Loddon Mallee Local Health Service Network

Position Description

Position Title	Workforce Integration Lead
Position Number	30013415
Division	Office of the CEO
Department	Loddon Mallee Local Health Services Network
Enterprise Agreement	Health And Allied Services, Managers and Administrative Workers (Victorian Pub Sector)(Single Interest)EnterpriseAgreement 2021-2025
Classification Description	Administrative Grade 5 – 6
Classification Code	HS5-6 (dependent on skills and experience)
Reports to	Manager, Regional Programs
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Drivers Licence • Immunisation Requirements

The Loddon Mallee Local Health Service Network (LMLHSN)

The Loddon Mallee Local Health Service Network was established on 1 July 2025 by the Victorian Department of Health to strengthen collaboration among health service providers and improve health service delivery across the Loddon Mallee region.

The strategic priorities being focused over the next three years (2025-2028) are:

- Improving access and equity of care
- Enhancing workforce support with collaborative planning
- Focusing on quality and safety and
- Optimising efficient resource use.

More information about the Victorian LHSN can be found: Local Health Service Networks | health.vic.gov.au

In the LMLHSN work is underpinned by the following vision and values:

- Vision: Shaping the future of health service delivery to give our communities a great experience throughout the Loddon Mallee region.
- Values: Respect, Integrity and Collaboration

LMLHSN is governed by a CEO and a Board Chair Committee, comprising representatives from the 13 public health services in the region. Strategic initiatives are delivered through projects sponsored by CEO leads and implemented by an agile network team working across all partner health services.

Staff considering employment opportunities in network are expected to:

- Work in a hybrid model, with flexibility to travel across the region for meetings and collaboration events.
- Access hot desk office spaces at Bendigo Health and other health service sites (bookable as needed).
- Maintain a suitable home office setup (IT equipment provided) and be proficient in using online collaboration tools.

Bendigo Health

Bendigo Health is the fundholder and host of the LMLHSN function, therefore is the employer of the network staff. Bendigo Health is the major regional health service in the Loddon Mallee, learn more by visiting the website: Bendigo Health Website - About Bendigo Health

Loddon Mallee Local Health Service Network

Bendigo Health is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Bendigo Health's work is underpinned by the following vision and values:

- Vision: Excellent Care. Every Person. Every Time.
- Values: CARING – We care for our community, PASSIONATE – We are passionate about doing our best, TRUSTWORTHY - We are open, honest and respectful. ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

The Position

The LMLHSN Workforce Plan sets out the regional workforce priorities that respond to persistent workforce shortages in priority clinical roles, ongoing challenges attracting and retaining healthcare workers in rural and regional locations, inconsistent workforce data across services, and variability in leadership capability and workforce development across the Network. The plan aims to:

- Increase supply of priority roles
- Strengthen rural and regional workforce
- Improve employee experience
- Build future roles and capabilities
- Leverage digital, data and technology

The LMLHSN requires an experienced workforce professional who has a practical working 'with' approach to work alongside health service teams to integrate various workforce change initiatives across the Network's 13 public health services.

The role is being offered at 0.4 EFT over 12 months and will work closely with the Project Manager who is managing the workforce portfolio. It is expected that this worker will be required to travel when working alongside health services and at times, may require flexibility in the hours worked over the fortnight.

This role is being offered as a secondment opportunity for suitability qualified staff working at any of the Loddon Mallee Local Health Service Network member health services. It is expected that prospective applicants will discuss the opportunity with their manager and seek support for a secondment arrangement prior to applying. External applicants will be not be eligible to apply.

Responsibilities and Accountabilities

This role will require an employee that is agile, adaptable, able to rapidly learn new skills and is comfortable with ambiguity and uncertainty. The role will evolve over time and the following responsibility areas may change:

Provide advice on workforce initiatives

- Formulate advice based on evidence and contemporary practice to inform directions, this may include researching areas the worker is not familiar with to formulate advice.
- Provide well research and written briefs/reports as required.

Network collaboration

- Actively establish relationships with a broad range of health service teams.
- Work actively alongside health services staff around practical implementation issues across all 13 health service partners.
- Enable/provide equity of support to those health services that less resources than others.
- In collaboration with teams develop supporting materials required to support the changes.

- Access and use workforce data to help guide decision making.

Work alongside health service People and Culture teams to enable changes (key stakeholder group)

- Actively work with people and culture teams to co-design solutions that are practical and simple to implement.
- Ensure that initiatives are sustainable (not dependent on core LMLHSN staff to maintain).

Lead consultation discussions with stakeholders

- Flexibly apply various consultation techniques with stakeholders ranging from one-on-one interactions, to running workshops.
- Ensure those consuming workforce services (general a range of staff), are involved in the testing and providing feedback on changes to ensure the changes are fit for purpose and as efficient as possible.

Key Selection Criteria

Essential

1. Relevant tertiary qualification in health, project management, business, human resources, or related discipline.
2. Demonstrated experience leading or coordinating complex workforce, service improvement or health reform initiatives in a public health setting.
3. Strong stakeholder engagement and relationship management skills, with experience working across multiple organisations.
4. Practical experience and working knowledge of working with workforce systems.
5. Ability to manage multiple priorities and deliver outcomes within agreed timeframes.
6. Highly developed written and verbal communication skills.
7. Demonstrated ability to work independently while operating effectively within a collaborative team environment.
8. Demonstrated skills in adapting rapidly to changing situations and being able to sit comfortably with ambiguity and uncertainty.

Desirable

9. Experience working within rural and regional health settings.
10. Understanding of contemporary workforce issues facing Victorian health services.
11. Experience in workforce planning, strategy implementation or organisational change.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health and Loddon Mallee Local Health Services Network policies and procedures**, **policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.

- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All LMLHSN 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.