

Clinical lead position description

For Safer Care Victoria, clinical networks are the primary means of engaging with clinicians. The critical knowledge of clinicians offers those responsible for assuring healthcare quality and safety at a system level an important insight into the frontline reality, challenges and opportunities of clinical care.

The clinical lead role is critical to clinical network success. It is an important interface between practicing clinicians and Safer Care Victoria. Clinical leads work closely with their clinical network members and Safer Care Victoria to provide leadership and to share innovations and improvements across the Victorian healthcare system.

The clinical lead role is a unique opportunity for clinicians who are passionate about improving quality and safety to have an impact across organisational boundaries and the wider Victorian healthcare system.

Mental Health Clinical Network, Clinical Lead

Classification	Non VPS
Team, unit	Safer Care Victoria, Clinicians as Partners
Branch/area/region/division	Mental Health Clinical Network
Work location	Level 3, 50 Lonsdale St, Melbourne 3000
Position number	<i>Will be supplied upon successful appointment</i>
Employment type	Part-time, up to 2 years fixed term contract (Option to extend for a second 2 year term) 0.2EFT
Salary	Secondment
Position reports to	Robyn Hudson, Director, Clinicians As Partners, Safer Care Victoria
Further information	Clinical network manager as contact
Closing Date	Sunday 2 September 2018

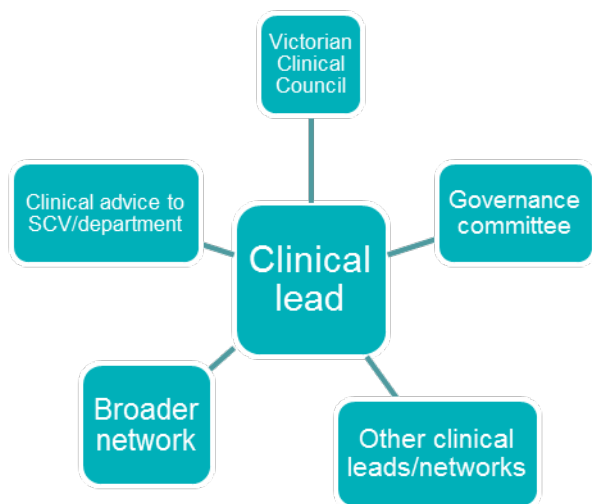
ABOUT THE CLINICAL LEAD

The clinical lead will be a leader in their field. They will be someone who communicates a vision for high quality healthcare that generates enthusiasm and commitment among their colleagues. They will draw on their experience and knowledge to develop complex strategies to build buy-in and support from key stakeholders. Their vision for excellence in healthcare will include excellence at the clinician-consumer interface through to excellence at the whole system level. They will be a clinician of excellent clinical standing in their area of expertise and be passionate about improving outcomes of care and consumer experiences of care.

The clinical lead will provide clinical leadership and advice to Safer Care Victoria on matters impacting quality and safety in their area of clinical practice.

The clinical lead may be from any professional group, including medical, allied health, nursing and (if relevant) midwifery.

Clinical leads are *ex officio* members of the Victorian Clinical Council. The Victorian Clinical Council is responsible for system-wide and strategic leadership and advice on healthcare quality and safety.



ROLE OF CLINICAL NETWORKS

For Safer Care Victoria, clinical networks are the primary means of engaging with clinicians. The critical knowledge of clinicians offers those responsible for assuring healthcare quality and safety at a system level an important insight into the frontline reality, challenges and opportunities of clinical care. Meaningful engagement with clinicians, healthcare managers, consumers and the wider system of healthcare will ensure Victoria enjoys sustained improvement in the quality and safety of care and that Victorian consumers experience that care better.

The clinical networks provide clinical leadership, expertise and advice to Safer Care Victoria to improve patient outcomes and people’s experience of healthcare. The clinical networks also have a role in bringing the clinician’s voice to the attention of Safer Care Victoria in order to influence and develop ideas directly from the clinical, consumer-facing workforce to system leaders.

ORGANISATIONAL ENVIRONMENT

Established in January 2017, Safer Care Victoria is the state’s lead agency for monitoring and improving quality and safety in Victorian healthcare. SCV supports health services and clinicians to identify and respond to areas for improvement, and works closely with consumers, families and carers to ensure they are at the centre of everything SCV does.

