

POSITION DESCRIPTION

Position	Accountant		
Department	Finance	Level of Authority: (as per ORH Instrument of Delegation)	
Reports to	Director of Finance and Corporate Services		
Responsible to	Director of Finance and Corporate Services		
Enterprise Agreement	<i>Victorian Public Health Sector (Health and Allied Services, Managers and Administrative Workers)</i>		
Pay Scale	HS 4 / 5		

ORBOST REGIONAL HEALTH

Orbost Regional Health provides acute, urgent care, medical and specialist services, and an array of community health, welfare and aged care services. We aim to meet the community needs utilising a flexible funding model. Partnership arrangements enhance our ability to delivery services to an area covering one million hectares across Far East Gippsland. At Orbost Regional Health our innovative multipurpose service has the capacity to embrace a holistic approach to health and wellbeing. We provide not only the Acute and Aged Care facilities, but also many other services to maintain the physical and mental well-being of the community.

POSITION OBJECTIVE

The Accountant is responsible for the delivery of high-quality financial reporting, including statutory, regulatory and funding compliance requirements. The role ensures accurate, timely and transparent financial information to support organisational decisionmaking, audit processes and external reporting obligations. The Accountant provides leadership to the Accounts Payable/Receivable functions and supports the Director of Corporate Services with month-end, year-end, budget development, and financial governance.

POSITION REQUIREMENTS

Position Requirements	
Satisfactory National Police Check (no older than 12 months) <i>Certificate must be provided prior to commencement</i>	Required
Satisfactory Working with Children Check <i>Evidence of application must be provided prior to commencement</i>	Required
Satisfactory NDIS Worker Screening Check <i>Evidence of application must be provided prior to commencement</i>	Not Required
Satisfactory Health Declaration (ORH will provide documentation for completion) <i>Completed document must be provided prior to commencement</i>	Required
Immunisation History (ORH will provide documentation for completion) <i>Completed document must be provided prior to commencement</i> <i>Participation in the annual influenza vaccination program is a requirement</i> <i>Evidence of vaccinations must be provided prior to commencement (eg Certificate from myGov record)</i>	Required
Evidence of Professional Registration	
Evidence of Professional Qualification	Required
Valid Victorian Driver's Licence	Preferred
Typical Work Schedule	
This position is worked as required across 7 days per week	
This position is worked as required on public holidays	

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Availability to work a variety of shifts is required This position is worked during week days	
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RESPONSIBILITIES AND ACCOUNTABILITIES

Primary Responsibilities

1. External Reporting & Compliance

- Prepare statutory financial statements in accordance with Australian Accounting Standards and applicable health sector reporting frameworks.
- Coordinate regulatory reporting, including Department of Health submissions, funding acquittals, performance returns and grant reporting.
- Ensure external reporting deadlines are met, with high standards of accuracy and completeness.
- Maintain compliance with relevant legislation, accounting standards, policies and audit requirements.
- Liaise with external auditors and coordinate annual audit deliverables.

2. Financial Operations & Controls

- Oversee Accounts Payable and Accounts Receivable functions, ensuring timely processing, reconciliations and internal control compliance.
- Maintain the Chart of Accounts and ensure data integrity across finance systems.
- Support reporting requirements where cross-functional finance processes intersect.
- Lead month-end processes including journals, accruals, balance sheet reconciliations and variance analysis.
- Monitor finance policies, delegations and controls to ensure organisational compliance.

3. Management Reporting & Support

- Provide financial analysis and reporting to the Director of Corporate Services for Executive and Board use.
- Assist with the preparation of monthly finance reports, cashflow monitoring and KPI reporting.
- Support the annual budget and forecast processes, including development of templates and consolidation of inputs.
- Work collaboratively with managers to improve understanding of financial performance and cost drivers.

4. Team Leadership & Capability Development

- Provide day-to-day leadership to Accounts Payable/Receivable staff.
- Set clear expectations, monitor performance and ensure timely completion of finance tasks.
- Support professional development and training for finance team members.
- Promote a positive and collaborative finance culture with strong customer service orientation.

5. Systems, Process & Quality Improvement

- Identify opportunities to streamline finance processes and strengthen internal controls.

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- Support implementation of system improvements where required.
- Maintain high standards of documentation, version control and record management.
- Participate in quality improvement and accreditation activities relevant to finance and corporate governance.

Qualifications and Experience

Essential

- Degree in Accounting, Commerce or a related discipline.
- Demonstrated experience in financial accounting, statutory reporting or external compliance roles.
- Strong understanding of Australian Accounting Standards and audit processes.
- Experience coordinating Accounts Payable and/or Accounts Receivable.
- High-level Excel and financial systems experience.
- Strong analytical and problem-solving capability.
- Excellent communication and stakeholder engagement skills.

Desirable

- Experience in public health, community services or local government finance.
- IPA/CA/CPA qualification or working toward completion.
- Experience with multipurpose service funding models or government reporting templates.

