College of Physicians).
3. Demonstrated high level skills in communicable disease prevention and control, epidemiology and surveillance, environmental and public health risk assessment, and related policy and practice.
4. Demonstrated experience and expertise in application of Public Health and epidemiological principles and practices to the surveillance and investigation of trends, patterns and determinants of disease (including cluster and outbreak investigations), and evaluation of the effectiveness of public health interventions, focused on infectious disease, but with broader application (e.g. acute and chronic disease, and their social and environmental determinants).
5. Demonstrated high standard of Public Health Medicine practice, with commitment to health equity and ability to respond agilely to rapidly changing systems, evidence, issues and incidents, and competing demands associated with strategic and operational responsibilities of the Public Health Unit and LHD.
6. Demonstrated effective skills in communication (written and verbal), teamwork, supervision, problem solving, time management, and ability to work effectively and harmoniously with public health, medical and other health service colleagues, and through inter-disciplinary and inter-sectorial partnerships.
7. Demonstrated commitment to continuing self-education and professional development, including evidence of participation in continuing professional development, quality improvement activities, teaching and research.
8. Demonstrate the skills and attitudes appropriate as a Senior Medical Practitioner including modelling a high standard of professional behaviour to other public health and medical staff.

OTHER REQUIREMENTS

- Support development of, and contribute to the PHU and ISLHD's teaching/ training and research initiatives, including thorough initiating/preparing grant or funding proposals for the conduct of projects and research directly relevant to the PHUs business and strategic priorities.
- Comply with WH&S responsibilities - taking all reasonable care to ensure the safety of yourself and others in the workplace; reporting any unsafe conditions, equipment; attending educational programs, safety and infection control.

POSITION DESCRIPTION

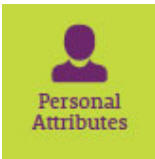



Staff Specialist Public Health Physician

CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

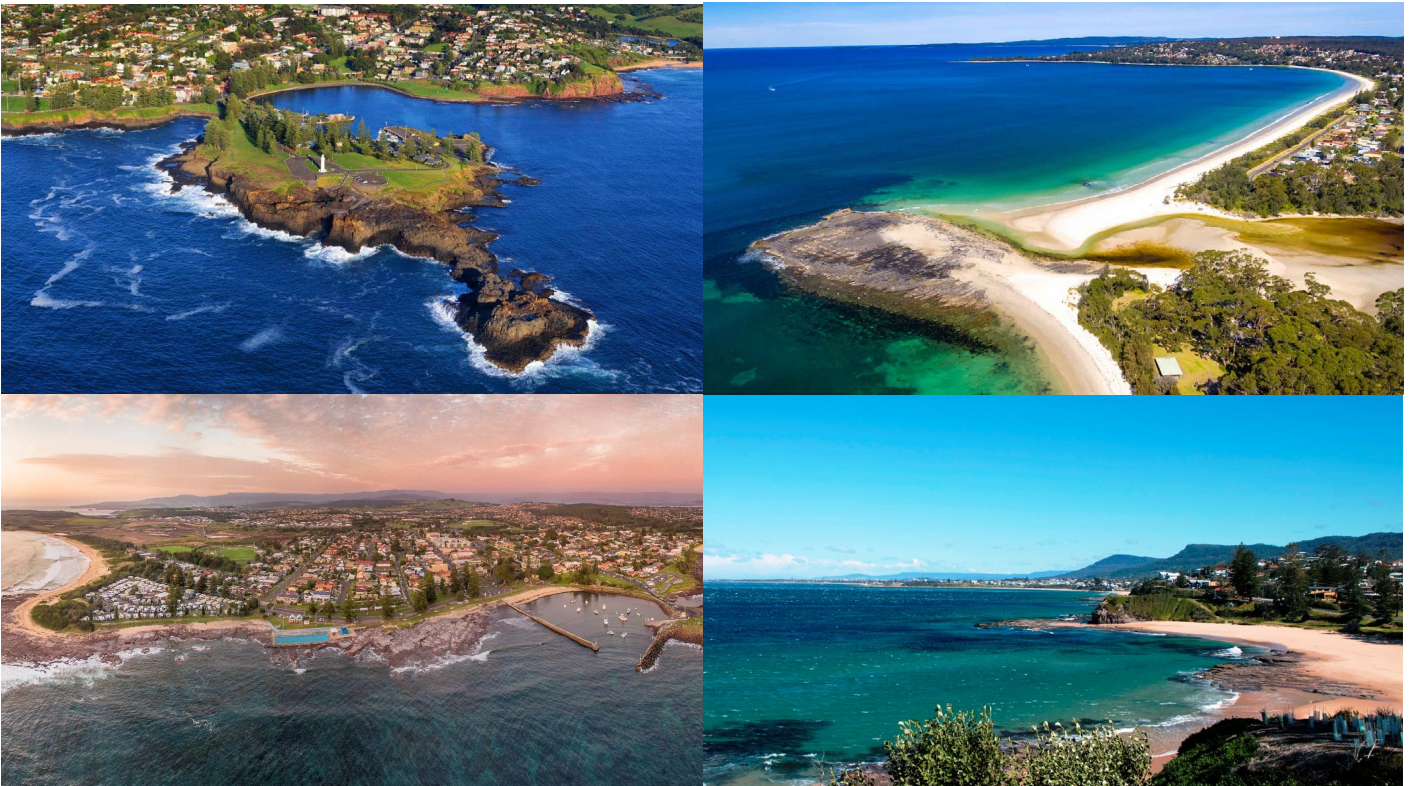
NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Highly Advanced
	Act with Integrity	Highly Advanced
	Manage Self	Highly Advanced
	Value Diversity	Highly Advanced
 Relationships	Communicate Effectively	Highly Advanced
	Commit to Customer Service	Highly Advanced
	Work Collaboratively	Highly Advanced
	Influence and Negotiate	Highly Advanced
 Results	Deliver Results	Highly Advanced
	Plan and Prioritise	Highly Advanced
	Think and Solve Problems	Highly Advanced
	Demonstrate Accountability	Highly Advanced
 Business Enablers	Finance	
	Technology	Intermediate
	Procurement and Contract Management	
	Project Management	

