



Southern Health WorkForce Health and Safety

Department of Human Services Occupational Health
and Safety Forum
12 September 2008



integrity • compassion • accountability • respect • excellence

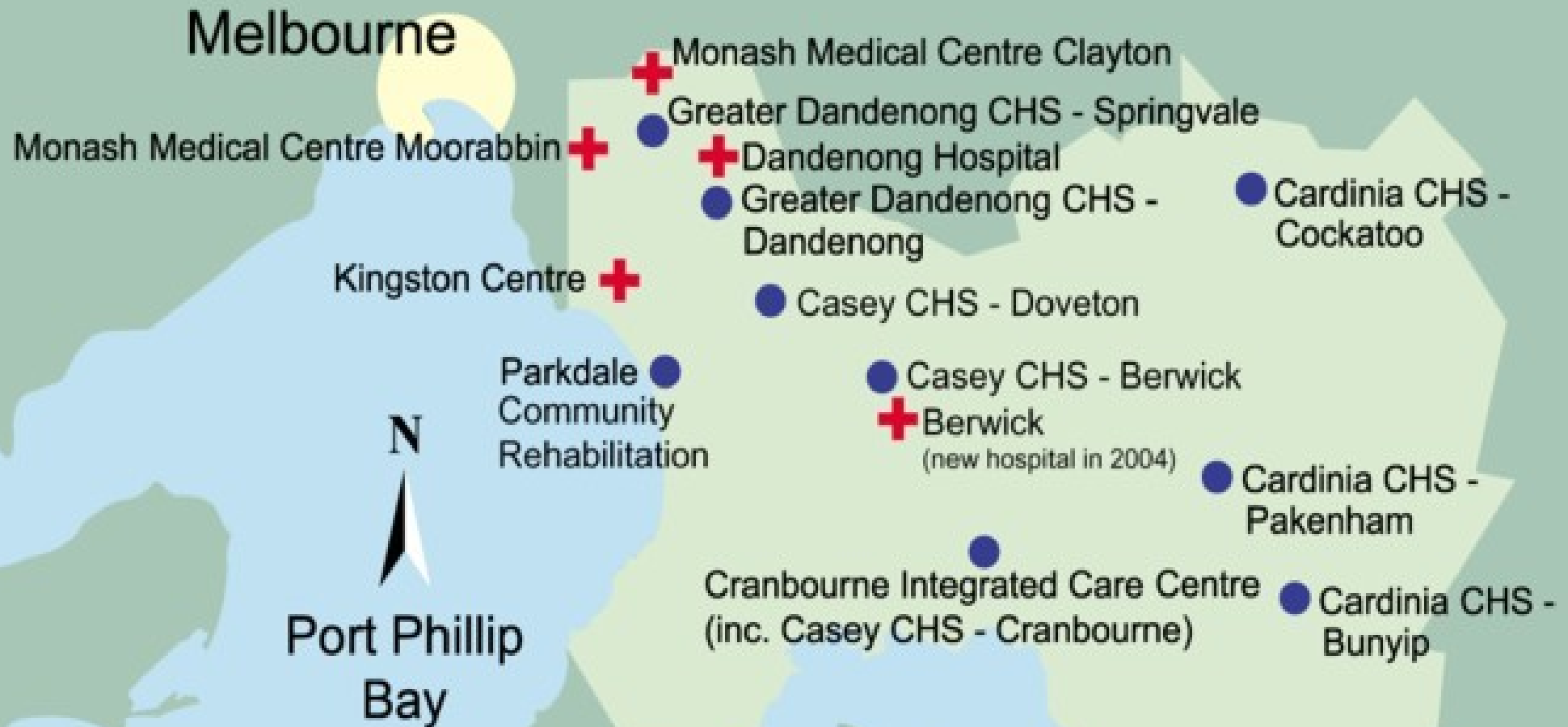
Southern Health

Better Health for Our Community

Southern Health Services

- A centre for medical and postgraduate nurse training, postgraduate study and medical research.
- Services an area in excess of 2300 square kilometres with a population of over 866,000 people in the core catchment. Its primary catchment area includes the cities of Bayside, Cardinia, Casey, Greater Dandenong, Kingston and Monash. Specialist services are also provided to a rural catchment including Gippsland.
- Southern Health provides public hospital services; aged inpatient, community and home care services; and inpatient and community mental health services to its primary and nearby catchment populations
- In the last year it treated 172,000 inpatients, provided 1,125,177 episodes of care and assisted in the birth of over 8200 babies.

