



Wimmera  
Health Care  
Group



Allied Health

# WIMMERA HEALTH CARE GROUP

Wimmera Health Care Group is the major specialist referral centre for the Wimmera and Southern Mallee region of Victoria, servicing an area of 61,000 square kilometres and a population of approximately 54,000 people. We have campuses in Horsham and Dimboola and provide emergency and critical care services for adults and children.

Every year, Wimmera Health Care Group treats over 10,000 inpatients, 16,000 emergency patients and 123,000 outpatients. With a workforce of approximately 850 staff, we are the largest employer in the region.

Since 1975, Wimmera Health Care Group has been continually accredited. We have voluntarily met or exceeded the stringent patient care standards for competence, staffing, facilities and equipment set by the Australian Council of Healthcare Standards.

Wimmera Health Care Group plays an important role in the education and training of health professionals. Our Horsham campus (Wimmera Base Hospital) is recognised by universities and medical and nursing bodies as a training and teaching centre for undergraduate and postgraduate studies. This alone is a tangible indicator of the efficiency and effectiveness of how the organisation is run. It is also testament to the dedication and commitment of staff and Board members who contribute to our endeavours to maintain and improve the quality of health care services.



## Vision Statement

To be the leader in rural health delivering caring services with respect, reliability and integrity

## Strategic Goals and Critical Challenges

1. Strengthen regional relationships
2. Improve facilities to promote a safe and effective working environment
3. Pursue excellence in care
4. Promote health and wellbeing in the region
5. Reduce our impact on the environment
6. Be an employer of choice

## About the Region

Wimmera Health Care Group's campuses in Horsham and Dimboola are located mid-way between Melbourne and Adelaide on the main rail and road networks linking Victoria and South Australia. The city of Horsham is the capital of the Wimmera. The region relies heavily on dryland agriculture (cropping), a major industry in the Wimmera. Horsham boasts many fine cafes, restaurants and hotel bistros. Horsham shopping centre and the Horsham Plaza provide a variety of retail outlets with something for everyone, from boutiques, antique and giftware stores to multi-national chain stores. With low crime rates, the Wimmera region offers a safe and secure environment to raise your family.





Horsham Rural City is the perfect base for bushwalking, rock climbing, abseiling, orienteering, angling, four wheel driving, hunting, golfing, cycling and horse riding.

To the east of Horsham (approximately one hour drive) is the Grampians National Park. This is where you can discover spectacular waterfalls and rock formations, native fauna such as koalas, kangaroos, wallabies, emus, echidnas, reptiles and more. The Aboriginal or Koori culture is evident throughout the Grampians. Rock art sites are a pictorial record of the area's traditional landowners.

A must for all visitors to Horsham Rural City is a trip to Mount Arapiles in the Toon State Park, where climbers from around the world visit the mountain which has several thousand climbs, some of which are the most difficult in the world. This area is the home and playground of world renowned mountaineers and adventurers Brigitte and Jon Muir.

There are numerous wineries scattered throughout the region. The area is renowned for its dynamic arts community with numerous galleries, festivals and live performances held throughout the year.



## Sporting opportunities:

If you are looking for a sporting pursuit, then look no further! Horsham is home to a hive of sporting opportunity. At the weekends the Wimmera comes alive with a array of sports including football, netball, cricket, tennis, hockey and many more.

- Horsham Aquatic Centre – Caters for individuals of all ages and fitness abilities. Comprising an indoor 8 lane, 25 metre heated pool, gymnasium, group fitness programs, personal training and child care facilities. Additionally a 50m outdoor Olympic swimming pool is located on site.
- Horsham Golf Club—This stunning 18 hole course is rated in the top 100 courses in Australia.





## Events & Festivals:

Horsham and the Wimmera region are home to numerous renowned events and festivals.

- Spring Racing Carnival: From August to April the Wimmera is abuzz with the action of the spring racing carnival, which showcases fashion on the fields, live music, and gourmet food and wine. These are just few of the many attractions of the Wimmera racing calendar.
- Nati Frinj: Held biannually, Nati Frinj is an arts festival held in the rural town of Natimuk. This event showcases resident professional artists, as well as high calibre professional artists from throughout Australia.