Skills, Knowledge and Attributes

- High attention to detail and strong organisational skills.
- Ability to interpret legislation, funding guidelines and reporting requirements.
- Ability to work to strict deadlines and manage competing priorities.
- Well-developed analytical and presentation skills.
- Demonstrated integrity, professionalism and confidentiality in handling financial information.
- Commitment to ORH values and service excellence.

Strategic Imperatives

- Contribute to financial sustainability and transparent reporting aligned with ORH's strategic plan.
- Ensure compliance with ORH policies, procedures and governance frameworks.
- Promote evidence-based financial practice and continuous improvement.
- Support proactive, person-centred service delivery through strong financial stewardship.

Professional Development

- Actively engage in the annual performance review and development appraisal with direct supervisor.
- Ensure completion of mandatory competencies (both organisational and profession-specific) as required upon commencement, annually and in accordance with timelines specified in relevant health service policies and procedures.

Work Health and Safety

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- Regular monitoring and review of personal work practices and the environment to ensure a healthy and safe workplace in accordance with ORH policies/procedures and legislative requirements.
- Adhere to Occupational Health and Safety, Equal Employment Opportunities, Emergency Management, Waste Management, Environmental, Sustainability and Infection Control policies, procedures and legislation.
- Proactively report OH&S hazards, incidents and injuries to supervisor.
- Ensure that infection control guidelines and requirements are known and incorporated into daily work activities.

Quality and Risk Management

- Actively participate and contribute to quality improvement activities, by identifying and making recommendations on opportunities to improve processes, workplace health and safety, and quality service delivery outcomes.
- Be aware of Orbost Regional Health's approach to quality and safety that includes: Risk management, Clinical governance, Patient centred care and Consumer rights and responsibilities, Diversity, Workplace Health, Safety and Wellbeing, Performance reporting and Monitoring, Partnering with Consumers, Quality Improvement and Open Disclosure.
- Adhere to ORH incident and complaint investigation policies and procedures.
- Actively participate in the Orbost Regional Health quality program and accreditation processes against the relevant standards.
- Manage risk in daily work practices.
- Adhere to all organisational policies, procedures and health legislations.
- Ensure a good knowledge of polices relating to reportable conduct, child safe standards and hospital response to family violence.

Human Resource Capability

Builds people capability to meet organisational objectives and challenges

- Maximises effectiveness by selecting, developing, managing and motivating high performing employees.
- Clearly defines roles and expectations, monitors performance, provides framework for feedback and facilitates development.
- Understands the core people competencies required for the organisation to meet its goals and ways for employees to develop those competencies.
- Uses HR knowledge, including on engagement, performance management and attraction, to provide strategic resource solutions.

Sets and drives people strategy to achieve organisational success

- Develops HR strategies that are aligned with and contribute to organisational strategy.
- Executes people management plans that contribute to strategic planning objectives.
- Takes action to ensure HR strategies, structures, capabilities and processes support organisational objectives, manage risk, meet governance requirements and improve business performance.
- Designs and delivers innovative HR initiatives that contribute to the achievement of organisational objectives.
- Develops and promulgates best practices appropriate to the achievement of organisational objectives.
- Evaluates the impact of HR practices on organisational results and makes adjustments as required.

Drives organisational change and development to achieve and maintain the desired culture of the organisation

- Has a clear concept of the culture required for ORH to succeed.
- Designs and delivers innovative people practices that progress/enhance a positive culture.
- Assists employees to understand the personal behavioural implications of culture and change.
- Translates culture into management practice to align employee behaviour with organisational goals.
- Identifies change required, describes the reasons for it and engages people who can deliver change.
- Monitors progress and success of change processes and makes adjustment to them.

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<ul style="list-style-type: none"> Gains commitment for ongoing change requirements through communication of reasons and outcomes of change processes. <p>Aligns people and strategies to achieve organisational imperatives</p> <ul style="list-style-type: none"> Understands and addresses underlying problems, opportunities and external forces affecting ORH. Builds awareness and understanding of economic, demographic, political and legislative trends that may affect ORH. Identifies and communicates potential issues and setbacks that will affect organisational design, culture and performance.
<p>Information and Resource Management</p> <ul style="list-style-type: none"> Understand the purpose of, and be able to use client/corporate records systems and common software applications confidentially and appropriately. Prepare documentation using clear, concise and grammatically correct language appropriate to the role and service requirements. Record and maintain accurate and timely data as directed to meet relevant funding and policy requirements. Work within budget requirements and use resources appropriately. Comply with record and information management requirements in accordance with relevant ORH policies and guidelines. All employees of Orbost Regional Health must sign a Confidentiality Statement. This is to ensure that employees shall not at any time, either during the period of employment, or at its completion, divulge either directly or indirectly to any person, confidential knowledge or information acquired during the course of this employment. All employees of Orbost Regional Health are required to recognise consumer rights and operate within the Charter of Human Rights. Ensure information relating to patients/clients/consumers and colleague's is kept private and confidential at all times in accordance with ORH policies and procedures.
<p>Communication and Teamwork</p> <ul style="list-style-type: none"> Actively participate in team meetings, staff forums and other meetings relevant to the role, and as required. Work in a cooperative and collaborative manner with all team members to foster a positive and supportive work environment and person-centred provision. Provide guidance and support to others within your work area to contribute to a valuable and constructive learning experience.
<p>Immunisation</p> <ul style="list-style-type: none"> It is a condition of appointment that all employees comply with our immunisation requirements during employment. This position is classified as Category A, B, C. Yearly flu vaccinations are required for Category A and B.
<p>Diversity and Inclusion</p> <ul style="list-style-type: none"> Support an inclusive environment where all individuals are treated fairly, with respect and receive the same opportunities. Recognise and respect diversity and inclusivity within the workplace. Everyone has the right to high quality health care and opportunities regardless of diversity factors which include cultural, ethnic, linguistic, religious beliefs, gender, sexual orientation, age and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst all Orbost Regional Health employees. Actively participate in developing cultural competence including an awareness and understanding of the diverse range of cultures and backgrounds, including Aboriginal and Torres Strait Islander peoples, members of the LGBTQIA+ community, and those from culturally and linguistically diverse backgrounds and people with a disability.

