

Jennie Gordon

<p>Objective</p>	<p>Demonstrating my senior leadership experience within organisations, driving cultural change in various workplaces at a senior level, fostering relationship with internal and external stakeholders, working and engaging with and advocating positive change in local communities including Aboriginal and Torres Strait Islander communities.</p>
<p>Skills & Abilities</p>	<p>Communication / Consultation:</p> <ul style="list-style-type: none"> ▪ Communication skills- excellent high level written and verbal skill sets, targeted to audience ▪ Collaboration and high- level Interpersonal skills – liaison, consultation Engaging others to achieve results ▪ Ministerial and complex correspondence and Ministerial Brief writing ▪ Systems management including Key Performance Indicator development ▪ Partnership development and Relationship building skills, effective team player ▪ Policy interpretation and policy development skills ▪ Computer literate – Microsoft programs inclusive Word, Excel, and multiple system programs <p>Governance- Corporate and Financial Management:</p> <ul style="list-style-type: none"> ▪ Excellent Strategic planning and Financial management record ▪ Analytic and complex problem-solving skills ▪ Ability to work under pressure and achieve results ▪ Submission writing skills and sstatistic generation and interpretation ▪ Transition planning <p>Policy Development and Implementation:</p> <ul style="list-style-type: none"> ▪ Strategic thinking and stakeholder’s engagement ▪ policy analysis and development of options ▪ building strategic capacity for policy-making and using a variety of evidence in policy advice. <p>Project and Planning:</p> <ul style="list-style-type: none"> ▪ Contract management skills, Project Management skills ▪ Program development and documentation skills ▪ Presentation skills, small, medium and large groups

Quality and Risk Management:

- Quality Improvement and Continuous Improvement planning and implementation skills

Workforce: HR Development and management

- Workforce planning, Research skills,
- Education and training, Human resource development
- Human resources management and Industrial Relations skills
- Presentation skills, small, medium and large groups
- Performance Development Planning and supervision

Other:

- Personal management and effective time management skills
- Resilience- persevering to achieve results

Experience**Board Experience:**

2023- Board Member Southern NSW LHD 3 year appointment

2016-2018 Board Member CATSINAM

Employment

2019-Current. Manager, SENSW Regional Training Hub, Rural Clinical School ANU School of Medicine and Psychology.

Strategic role to engage young doctors to work within the rural health demographic.

Collaboration with multiple stakeholders to increase opportunities for young doctors within SENSW Regional training Hub footprint.

March 2012- June 2018: Strategic Workforce Planning role with ACT Health, Multiple representative roles.

[Director Workforce Policy and Planning](#)

Development of ACT Health Workforce Plan 2013-2018, ACT Health Aboriginal and Torres Strait Islander Health Workforce Plan 2013-2018, Multiple regional and ACT Jurisdictional Workforce plans;

March- April 2017: ACT Health Director, Aboriginal and Torres Strait Islander Affairs, Community Services Directorate

[Secondment to Executive role -Office of Aboriginal and Torres Strait Islander Affairs](#)

Secondment for leave period of the Director- demonstrate an excellent knowledge and understanding of Aboriginal and Torres Strait Islander peoples' society and cultures; The issues affecting Aboriginal and Torres Strait Islander peoples in contemporary Australian society; The diversity of circumstances of Aboriginal and Torres Strait Islander people.

April 2008- Feb 2012 Greater Southern Area Health Service / Southern Transition Office