- Awakenings Festival: The Awakenings Festival is Australia's only regional disability arts festival, showcasing performing and visual arts, music, magic and fun. This festival attracts in excess of 800 people from around Australia and the world.
- The Arts: Horsham is home to a vibrant and active Arts Council. The Horsham Art's Council hold an annual celebration on the arts known as 'Art Is Festival' which aims to bring together regional cultural and social groups to celebrate the meaning and perception of what art is.
- Horsham Regional Art Gallery: Horsham Regional Art Gallery specialises in the a stunning collection of Australian photography.
- Wesley Performing Arts: Live Theatre: Located in Roberts Avenue, the former Wesley Church has been transformed into a intimate venue, known as the Wesley Performing Arts Centre. The Wesley is home to a diverse and varied range of performing arts in the Wimmera.
- Raising Dust: Raising Dust is a group consisting of young people working and living within the Wimmera / Western district of Victoria. The objective of the group is to create and expand networks for younger people within the region, to provide a sense of community and allow development of friendships.



## The range of services available at the Wimmera Health Care Group:

Aged Care Assessment	Extended Care Services	Orthotics Laboratory
Ante-Natal Classes	Family Planning	Pacemaker Clinic
Anticoagulation	Gastroenterology	Paediatric Care
Audiology	Haemodialysis	Pathology
Blood Bank	Health Information Service	Pharmacy
Breast Screening and Prosthetic	Health Promotion	Physiotherapy
Cancer Support Service	Hospice Care	Podiatry
Cardiac Rehabilitation	Hospital in the Home	Pre-Admission Clinic
Centre Against Sexual Assault	Inpatient Medical Care	Rehabilitation Assessment
Chemotherapy	Intensive Care	Respite for Carers Program
Community Rehabilitation Services	Koori Hospital Liaison	Social Work
Continence Service	Library	Specialist Medical Services
Day Centre	Low Vision Clinic	Specialist Surgical Services
Day Surgery	Mammography	Speech Pathology
Dental and Prosthetic Clinic	Maternity Services	Stomal Therapist
Diabetes Education	Medical Imaging	Teleradiology
Dietetics	Memory Clinic	Urology, Ear, Nose and Throat, Ophthalmology and Oncology
District Nursing	Neonatal Nursing	Urodynamics Clinic
Domiciliary Midwife	Nursing	Videofluoroscopy
Echocardiography	Obstetrics and Gynaecology	Volunteer Program
Education Centre	Occupational Health and Safety Officer	Wimmera Community Options
Emergency Department	Occupational Therapy	Wimmera Lactation Support Service
Endoscopy	Oral Surgery	Work Experience

# DIETETICS

The Dietetics Department is staffed by an EFT of ~1.5. The department has a varied case load as the sole provider of nutrition services for the hospital and local community. There is a designated consulting room with an adjoining office.

## SERVICES

Services are primarily delivered from the Horsham campus with quarterly visits or as required to the Dimboola campus.

### Inpatients

There are two wards and an intensive care unit: primary areas of service are diabetes, cardiac, surgical and nutritional support/supplementation.

The department enjoys a good working relationship with the Food Service department and is included in the menu planning/review process. The food service operates a cook/chill kitchen providing meals from Horsham and Dimboola Campuses, our Aged Care facilities and Council Meals on Wheels.

### Outpatients

Outpatient services are provided to any age and cover diabetes, heart disease/risk factor management, obesity, gastrointestinal, early stage eating disorders etc. A small HEN service is also provided.

The hospital has formal links with the Royal Children's Hospital, providing a joint Paediatric outreach clinic for diabetes support to the wider regional area. There are also



regular review groups for adults with Type 1 Diabetes and those on insulin pump therapy.

### Subacute Health Service

This area covers a number of groups that provide a multidisciplinary team approach to care: cardiac rehabilitation, diabetes groups, pulmonary rehabilitation and chronic heart failure. Significant input is provided to the cardiac and diabetes group with education sessions and planning of the group.

