

Eastern Health

POSITION DESCRIPTION

Position Title:	Junior People and Culture Advisor
Award Classification:	HS2
Award / Agreement Name:	Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Workers) Single Interest Enterprise Agreement 2025-2027
Position Reports to:	Head of People Operations & Remuneration Equity

EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs



1. POSITION PURPOSE

The Junior People and Culture (P&C) Advisor will be the first point of contact for general employee and manager queries. The Junior P&C Advisor will provide manager coaching on Success Factors and will be the first point of contact for the customer experience. Where there are complex or challenging general enquiries relating to systems or processes, the Junior P&C Advisor will escalate to the Senior Advisor for assistance to resolve. Where there are complex or challenging EBA or policy enquiries, the Junior P&C Advisor will escalate to the Senior Advisor.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Provide a high quality service and guidance to managers and staff with information regarding HR policies, EBAs, Eastern Health standards and guidelines in a consistent manner from a single Eastern Health perspective.
- Ensure managers and frontline staff have readily available access to Human Resources information and support delivered.
- Maintain People and Culture Advisory intranet homepage to ensure templates are updated in accordance with policy/EBA changes in consultation with the Employee Relations team.
- Maintain Open Case Tracker with information/data received from phone calls, emails and webpage ensuring data integrity.
- Ensure that frontline staff issues are dealt with promptly and effectively.
- Process event reasons (variations) for position changes, increase/decrease in hours.
- Assist with reporting to ensure compliance for Police Checks, Working with Children Checks and NDIS screening checks.
- Process Parental Leave applications
- Provide administrative support to the People & Culture Advisory Team, and the Head of People Operations & Remuneration Equity.

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria

11. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Signed: _____

Date: ____/____/____

Manager

<p>INCUMBENT STATEMENT</p> <p>I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.</p> <p>Signed: _____ Date: ____/____/____</p>

ATTACHMENT 1

KEY SELECTION CRITERIA

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Essential

- Qualifications and/or significant experience, in a relevant discipline
- Ability to consult and collaborate with others and work as an effective member of a team to deliver organisational outcomes
- Demonstrated skills in dealing with highly confidential and sensitive information in a professional manner
- Excellent communication skills, both written and verbal
- Excellent interpersonal skills
- Demonstrated capacity to liaise with internal and external peers, stakeholders and clients.
- Good understanding of current EBAs and relevant legislation
- Ability to work under pressure and ability to multi-task and prioritise
- Strong organisational and time-management skills
- Health Industry experience (desirable)
- A demonstrated understanding of and capacity to deliver a high quality customer service
- High levels of personal resilience Behavioural Competencies

Behavioural Competencies

- High level of integrity, honesty and commitment
- High level of attention to detail and accuracy
- Solution orientated
- Flexibility and adaptability
- Self-motivation
- Enthusiasm, energy and drive
- Role models teamwork and collaboration

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au