As well as monitoring the standards of care provided to Victorians, Safer Care Victoria is partnering with consumers, clinicians and health service managers to support the continuous improvement of healthcare.

The Department of Health and Human Services provides business support functions for Safer Care Victoria. Safer Care Victoria shares the department’s employment policies and procedures.

The department is building an inclusive workplace that embraces diversity and difference. All jobs can be worked flexibly and we actively encourage job applications from Aboriginal people, people living with disability, LGBTI and people from varied cultural backgrounds.

The department is committed to the safety of its clients. The department takes a zero tolerance approach to abuse, including child abuse and abuse of people with disability.

Departmental employees are required to comply with all legal requirements including the Child Safe Standards to keep children safe from harm and abuse.

BRANCH

The Clinicians as Partners branch is responsible for support, engagement and coordination with clinicians to enable effective collaboration and leadership on safety and quality improvement. Via the clinical networks, this branch drives reductions in unwarranted variation, establishes clinical practice guidelines and leads specific improvement programs and projects.

PURPOSE, ROLE AND ACCOUNTABILITY

Purpose

The clinical lead role is critical to the success of the network. Their role is one of system leadership. The clinical lead will work effectively for improved healthcare outcomes and experiences across the sector.

Mental Health Clinical Network strategic focus

Consultation and engagement with clinicians and people with lived experience from across the sector identified four key areas of priority:

- trauma informed care and practices in services
- engagement and participation of consumers and carers in treatment and care planning decisions
- interfaces between services (including quality of communication, emergency service interface, discharge planning practices and public/private transitions)
- Service response for people with complex needs involving mental health and substance use.

These key priorities will represent the initial strategic focus of the Mental Health Clinical Network with further work required to define improvement goals and projects that will inform the Mental Health Clinical Network's work plan. The [Framework for clinical networks \(July 2017\)](#) describes the opportunity the Mental Health Clinical Network has to partner, collaborate and influence to achieve its goals.

Role and responsibilities

The role of the clinical lead is to:

- provide leadership to the clinical network in undertaking the roles and responsibilities described in the [Framework for clinical networks \(July 2017\)](#)
- review and work with the Clinicians as Partners branch and wider Safer Care Victoria resources to respond to data and information that indicates a safety and quality issue
- develop and maintain strategic relationships with key client and advocacy groups, peak bodies, the health and human services sectors, other non-government organisations, and other key stakeholders at a statewide level in relation to cross portfolio and long term reform projects
- represent and advocate on behalf of the clinical network with other networks, Safer Care Victoria, the Department of Health and Human Services and the broader health service community
- work collaboratively with Safer Care Victoria staff and other clinical network staff to ensure linkages and synergies of work

- promote participation in the clinical network activities within the care sector and among other key stakeholders
- effectively manage the competing priorities of all network members, health services, Safer Care Victoria and the department to achieve an agreed vision and focus
- recognise that networks can best achieve results through influence and negotiation (rather than by issuing directives) at the local health service level, so draw on their influence and change management expertise to assist the work of the network
- maintain momentum and balance and manage expectations about what can be reasonably delivered
- participate in clinical network and other Safer Care Victoria committees as appropriate.
 - › Governance Committee minimum 5 meetings per year)
 - › Insight subcommittee (minimum 5 meetings per year)
 - › Victorian Clinical Council (maximum 5 meetings per year).

Accountability

The clinical lead is formally accountable to the director, Clinicians as Partners branch for achieving a set of performance targets as well as contributing to the broader clinical network work program. At the beginning of their term the clinical lead and the director, Clinicians as Partners branch will agree the set of performance targets.