### Aged Care

Our clients in the nursing home/hostel all have initial needs and screening completed and nutrition plans developed where required.

### HACC

The department has a one day a week service to clients covered by HACC funding. This service can be provided in various forums and may involve home visits and supermarket tours/guides, cooking demonstrations.



# HEALTH INFORMATION SERVICE

**The Health Information Service (HIS) is staffed with 2.6 Health Information Managers (HIMs). Our department also employs an FTE of 1.4 Clinical Coders and an EFT of 8.6 Clerical Staff.**

As HIMs we oversee the collection, collation, compilation, classification, storage and destruction of all information generated during a patient's hospital admission, or emergency department attendance. We also advise all other clinical areas with regards to the development of procedures for the collection, compilation and storage of health information.

## What we do

Oversee:

- Information capture through Forms Design and the Application of Australian Standard AS2828 Hospital Medical Records
- Information capture in the process of Admitting a Patient and in the Process of Discharging a Patient (PRS2 and VAED)
- Information capture for all attendances to the Emergency Department (VEMD)
- The application of the Health Records Act – in regards to Privacy and Confidentiality in the release and use of Health Information
- The education of interns in their responsibility for discharge summary completion

We are also responsible for

- The design, storage, retrieval and destruction of large amounts of paperwork, that all the above information generates, in accordance with:
  - Australian Standard 2828 Hospital Medical Records
  - Australian Standard 4390 Records Management and
  - The Health Records Disposal Schedule from the Public Records Office for Victoria (PROV)
  - The Common Administrative Disposal Schedule from PROV



- Billing of all Private Patients inpatient admissions
- Casemix and Data Analysis

Working in a regional setting immediately exposes a HIM to more levels of the Healthcare system than a graduate entering the metropolitan HIM workforce could ever expect. What do I mean by this?

- We extract and analyse all data that is reported (directly) to our Hospital Board
- We sit on the Clinical Pathway\* development teams
- We attend meetings with members of the Executive team as part of the health care groups ongoing quality improvement processes.
- We work in and with project areas such as Clinical Risk and Quality Management
- Our manager reports directly to Executive
- Given that there are fewer layers of management we have the ability to sit as regional members on the professional development and coding committee representatives at a state level
- We are directly involved in systems implementations, via steering and implementation committees
- We can see the impact that our work has on the overall running and management of the Health Care Group.

\*Clinical Pathways are the care plans developed by Wimmera Health Care Group for the standardised treatment of commonly admitted procedures and ailments.

# OCCUPATIONAL THERAPY

The Occupational Therapy Department provides care and services to clients in acute, sub-acute, outpatient and community programs of Wimmera Health Care Group. The Department strives to provide quality, evidence based therapies to assist people to overcome limitations caused by injury or illness, developmental delay or the effects of ageing.

The Occupational Therapy Department consists of between 3-4 EFT, providing a mix of enthusiasm and experience. Supervision and mentoring is provided to all junior staff members.

Services are provided to Wimmera Health Care Group catchment area including the Horsham Rural City, Dimboola, Minyip, Murtoa and Rupanyup.

## SERVICES

### Acute Care

The Occupational Therapy Department provides speciality intervention to a variety of client groups including surgical and acute medical. Intervention includes assessment and retraining of cognition and function. Occupational Therapists are also involved in assessment of home environments and the prescription of assistive equipment to ensure safety upon discharge from hospital.

### Rehabilitation and Sub Acute Care

Rehabilitation services are provided to a range of clients with orthopaedic, neurological, respiratory, cardiac and musculoskeletal conditions.

### Community

Home and community based services are provided to clients residing in Horsham and surrounding areas. Occupational Therapists work with clients to increase independence with personal, domestic and community activities of daily living. Assessments of home environments are also conducted with recommendations provided regarding modifications and assistive equipment.



### Multidisciplinary Groups

Occupational Therapists assist in the delivery of a range of multidisciplinary groups including Pulmonary Rehabilitation, Gait and Balance and Cardiac Rehabilitation.

