

## Information for Prospective Employees

### Our Heritage

Cabrini Health is the largest Catholic private health service in Victoria provided from seven sites in the south-eastern suburbs of Melbourne. Founded in 1948, it is owned by the Missionary Sisters of the Sacred Heart of Jesus.

The Sisters were, in the main, Italian with very little English between them and few resources. They arrived in Melbourne and assumed ownership of St Benedict's, a small private hospital in Malvern. There were many setbacks in the early years and we owe much to their perseverance and hard work, as they worked to overcome difficulties. With boundless faith in God and a surety of purpose, they laid the foundation for the complex health care services offered by Cabrini Health today.

Cabrini Health employs 3800 staff, 160 volunteers, 1300 specialist doctors and 832 inpatient beds. Our services span aged care, cancer care, emergency medicine, maternity services, paediatric services, palliative care, rehabilitation, research and education.

### Our Values

**Who we are:** We are a Catholic health care service inspired by the spirit and vision of Mother Cabrini and the Missionary Sisters of the Sacred Heart of Jesus.

**What we believe:** We are a community of care, reaching out with compassion, integrity, courage and respect to all we serve.

**What we do:** We provide excellence in all of our services and work to identify and meet unmet needs.

Our values form the base of our Mission, are built around what we believe and drive how we act. They are drawn from Mother Cabrini's life and reflect her heart, her spirit, her conviction and her approach. Our values are: Compassion; Integrity; Courage and Respect.

### Our Services and Facilities

Cabrini Health operates clinical campuses across five suburbs in south-eastern Melbourne, with a total of 832 inpatient beds. The clinical services include; acute, emergency, maternity, palliative and residential aged care. In addition to this, we provide home based services from our campuses at Malvern and Prahran.

#### Cabrini Ashwood

Cabrini Ashwood is a 90-bed purpose built residential aged-care facility. It continues to be fully accredited by the Aged Care Standards and Accreditation Agency, which means we meet the high standards it sets. Our staff and volunteers work hard to enhance residents' quality of life via a range of social, recreational, spiritual and emotional support and activities, as well as supporting residents' wellness and healthcare needs.

#### Cabrini Brighton

Cabrini Brighton is a 141-bed, purpose designed, acute hospital with onsite medical coverage. It has five state-of-the-art surgical theatres and a three-stage post-anaesthetic care unit incorporating a day of surgery admission unit. It incorporates a close observation unit, a day oncology unit and an endoscopy centre, as well as a respiratory and sleep centre. A medical imaging department, pharmacy and a pathology collection centre are located onsite.

#### Cabrini Elsternwick Rehabilitation Service

Cabrini Elsternwick Rehabilitation Service operates out of two campuses, Glenhuntly Road and Hopetoun St. Together they provide a comprehensive 71-bed amenity for both fast and slow stream rehabilitation services. These services include; rehabilitation services for older people needing general, orthopaedic or neurological rehabilitation and for those living with Parkinson's disease along with services for people who have undergone joint replacement, surgery, spinal injury or surgery, trauma due to accident or injury as a result of falls, car or work accidents, stroke or neurological condition and chronic pain.

## **Cabrini Malvern**

The original Cabrini site, founded in 1948, is the largest of Cabrini Health sites with 508 acute beds. We provide a wide range of healthcare services including an emergency department, a 12-bed intensive care unit, ten surgical theatres, a 20-bay recovery room, an 18-bed coronary care unit, day procedure centre, day oncology unit, maternity services, children's centre and hospital-in-the-home services. To support these and many other healthcare services Cabrini Malvern provides an extensive range of onsite diagnostic services including a full service pathology laboratory and a medical imaging department. We have an extensive range of cardiac diagnostic services to support the cardiac program.

## **Cabrini Prahran**

Cabrini Prahran is a modern acute palliative care centre providing inpatient and home based care and support for people with a progressive life-limiting illness. It has 22 beds and a unique home care program serving approximately 130 patients. Our multidisciplinary team includes doctors, nurses, pastoral care workers, chaplains, counsellors, dieticians, pharmacists, physiotherapists and trained volunteers. We also provided specialist palliative care nursing experience in both inpatient and community programs for 18 nursing students from Deakin and Australian Catholic universities.

