

Position Description

Position Title	Manager Consumer Experience and Engagement
Position Number	30011385
Division	Quality and Risk
Department	Consumer Experience and Engagement
Enterprise Agreement	Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2026 Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028 VPHS (Health and Allied Services, Managers and Administrative Workers) Single Interest Enterprise Agreement 2021-2025
Classification Description	Dependent on qualifications
Classification Code	Dependent on qualifications
Reports to	Director Quality and Risk
Management Level	Tier 3 - Business Manager
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 5,000 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Quality and Risk Division

Quality and Risk provides leadership and support for quality, compliance, risk, patient safety, consumer experience and engagement and improvement and innovation across the organisation. The division has responsibility for overseeing the risk management framework and compliance to various accreditations and legislative requirements and to ensure improvements are undertaken through our responses to recommendations arising from assessments. There is a strong strategic and operational focus of promoting and advancing continuous improvement, partnering with consumers, and supporting the organisation to review incidents, data and systems to improve patient outcomes and efficiency of the business. The division collaboratively provides high quality clinical governance support and advice, both internally and when supporting health services in the Loddon Mallee Health Services Network.

The Consumer Experience and Engagement Team

The Consumer Experience and Engagement team at Bendigo Health focuses on enhancing the overall experience of consumers and their families throughout their healthcare journey. The team works to understand and address consumer needs and concerns, and acts as a liaison between patients and healthcare teams. By prioritising consumer satisfaction, the team aims to improve outcomes, strengthen relationships, and ensure a more positive and supportive healthcare environment. The core functions of Consumer Experience and Engagement are

- oversight of the National Safety and Quality Health Service (NSQHS) Standards, Standard 2, Partnering with Consumers and other relevant legislation and frameworks
- supporting and facilitating timely responses to consumer feedback
- acting as a liaison between consumers and staff to address serious complaints
- Providing the primary point of contact for consumers when serious adverse patient safety events occur
- embedding a culture of partnering with consumers
- driving improvements in consumer experience

The Position

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Manager Consumer Experience and Engagement is responsible for

- embedding a culture of partnering with consumers in organisational service planning, design and governance

- promoting active consumer, carer and family participation in care delivery
- ensuring improvements in consumer experience
- oversight of the National Safety and Quality Health Service (NSQHS) Standards, Standard 2, Partnering with Consumers and other relevant legislation and frameworks

Responsibilities and Accountabilities

Key Responsibilities

- In collaboration with the Director Quality and Compliance,
 - facilitate and support processes to ensure that accreditation requirements relating to NSQHS Standard 2, Partnering with Consumers and other accreditation and reporting requirements are met
 - and other members of the Quality and Risk Division provide coaching and support to build capability in partnering with consumers and using patient experience data to drive improvements
- Oversee organisation wide collection, analysis, reporting and utilisation of consumer experience data
- Oversee and coordinate activities that build capability in consumer engagement and experience
- Oversee organisation wide consumer experience and engagement initiatives
- Monitor and report on patient experience performance on internal and external metrics and lead the development and implementation of strategies to achieve performance targets
- Act as a conduit between Bendigo Health and external agencies (e.g. external complaints commissioners, Safer Care Victoria, Department of Health and Office of Public Advocate) to ensure requests and reporting requirements are addressed
- Oversee all formal feedback received at Bendigo Health to ensure all KPIS are met in relation to the Health Complaint Handling Standards (2023)
- Assist with management of complex complaints
- Provide support to the Chair and Executive Sponsor of the Community Advisory Committee.
- Develop and maintain controlled documents that guide the provision of exceptional consumer participation and patient experience.

Employees are required to carry out lawful directions outlined above or delegated to them.

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to

participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

1. Tertiary qualification in a health, social sciences or related field
2. Knowledge and understanding of standards, legislation and frameworks relevant to consumer experience and engagement in healthcare
3. Expertise in consumer experience and engagement in a large healthcare organisation
4. Understanding and experience in managing and improving consumer feedback as per Health Complaint Handling Standards (2023)
5. Sensitivity to the needs of culturally, linguistically and economically diverse communities, people with disabilities and people and communities with differing points of view
6. Well-developed analytical skills including the ability to analyse and interpret data to present information in a meaningful way.
7. Able to manage competing priorities and deliver required output on time

Desirable

8. Ability to introduce new concepts through innovation, influencing, negotiating and persuasion skills
9. Flexibility to operate in an environment of change and continuous improvement

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.