## Paediatrics

The Occupational Therapy Department works with children and families to assist in the achievement of developmental milestones such as fine motor and hand eye co-ordination.

## Driving Assessment and Rehabilitation

Occupational Therapy Driving Assessments are conducted to ascertain an individual's fitness to commence or return to driving. Qualified Occupational Therapy driving assessors conduct comprehensive off road screening and on road assessment.



## Hand Therapy

Hand Therapy services provided by the Occupational Therapy Department includes assessment and management of hand function, oedema, scars, joint range and strength. Splinting for immobilization, protection, function and pain relief is also provided.



# PHARMACY

The Pharmacy Department is a member of the Allied Health team and a branch of the Medical Services Division. The department is located at the rear of the acute hospital next to the kitchen. The Pharmacy Department supplies medication and associated items to both campuses of Wimmera Health Care Group and to other regional hospitals. The department is open from 8.30am to 5.00pm Monday to Friday, except public holidays.

## Staffing:

The Pharmacy Department has an EFT of 7.4 and is managed by the Director of Pharmacy. The department has 3.7 pharmacists, 2.7 pharmacy technicians and offers a 1.0 intern pharmacist position each year with the option of an additional year as a qualified pharmacist. The Pharmacy Department also offers supported supervision and mentoring for pharmacy students and encourages continuing professional development with financial and travel assistance.

## SERVICES:

The main areas of service through which pharmacists rotate include inpatients, day-admitted, subacute, outpatients, oncology, aged care, education, drug information, drug use evaluation and on-call.



## Inpatients/Day-Admitted/Sub-Acute

Ward pharmacists provide a clinical pharmacy service to patients in intensive care, day procedure, acute and subacute wards. Patients include medical, surgical, orthopaedic, paediatric, obstetric, rehabilitation, palliative, intensive care, GEM (Geriatric Evaluation & Management Program), TCP (Transitional Care Program) and the emergency department as required. Pharmacists visit 5 days a week and provide medication chart reviews through medication reconciliation, monitoring and education. Pharmacists also counsel patients as part of the discharge process, ensuring patients know what medications they are taking, why they are taking them, how to take them correctly, their possible side effects and storage conditions.



## Outpatients/ Dispensary Pharmacy

The Pharmacy Department provides an outpatient service which includes dispensing highly specialised drugs, emergency department prescriptions and counselling.

## Oncology

The oncology pharmacist is responsible for ordering and supplying chemotherapy to the Oncology Unit each week as well as counselling and drug information when required for the patients within the unit.

## Aged Care

The Pharmacy Department provides imprest medications, drug information and clinical pharmacy support to the residents of the Wimmera and Dimboola Nursing Homes.



## Rehabilitation/Education Programs

Pharmacists participate in outpatient programs such as Cardiac Rehabilitation, Pulmonary Rehabilitation, Stroke Support Group, Falls Prevention and Diabetes Education Sessions.

## Drug Information

The Pharmacy Department provides medication information and in-service education to nurses, doctors, patients and the general public. Pharmacists may advise the health care staff on dosages, administration, potential interactions, monitoring requirements, adverse effects, availability and cost of medicines.

## Drug Use Evaluation

The Pharmacy Department is involved in the ongoing monitoring of prescribing patterns and development of guidelines to improve quality use of medicines. Pharmacists also attend the Clinical Committee, Intensive Care Unit, Resuscitation, Infection Control, Pharmaceutical Advisory and Clinical Pathways committees. They also participate in hospital quality assurance projects that aim to minimise medication errors.

## On-call

A pharmacist is available 24 hours a day 7 days a week to provide drug information or supply medications the ward does not stock. This service is rotated amongst the senior pharmacists.

Wimmera Health Care Group offers a fun and friendly environment.



# PHYSIOTHERAPY

The Physiotherapy Department is situated in the Arapiles Building and has an EFT of 7.2. The department provides a wide range of services including paediatrics, women's health, vestibular rehabilitation, inpatients, outpatients, sports physiotherapy, aged care and regional.