Living in the Illawarra Region

The Illawarra region, which is framed by a spectacular escarpment and is home to part of the Sydney Drinking Water Catchment Area, is considered one of the most picturesque coastal areas in Australia. It has excellent transport and infrastructure, first-rate schools and health services, reasonable property prices and is situated immediately South of Sydney. The region has rich natural resources, including coal and minerals and supports traditional mining and manufacturing sectors

The major urban centres of Kiama, Nowra, Shellharbour, and Wollongong provide residents with access to quality services, housing, and employment options. Towns and villages including Berry and Kangaroo Valley are prime tourist hotspots featuring rolling agricultural landscapes and dairy industries. The high quality of lifestyle is a major attraction for the increasing numbers who are moving to the area.

We have included some weblinks at the end of this document which highlight more about the area.



Useful Links and Contact Information

For additional information about the organisation, please see links below:

Illawarra Shoalhaven LHD

<https://www.islhd.health.nsw.gov.au>

<https://www.islhd.health.nsw.gov.au/about-us>

<https://www.islhd.health.nsw.gov.au/about-us/hospital-and-facility-upgrades>

<https://www.islhd.health.nsw.gov.au/about-us/hospital-and-facility-upgrades/shoalhaven-hospital-redevelopment>

<https://www.islhd.health.nsw.gov.au/sites/default/files/Health%20Plans/Final%20Health%20Care%20Services%20Plan%202020-2030.pdf>

<https://www.islhd.health.nsw.gov.au/about-us/news-and-media>

<https://www.islhd.health.nsw.gov.au/about-us/governance>

Living in the Illawarra Region

<http://www.visitnsw.com/destinations/south-coast/wollongong-and-surrounds/wollongong>

<https://www.wollongong.nsw.gov.au/visitor-home>

<https://www.southcoast.com.au/illawarra/>

The Application and Selection Process



Rob Macmillan – Partner Health, Derwent is leading the delivery team for this search process, contributing to candidate sourcing, interviewing and overall assignment facilitation with Illawarra Shoalhaven LHD. Rob is based in Sydney and is a Partner in the Derwent Health and Human Services practice and works with public, not for profit and private hospital, health, aged care, disability, and associated organisations in the sourcing of their executive leadership talent. Rob has developed extensive networks, both nationally and internationally, and works closely with his clients to deeply understand their requirements; he then works with his team to engage with and attract the very best talent. Rob graduated from Warwick University in the UK with a BA (Hons) Politics and International Relations.

Candidate Care

We are committed to ensuring that potential applicants and candidates are treated respectfully and fairly. Derwent consultants are available to manage inquiries and ensure that applicants are informed about developments as they become available. Candidates who are shortlisted and complete assessments including interviews will be offered a feedback session to discuss their experience and the assessment results.

Location

The person appointed will spend time across the district and there is flexibility therefore on where the person will be based or choose to live. The district headquarters are located in Warrawong, just outside Wollongong and this will be one of the key locations of the role.

To Apply

For a confidential discussion about the position, or to apply please call Rob Macmillan on 02 9091 3266 or email healthservices@derwentsearch.com.au.

Closing date: Sunday, 14th November

Timeline

- Interviews with Derwent are anticipated to take place mid November.
- Client interviews will take place end November.
- Offer and acceptance anticipated end of November/early December.

Reference checks, pre-employment verification and background checks

For candidates in final consideration, at least two referees will be contacted with permission before a formal written offer is made. Any written references provided will also be checked and additional referees may be sought to further understand a candidate's merits for the role. Additionally, any offer will be subject to some or all of the following checks: Academic Qualification Check; Professional Membership Check; Criminal History and Working With Children Check.