KEY SELECTION CRITERIA

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Orbost Regional Health is an equal opportunity employer. ORH Has adopted a common set of principles across the organisation and developed associated trademark values and behaviours. Selection will be based on assessing demonstrated alignment with the skills, qualifications, knowledge, behaviours and other personal qualities required to carry out the role effectively.

Essential

1. Relevant tertiary qualification in accounting or commerce.
2. Demonstrated experience in statutory or regulatory financial reporting.
3. Strong understanding of accounting standards and audit processes.
4. Experience managing Accounts Payable/Receivable functions.
5. High-level analytical, problem-solving and Excel skills.
6. Demonstrated ability to meet deadlines and manage competing priorities.
7. Excellent communication and stakeholder management skills.
8. Demonstrated alignment with ORH values and commitment to quality and safety.

Desirable

1. IPA/CPA/CA qualification (or progression toward).
2. Experience in health or government financial reporting environments.
3. Familiarity with multipurpose service funding models.

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JOB DEMANDS CHECKLIST

Orbost Regional Health endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgement at the end of the position description to confirm their ability to perform the job demands of this position.

Frequency definitions:	
I = Infrequent	Activity may be required very infrequently
O = Occasional	Activity required occasionally, not necessarily on all shifts
F = Frequent	Activity required most shifts, up to 50% of the time
C = Constant	Activity that exists for the majority of each shift and may involve repetitive movements for prolonged periods
NA = Not Applicable	Activity not performed

Aspects of Normal Workplace		Frequency				
Demands	Description	I	O	F	C	NA
Physical Demands						
Sitting	Remain seated to perform tasks					
Standing	Remain standing to perform tasks					
Walking	Periods of walking required to perform tasks					
Bending	Forward bending from waist to perform tasks					
Kneeling	Remaining in a kneeling position to perform tasks					
Lifting / Carrying	Light lifting and carrying					
	Moderate lifting and carrying					
	Assisting lifting (mechanical, equipment, person assist)					
Climbing, working at heights	Ascending and descending ladders, stools, scaffolding					
Pushing / Pulling	Moving objects e.g. trolleys, beds, wheelchairs, floor cleaning equipment					
Reaching	Arms fully extended forward or raised above shoulder					
Crouching	Adopting a crouching posture to perform tasks					
Foot Movement	Use of leg and/or foot to operate machinery					
Head Postures	Holding head in a position other than neutral (facing forwards)					
Fingers / Hand / Arm movement	Repetitive movements of fingers, hands and arms e.g. computer keyboarding					
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands					
Driving	Operating a motor powered vehicle e.g. use of hospital cars, deliveries, visiting clients, ride on mower, bus, etc					
Psychosocial Demands						
Distressed People	Highly emotional people crying, upset, unhappy, distressed. E.g. Crisis or grief situations					

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Aggressive / Unpredictable People	Raised voices, yelling, swearing, arguing e.g. Drug/alcohol, dementia, mental illness					
Exposure to distressing situations	E.g. child abuse, delivering bad news, viewing extreme injuries, viewing deceased					
Environmental Demands						
Gases	Working with explosive or flammable gases requiring precautionary measures					
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring Personal Protective Equipment (PPE)					
Noise	Environmental / background noise necessitates people raising their voice to be heard					
Biological Hazards	E.g. exposure to body fluids, bacteria, infectious diseases requiring PPE					
Cytotoxic Materials	Handling and/or preparation of cytotoxic materials					
Radiation	Working with radiologic equipment					

AUTHORISATION

I confirm that I have read and understood this position description and believe that I am able to carry out the requirements of this role safely and effectively and that the conditions and requirements therein form part of my contract of employment.

Employee signature

Employee name (printed)

Date

Orbost Regional Health is a smoke free workplace

DOCUMENT CONTROL

Orbost Regional Health reserves the right to review and amend this document at its discretion.

Reviewed by Manager:	Date:	Updated: <input type="checkbox"/>	No update required: <input type="checkbox"/>
Approved by Director:	Date:	Name:	