Our full-time therapists rotate every three months through inpatients, rehabilitation, outpatients and aged care, and outpatients and regional. We have excellent facilities including an inpatient and outpatient gym and individualised outpatient treatment rooms. Our equipment includes electrophysical agents, traction beds, CPM machines, Ultraviolet and exercise equipment. The Physiotherapy Department offers great diversity and opportunities for learning. As therapists become more experienced they also have the option of specialising in fields such as paediatrics, women's health, vestibular rehabilitation or hand therapy.

## SERVICES

### Inpatients

This rotation involves seeing patients in intensive care and our two acute wards. Patients include orthopaedic, surgical, cardiorespiratory, neurological, paediatric, obstetric, palliative and intensive care. We provide services to the emergency department as required. The Physiotherapy Department provides a weekend service to inpatients. This service is rotated amongst our staff.



### Rehabilitation

The Rehabilitation Physiotherapist is responsible for inpatient and outpatient rehabilitation. Inpatient rehabilitation is multidisciplinary and occurs every weekday morning. It covers areas such as decreased mobility/ endurance, neurological rehabilitation and orthopaedic rehabilitation. Inpatient rehabilitation also covers our sub-acute ward which houses GEM and Transition Care beds. The Rehabilitation Physiotherapist follows up these patients on discharge as well as rehabilitation patients from metropolitan hospitals who are transferred back to Horsham.

We are also actively involved in group programs, held in our multipurpose gym. These groups include cardiac rehabilitation, pulmonary rehabilitation, chronic heart failure, gait & balance and the total knee replacement class.





cardiorespiratory, neurological and musculoskeletal injuries. The diversity offered provides an opportunity for a wide variety of learning experiences.

The Wimmera Health Care Group offers a fun and friendly environment in which to commence your career as a Physiotherapist.



## Aged Care

Wimmera Health Care Group has two nursing homes and a hostel to which we provide aged care services. We also provide services to regional areas as required.

## Regional

The Physiotherapist on the regional roster provides an outpatient, inpatient and aged care service to our Dimboola campus. We also provide outpatient services to Minyip and Murtoa one day a week.

## Outpatients

Outpatients can range from paediatrics to elderly patients covering areas such as vestibular, orthopaedics,

# PODIATRY

The Podiatry Department, Wimmera Health Care Group, is a member of the Allied Health team, and a branch of the Medical Services division. The department is located within the Arapiles building, Horsham campus. The Podiatry Department offers fantastic purpose built facilities including excellent resources. A supportive environment exists for discipline specific mentoring with the Chief Podiatrist, in addition to peer learning opportunities.

## Staffing

The Podiatry Department consists of four full time staff members and is managed by the Chief Podiatrist.

## SERVICES

The Podiatry Department is responsible for the management of a varied outpatient caseload including the high risk foot, wound care, nail surgery, diabetes foot assessments, paediatrics, and biomechanical assessment. A reduced component of the department activity includes acute, subacute and aged care. The Podiatry Department is a key member of the multidisciplinary team involved in Falls Prevention—Gait and Balance Program, as well as Diabetes Group Education.

Delivery of podiatry services are subject to medical eligibility, aimed at provision of service to those deemed in greatest medical need. Clinicians rotate across all aspects of the caseload.

## Biomechanics Clinic:

A biomechanics clinic operates daily from our purpose built Podiatry treatment room. The department reviews people of all ages with a range of pathologies related to poor biomechanics and overuse injuries.



Commonly managed conditions include:

- Flat feet
- Plantar fasciitis
- Achilles tendinopathy
- Posterior tibial dysfunction
- Medial tibial stress syndrome
- Compartment syndrome
- Ankle sprains
- Lower limb mal-alignment resulting in knee, hip and back pain.

Podiatry employs a range of management strategies including:

- Strapping & padding techniques
- Home exercise strengthening & stretching programs
- Orthotic therapy including casted custom made orthoses, CFA/Joey devices and a range of prefabricated devices.
- Offloading: Non cast innersoles / EVA devices.
- Footwear education.





Our fully equipped orthotics laboratory, complete with Otto Bock grinder, fume cupboard, oven and orthotic press enables us to manufacture and modify orthoses as required.