## **Cabrini Linen Service**

Cabrini Linen Service is Victoria's leading state-of-the-art commercial laundry facility and ISO accredited. We produce 120 tonnes of linen per week and employ 120 staff representing diverse cultural backgrounds. Our services include deluxe linen products for the health and hospitality industries, including sterile theatre bundles and dry-cleaning.

## **Chemtronics**

Chemtronics is the largest business of its kind in Australia with some 350 major clients including private healthcare groups, national groups and large government contracts. We provide specialist services for medical equipment, from basic instruments through to high-end technologies.

**Hospitech Facilities and Asset Management**, provides services for facilities and buildings including a number of prestigious new hospital construction projects in Victoria and Western Australia. It also provides a reference for the management of hospital based facilities maintenance services for smaller public hospitals.

**In-a-Tick Compliance Testing Services** expands the range of technologies serviced but focuses on compliance rather than maintenance. The focus for this business stream is the public health sector and the new business operates from a newly established site in suburban Preston.

**Chemtronics in New Zealand**, has been operating hospital based biomedical management services for more than six years. A Chemtronics New Zealand office was opened in June 2010.

## **Corporate services**

These are mainly based at our Malvern Campus with Financial services located at Hawthorn. Corporate services include clinical risk management, communication, education and staff development, engineering, health information, human resources, finance, infection control, information technology, logistics, mission integration, nutrition, occupational health and safety, public relations and quality management.

## **Cabrini Research and Education**

The Cabrini Institute is committed to improving the health outcomes of our patients and to creating value for the organisation. This is achieved through involvement in clinical education and research, all undertaken within an ethical framework. Through strong partnerships with universities and professional colleges, the Institute supports training programs for medical, nursing and allied health professionals and provides clinical experience for undergraduate and postgraduate students. A range of postgraduate scholarships, research and study grants are available for Cabrini clinicians.

## **Our Commitment to Quality**

Cabrini Health has a commitment to the provision of high quality care and services and has a comprehensive quality and risk management program. There is an expectation that all staff will participate in activities aimed at improving the care and services provided and in minimising risks to our patients, residents and staff. All

Cabrini Health services are accredited/certified by appropriate agencies and there is a robust credentialing process for medical staff. Cabrini Mission Standards also guide our practice.

### **Staff Development**

At Cabrini we are committed to the ongoing development of all employees, recognising that they are our most valuable asset. Through the Cabrini Performance Development and Review System staff are assisted to devise a personal development plan. Ongoing education and training programs, provided free of charge, are available to assist all staff to maintain knowledge and skills. Additional resources including self-directed learning packages, books, journals and videos are also available. Online clinical databases can be accessed through the Cabrini Intranet in each clinical area, as well as through the Library.

### **Staff Services**

**Cabrini Staff Clinic** provides a full range of medical services including preventative programs, assessment of work related injuries and the treatment of general medical conditions. Investigations and tertiary referral are arranged when necessary.

**EFM Health and Fitness Gym** is located at Cabrini Hawthorn. Membership is available for staff and family members.

**Cabrini Staff Support Network** provides critical incident and stress management for staff. Although primarily focused on caring for patients and their families, Pastoral Services offer emotional and spiritual support to staff. Counselling and advice is also available through Cabrini Centacare in Malvern.

**Child Care:** Cabrini has an arrangement with Wattletree House Child Care Centre in Wattletree Rd, reserving a number of places for the care of the children of employees between the ages of six months and five years.

**Parking:** Free on-site car parking is also provided for staff at each campus.

**Staff Discounts:** A 10 per cent discount is available to staff at the gift shop and at the retail pharmacy at Malvern.

### **Cabrini Volunteers**

The provision of care and service is enhanced through the volunteer program. Patient and resident volunteers work alongside the clinical team in appropriate areas, providing value-added services such as companionship and hand and foot massage. The gift shops at Malvern and Ashwood are staffed by volunteers. Heartbeat Cabrini fundraises for equipment for the cardiac areas. Ministry volunteers assist the Pastoral Services team at each campus. Staff and members of the local community are invited to join the choir which enhances our celebrations.

### **Cabrini Social Outreach Program**

In direct response to the Vision of the Missionary Sisters of the Sacred Heart of Jesus (MSC), our first area of focus is people on the margins of the community, in Melbourne and overseas. Within Australia areas of priority include women and children, indigenous Australians and new immigrants. Overseas projects primarily involve healthcare. Support may include funding, material aid and/or human resources. There are a range of opportunities for staff to participate in a voluntary capacity in the social outreach program.