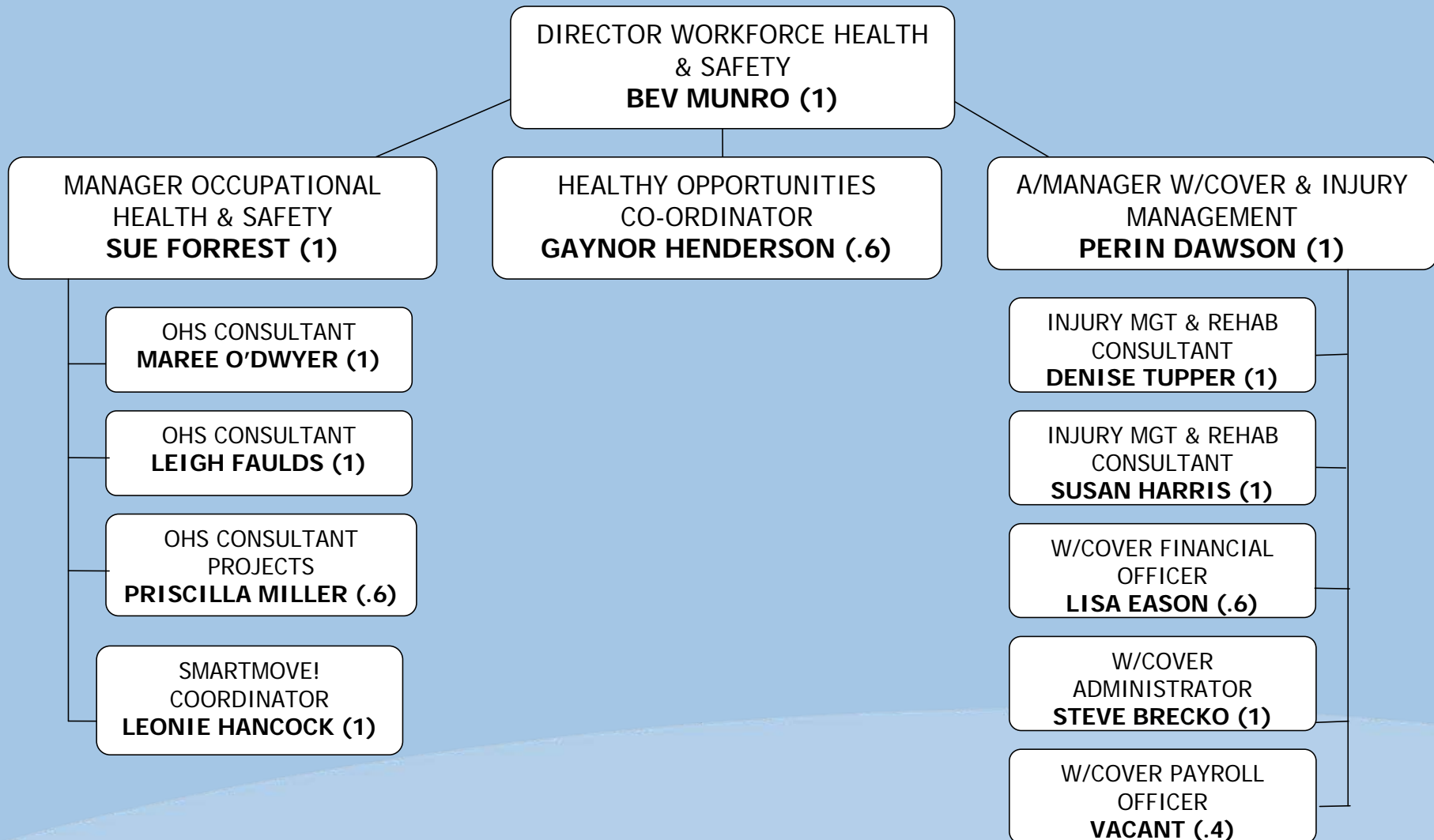
Southern Health Coverage



Southern Health Staffing

- Southern Health is the largest public health sector employer as well as the largest single employer of health professionals within Victoria.
- Southern Health is also the largest employer of nurses, doctors, pharmacists and other health professional groups in Victoria.
- In the 2007-2008 Financial Year Southern Health had 8264 full time Equivalent staff (12,233 head count).
 - 44% Nursing
 - 17% Clinical Support
 - 15% Medical
 - 14% Administration /Clerical
 - 10% Hotel and Allied

WorkForce Health and Safety Structure





Key Drivers for Workforce Health

- Keep our people healthy and safe
- Legislative Compliance
- Injuries and illness
- Costs



Objectives

- Reduce Injuries and illnesses
- Meet Legislative Requirements
- Develop strategic, cost effective and targeted strategies
- Develop a consistent approach to workplace health issues in Southern Health



Framework

- Co-ordination
- Key Principles
 - Clear Commitment and allocation of responsibility
 - Consultation and engagement of stakeholders
 - Proactive approach – prevention, early intervention and risk management



Key Elements

- Strategic Governance
- Prevention and Risk Management
- Early Intervention and Injury Management
- Proactive Claims and Premium Management
- Health and Well-being



Strategic Governance

- Occupational Safety, Health and Environment Steering Committee
(Incorporated into the Executive Management Team)
- Workplace Health Policy Framework
- Occupational Health and Safety Management System
- Capability Building – Management Training
- Measurement and monitoring – Key Performance Indicators
- Compliance Management



Prevention and Risk Management

- Management of Aggression and Violence
- SmartMove! Manual Handling program
- Contractor, Volunteer and Visitor Safety Management
- Incident Reporting, Recording and Management
- Hazardous Substances and Dangerous Goods
- Health Monitoring
- Proactive Materials Management and Equipment Maintenance and Replacement



Early Intervention and Injury Management

- Protocols and Guidelines
- Continuous Improvement
- In House Injury Management and Rehabilitation Consultants
- Early Intervention Strategies
- Increasing Manager Skills
- Provision of appropriate Modified or Alternative Duties



Proactive Claims and Premium Management

- Partnering with Key Stakeholders
 - Agent
 - Victorian WorkCover Authority/WorkSafe

- Management of Reimbursements

- Targeted cost reduction strategies

- Improved reporting

- Tailored Reports for Chief Executive, Board, Exec

Health and Well Being

- Employee Assistance Program
- Critical Incident Stress Management Program
- Employer/employee Assist lines
- Gyms
- Weight Watchers at Work
- Staff Clinic
- Health and Well being seminars