## Paediatric Clinic:

WHCG Podiatry Clinic provides service to paediatric clients of all ages. The department conducts assessment and management of the following conditions:

- Flat feet
- In-toeing
- Metatarsus Adductus
- Out-toeing
- Curly toes
- Toe walking
- Tarsal coalition
- Osteochondroses
- Any foot, ankle or leg pain

Referrals are received from General Practitioners, Allied Health, Maternal & Child Health Nurses as well as from concerned parents. Kindergarten screenings are delivered at Wimmera kindergartens to determine whether gait / development norms are within normal limits. When indicated patients are flagged for further assessment at the WHCG Podiatry Clinic.

## Wound Care:

The Podiatry Department operates a weekly wound clinic on Monday, Wednesday and Friday afternoons. Conditions managed include all foot and ankle wounds. Wounds typically result as a consequence of diabetes, neuropathy, vascular insufficiency or secondary to trauma injury.

Podiatry wound services include holistic wound assessment, appropriate wound dressing selection and conduction of neurological and vascular (ankle brachial pressure index / toe pressure) assessments. Offloading modalities utilised include use of Aircast walkers, custom EVA orthoses, rockersoled footwear, deflective padding, as well as total contact casting. The Podiatry Department frequently works in conjunction with Prosthetics and Orthotics Department, Ballarat Health Services who provide a visiting service to WHCG. A monthly wound clinic operates from Dimboola campus.

## Diabetes Foot Assessments:

The Podiatry Department conduct thorough assessment to identify and manage lower limb risk factors / complications, resulting from the presence of Diabetes. Annual diabetes foot screening are available, including comprehensive neurological, vascular, dermatological, biomechanical and footwear assessment, in conjunction with patient education regarding lower limb complications of diabetes.

## Aged Care:

The Podiatry Department currently completes a care plan assessment on admission and thereafter annually to all residents of Wimmera Health Care Group aged care facilities. A medical criterion exists for residents to be eligible for periodic review.

## Acute / Sub-Acute:

Podiatry Department undertakes review of WHCG acute inpatients on referral basis, within the limits of the medical criteria. Additionally the department reviews sub-acute patients under the G.E.M (Geriatric Evaluation & Management Program) and T.C.P (Transitional Care Program) on a referral basis.



# SPEECH PATHOLOGY

The Speech Pathology Department has an EFT of 3.8 and is managed by the Chief Speech Pathologist. The Speech Pathology Department is well resourced and has three modern, spacious treatment rooms including an observation room. There is a separate office for the Chief Speech Pathologist and a communal office space for all other staff. The allied health team is extremely supportive of each other and works together to reach the best possible outcomes for patients.

Wimmera Health Care Group provides assessment and management of a diverse caseload including paediatrics (0-school age) and adults. It is the only Speech Pathology service in Horsham and surrounding areas and services clients from a number of areas including:

- Community Outpatients
- Acute Hospital Inpatients
- Nursing Home & Hostel
- Regional Clinics (Minyip, Murtoa, Rupanyup & Dimboola)

## Speech Pathology Paediatric Services

Paediatric community outpatients make up a majority of the caseload at Wimmera Health Care Group.

We offer assessment and therapy services in the following areas:

- Speech: Including phonological, articulation and dyspraxia therapy.



- Language: Early language stimulation (group and individual services), Blades language therapy, general language development.
- Fluency: Lidcombe Program (Best practice evidenced based treatment)
- Voice: Assessment and treatment of dysphonia. (Visiting ENTs fortnightly at WHCG)
- Swallowing: Infant feeding, saliva control, meal time assistance.

School aged children with dysphagia are eligible for service at WHCG.



## Adult Services

The Speech Pathology Department provides assessment and therapy to hospital inpatients, subacute rehab, community outpatients and nursing home/ hostel residents

## Acute / Subacute Inpatients

The Speech Pathology Department provides daily ward cover and is part of the allied health rehabilitation team. Generally Grade 1 staff are responsible for the acute and subacute ward speech pathology services

## Community Outpatients

Common community referrals are for communication and swallowing difficulties and can include the following conditions:

- Stroke
- Progressive Neurological Disorders
- Dysphonia
- Dysfluency
- Head & Neck Cancer

## Videofluoroscopy Clinic

The WHCG provides the only videofluoroscopy service in the Wimmera and surrounds. The clinic runs on a monthly basis and is well supported by modern facilities and Imaging Department staff.