	<p>Manager Workforce Planning – substantive Plus</p> <p>Acting Manager Aboriginal Workforce Development and Coordinator Aboriginal Cadetships Representing Southern NSW and Murrumbidgee Local Health District NSW Health</p> <p>September 2005 – April 2008 Department of Ageing Disability and Home Care NSW</p> <p>Acting Project Officer- Regional Business Support Unit (Feb- April 2008)</p> <p>Acting Project Officer – Performance and Quality Improvement January 2007- 2008</p> <p>Acting Regional Learning and Development Officer, Southern Region Business Support Team (October 2006- January 2007) and Network Manager, Southern Region (September 2005- October 2006)</p> <p>June 2005 – 2008 Greater Southern Area Health Service, Bourke St Health Service Aged Care and Rehabilitation</p> <p>Registered Nurse</p> <p>August 2002 - May 2005 Goulburn Masonic Village</p> <p>Residential Care Manager Hostel (Director of Nursing) August 2002- June 2003</p> <p>Village Manager – (Combining Director of Nursing and Administrator Roles) June 2003- 2005</p> <p>February 1998 – July 2002 Anglicare Canberra / Goulburn Youth and Family Services - Community Sector</p> <p>Coordinator Emergency Accommodation and Community Housing Project</p> <p>Strategic Planning Project Officer - July – October 2001 (secondment)</p> <p>March 1976- January 1998 Multiple Clinical Nursing roles NSW Health, NSW Police & Corrections</p> <p>Psychiatric and General Nurse</p>
<p>Education</p>	<p>2006 Master of Aged Care Management – Health Services Western Sydney University</p> <p>1999 Bachelor of Education (Adult Education) Majoring in Human Resource Development University of Technology Sydney</p> <p>1998 Statement of Attainment- Assessing Demonstrated Competencies University of Technology Sydney</p> <p>1987 Word Processing 1 & 2 (1989), Introductory Accounting TAFE Goulburn, NSW</p> <p>1984 General Nurse Training Goulburn Base Hospital, Goulburn, NSW</p> <p>1979 Psychiatric (Mental Health) Nurse Training Kenmore Hospital Goulburn, NSW</p>
<p>Professional Achievement</p>	<p><u>Achievements:</u></p> <ul style="list-style-type: none"> ▪ ACT and Region Representative to Uluru National Convention May 2017 resulting in the

and Affiliations

- “Statement from the Heart”
- Deputy Chair -Australian Industry and Skills Council -Aboriginal & Torres Strait Islander Health Worker Industry Reference Committee 2016-2018
- ACT Health Reconciliation Certificate 2015 x 2. In recognition of:
- Leadership and commitment to Reconciliation within ACT Health
- Reconciliation Action Plan working group
- ACT Health Deputy Director General Strategy and Corporate- Thank you 2014 Medical Workforce ACT Jurisdiction. “For good consultation work in revising and consolidating the Area of Need policy documents for Executive Council.”
- ACT Health Australia Day Award 2013 -People Strategy Services Executive Team for “Outstanding collaboration in pursuit of HR excellence. Team effectiveness and commitment verified in ACHS Survey results of 4 Excellent Achievements, and 1 marked achievement against a total of 5 Human Resource criteria.
- ACT Quality in Healthcare 2013 - Team member of "Expanded Scope of Practice Physiotherapists in ED" This project won the innovative models of care category and was named overall winner at the ACT Quality in Healthcare Awards 2013.
- ACT Health Workforce plan 2013-2018 development, implementation and monitoring
- Presentation to National Clinicians Network Forum 2013; Transfer of Care: Communication -Clinicians Patients and Carers: “Presentation of the Integrated Clinical Training Network”
- Provide strategic direction and advice to meet Area Health Service / Local Health District response to the National Health Workforce Reform Agenda and management of the Health Workforce Australia business initiatives at LHD level.
- **Workforce Planning Surveys** –lead the development and implementation of workforce planning surveys – Exit surveys and Clinical Training Placement Surveys
- **Health Workforce Australia funded project – Caring for Older People** - one of 20 National research projects in the category “Caring for older people” My role was workforce lead in consultation with the Aged Care team from the former GSAHS The research project has been completed in Murrumbidgee LHN with the final report being submitted in July 2011.
- **Member HWA caring for Older People National Collaborative group-** Participate and collaborate with HWA and other selected Collaborative organisations to test and develop workforce innovation and reform that meets the strategic and policy directions of the COAG Workforce and Innovation Reform agenda outlined in The National Health Workforce Strategic Framework, The HWA Workforce Program Plan, Caring for Older People Discussion Paper.
- **HWA – successful partnerships Clinical Training Placement funding 2010:** Sole AHS / LHN representative to strategic planning and partnership groups. This has resulted in successful mutli-million-dollar funding and partnership arrangement with HWA, ACT Health and multiple universities and Registered Training organisations.
- **2010- GSAHS Excellence Awards** – Category 6 Building the Health workforce.