SELECTION CRITERIA

Knowledge and skills

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| Leadership: | <ul style="list-style-type: none"> • communicates a vision that generates enthusiasm and commitment • recognises and acknowledges behaviour that is aligned with the vision • identifies potential issues and set-backs and guides team to optimise outcomes • models the behaviour expected of others. |
| Influence and Negotiation: | <ul style="list-style-type: none"> • develops long term, complex and multi-phased plans to influence others • implements complex strategies to build buy-in and support from key internal and external stakeholders • uses a variety of different influencing approaches tailored to different stakeholders • effectively negotiates with stakeholders to achieve desired outcomes. |
| Systems Thinking: | <ul style="list-style-type: none"> • formulates potential courses of action to achieve objectives based on an in-depth understanding of the health sector and its systems • establishes an integrated perspective of health service delivery in their specialist area and identifies the leverage points where intervention will add value. |
| Strategic planning: | <ul style="list-style-type: none"> • helps formulate potential courses of action to achieve objectives based on an in-depth understanding of their organisation and the wider healthcare environment and its systems. |

- Stakeholder management:**
- identifies and manages a range of complex and often competing needs
 - identifies issues in common for one or more stakeholders and uses them to build mutually beneficial partnerships
 - finds innovative solutions to resolve stakeholder issues.

- Change Management:**
- scans the environment to identify necessary changes
 - gains commitment by communicating the reasons for the change and the risks of not changing
 - actively promotes and drives change using broad influencing skills to overcome barriers and gain support.

Personal qualities

- Conceptual and Analytical Ability:**
- deals with concepts and complexity comfortably
 - uses analytical and conceptual skills to reason through problems
 - has creative ideas and can project how these can link to innovations.

- Creativity and Innovation:**
- generates new ideas
 - draws on a range of information sources to identify new ways of doing things
 - actively influences events and promotes ideas
 - translates creative ideas into workplace improvements
 - reflects on experience and is open to new ways to improve practice

- Self-Discipline:**
- maintains a consistent and sensible pattern of behaviour under pressure
 - recognises and restrains inappropriate emotions during a situation or interaction
 - recognises own limitations and works with others to ensure plans are achieved.

Qualifications

To be eligible for this position you will have a relevant **clinical** qualification as well as a record of achievement in clinical management. It is expected that the successful applicant will maintain a clinical focus and is given release time for up to 0.2 EFT per week to perform the role.

Specialist expertise

- Demonstrated knowledge of large scale quality improvement within the health sector is essential.
- Previous experience leading and driving clinical change is essential.

SAFETY SCREENING

All competitive applicants are subject to a satisfactory National Police History Check as part of the recruitment assessment process.

Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check. Applicants should contact the relevant overseas police force to obtain this and submit as part of their application. Details of overseas police agencies are available on the Department of Immigration and Border Protection website (<http://www.border.gov.au/>) under 'Character and Police Certificate Requirements – How do I obtain a police certificate?'.

REMUNERATION

Health services will be remunerated for the clinical lead's release time to facilitate backfill and minimise service disruption.

Clinicians in private practice will be remunerated as per industry award or, if this doesn't apply, at a level consistent with public sector remuneration levels for comparable skills and expertise.

CONDITIONS AND BENEFITS

People who work for Safer Care Victoria must comply with the Code of Conduct for Victorian Public Sector Employees 2007 and agree to work according to our values of quality, collaborative relationships, responsibility, client focus, professional integrity and respect.

Employees of Safer Care Victoria can enjoy a range of generous Victorian Government employment benefits. These include attractive salaries, flexible leave arrangements and training and development opportunities. Please see www.careers.vic.gov.au/why/benefits-conditions

Safer Care Victoria promotes diversity and equal opportunity in employment. If you are an Aboriginal or Torres Strait Islander applicant, or if you have a disability, and require advice and support with the recruitment process, please contact our Diversity Unit on DiversityInclusion@dhhs.vic.gov.au.

HOW AND WHERE TO APPLY

Safer Care Victoria prefers job applications submitted electronically to best manage administrative and environmental resources. If you are unable to apply online, please use the contact details below:

Primary contact:

Rebecca Reed, Manager Clinicians as Partners

Phone: (03) 9096 1422

Email: Mentalhealth.ClinicalNetwork@safercare.vic.gov.au

Secondary contact:

Garth Ebelthite, Project Lead Mental Health Clinical Network

Phone: (03) 9096 1437

Email: Mentalhealth.ClinicalNetwork@safercare.vic.gov.au

OTHER RELEVANT INFORMATION

For other important information about the recruitment process, please read the department's Information for applicants page at www.dhs.vic.gov.au/about-the-department/our-organisation/careers/applying-for-a-job/information-for-applicants or request a copy from the contact for further information listed under the 'Position details' section of this document.