## Nursing Home / Hostel

The Speech Pathology Department provides weekly cover to the Wimmera Nursing Home which is located on the hospital grounds.



# SOCIAL WORK

**The Social Work Department has an EFT of 2.0**  
**The Chief Social Work Position is a generalist position. The second position focuses primarily on rehabilitation and aged care. However there are opportunities in a small department to gain experience in all types of social work provision.**

Areas of service provision include child protection, guardianship and administration applications, advice on enduring powers of attorney, psychosocial assessments, family meetings, complex discharge planning, referral to support services, groupwork and counselling/casework. Supervision is provided by the Chief Social Worker and an open door policy allows for supervision when it is needed in a close working environment.

Each Social Worker has an individual office and the second office is shared with locums or students when required.

## Inpatients

Social Work staff see patients in Intensive care, two acute wards and the Emergency Department.

## Outpatients/Aged Care/Regional

Outpatient services are shared between the staff with the Chief Social Worker providing the casework/counselling. Clients present for many reasons and provide a wide variety of learning experiences.

Wimmera Health Care Group has two nursing homes and a hostel to which the Social Work Department provide services.

## Rehabilitation/Aged Care

The Social Worker is responsible for inpatient and outpatient rehabilitation. Inpatient rehabilitation is multidisciplinary and involves meetings, psychosocial assessments and conducting family meetings. Inpatient rehabilitation also covers our sub-acute ward (Wyuna) which houses GEM and TCP.



Initial contact occurs with the Social Work Team when an inpatient is referred from acute or for an Aged Care assessment. Social Work staff support the patient and their family at this time providing advice and information on the process.

## Support Groups

Cancer and Stroke Education and support groups are run by the Social Work Department. Educational groups include Diabetic and Cardiac Education.

Wimmera Health Care Group offers a supportive and friendly environment in which to commence your career as a Social Worker.

# EMPLOYEE BENEFITS

Staff are the most important asset of any organisation. At Wimmera Health Care Group, a range of initiatives are offered to support employees in their work as well as recognising the achievements and contributions of individuals and teams.

## Employee Assistance Program

A comprehensive employee assistance program is available at Wimmera Health Care Group, providing access to professional trained psychologists who offer short-term confidential counselling to assist employees in resolving personal or professional matters.

## Health and Wellbeing

Wimmera Health Care Group staff members have access to corporate membership deals with the Horsham YMCA Aquatic Centre. Corporate memberships provide a cost effective opportunity for staff members to access this new state of the art facility. Personalised programs are available to assist members achieve their health and fitness goals.

## Professional Development

Wimmera Health Care Group is an organisation which fosters and values the professional development requirements of its staff. A designated staff development unit exists providing a comprehensive in-house education program. Access to external learning opportunities is also available, with contributions provided towards registration fees and travel expenses. The Handbury Library at Wimmera Health Care Group provides access to an extensive range of journals and text, along with helpful staff to assist with your learning requirements.

## Relocation / Accommodation

Single room shared accommodation is available on site to assist with relocation. Rooms are available free of charge for the first 8 weeks of employment. Assistance with additional relocation expenses may also be available.



## Reward and Recognition Program

Long service awards are utilized by Wimmera Health Care Group to support and promote the longstanding achievements of staff members.

## Salary Packaging

Salary packaging is an Australian Taxation Office means of restructuring your income to reduce your taxable income. All employees are eligible for the scheme.

## Staff Health Service

A staff health service exists at Wimmera Health Care Group providing a routine vaccination program and screening of women's health issues.

## Staff Parking

Wimmera Health Care Group provides free on-site parking.

## Supervision/Mentoring

Supervision and mentoring is provided to staff by experienced and skilled therapists, allowing staff members to personalise their specific work and professional development requirements.