- Recognition of Mental Health Drug and Alcohol Workforce Development Strategy
- Waluwin Mayiny Project- Aboriginal Prevocational Program**
- Develop concept, partnerships and strategic planning to bring the project to reality. The project was developed in partnerships with Riverina TAFE to assist AHS to meet Commonwealth, COAG and State targets for Aboriginal Employment strategies. This project has been prioritised to sites and implemented at Griffith and Leeton with the first cohorts in training- progressing to work placements.
- Aged Care Director achievements:**
- Full implementation of Accounting principles, financial viability – inclusive of increase in cash flows from Residential Classification Scales (RCS) funding.
 - Lead the development and implementation of new Policy and Procedure manuals for clinical and operational procedures in the facility.
 - Faultless Accreditation 2003– followed by successful desk audit(2004) and follow up visit (2004)
 - Workers Compensation and OH&S viability- with significant reductions in costs and compliance with PDS scheme.
- Corrections Health Achievements:**
- Project planning on of two Corrections Health employees to propose, plan and develop specialty unit at Long Bay Correction Complex for persons with intellectual disabilities’.
 - Research and respond to Director of Nursing, Prison Medical Services to provide information to Law Reform Commission inquiry – “Treatment of intellectually disabled persons in the NSW Criminal Justice system” (Issues paper published 1992).
 - Develop response documentation on behalf of the Governor, Goulburn Correctional Centre to enquiry to establish similar “disability units” to that operated at the facility in the UK Prison Service. (1994)
- Affiliations**
- Congress of Aboriginal and Torres Strait Islander Nurses and Midwives (CATSINaM) member (2014- current) National Board Member (2016-2018)
 - Australian Health Practitioners Regulation Authority- Nursing and Midwifery Board - Registered Nurse
 - Australian College of Health Service Managers Associate Fellow, (1 March 2005)
-ACT Branch Council (2014-2018)
 - Australian College of Nursing- Member (12 October 1998- Current)
 - Institute of Public Administration Australia IPAA (2014- current)
 - ACT Public Service Aboriginal and Torres Strait Islander Employee Network – Murranga Murranga Co Chair (2015-2018)

Leadership **CATSINaM Representation to:**

- Multiple Senate and Parliamentary Committee's e.g. Senate Community Affairs Reference Committee inquiry "Accessibility and quality of mental health services in rural and remote Australia" June 2018
- Rural Health Round Table 2017- Parliament House Canberra

Ministerial representative to:

- Australian Health Professional Regulation Agency (AHPRA) ACT Board appointments - (2012-present) Medical and Nursing and Midwifery Boards. Chair of Regional Selection Advisory Panel Nursing and Midwifery 2015,

Health Workforce Principal Committee (HWPC) representative to:

- Australian Industry and Skills Council -Aboriginal & Torres Strait Islander Health Worker Industry Reference Committee (Skills IQ)
- Chair - HWPC representative to Australian Health Professional Regulation Agency (AHPRA) National Board Appointments Committee 2014-2017, Including appointment as chair on two rounds of national appointments.
- HWPC representative to Australian Health Professional Regulation Agency (AHPRA) National Board Appointments 2015.
- Royal Australian College of Surgeons (RACS) International Medical Graduate interview panel jurisdiction representative (2014 - present)
- HW2025 Nursing retention and productivity project advisory group, 2013-2014
- Medical Physicists working group 2013-2014

Employer Representative to:

- Jurisdictional delegate/ representative and proxy roles (2012-2018) to multiple national committees, including:
 1. Health Workforce Principal Committee (HWPC), HWPC Legislation Committee, Workforce data group, Practitioner Regulation Sub-Committee (PRSC)- Jurisdictional delegate/ representative (2012-2018)
 2. ACT Jurisdiction delegate to multiple Health Workforce Australia National Project Advisory Groups 2012-2014: (Health Leadership Framework, Workforce Innovation and reform reference group, Rural Medical generalists, Aged care workforce reform, Cancer workforce strategy, Prescribing pathways).
 3. ACT Education committee Canberra Region Medical Education Council (CRMEC)
 4. NSW 2010-2012

University of Canberra – Rural Clinical Training Stream – Advisory Committee

University of Canberra- Mobile Health Clinic – Advisory Committee

CSU/ Southern NSW and Murrumbidgee LHN – Collaborative Management Committee

ANU – Rural clinical School Community Advisory Board

NSW Health Aboriginal Workforce Steering committee

	<p>NSW Health Aboriginal Cultural Awareness Content Advisory group NSW Health – Working party to develop NSW Health Aboriginal Workforce Strategy ACT Health – Network Supervision working party Executive Management Group</p>