

## Position description

### Clinical Lead Safety for all: Towards elimination of restrictive practices - Break Through Series Collaborative

The Safety for all: Towards elimination of restrictive practices - Break Through Series collaborative is a state-wide improvement initiative that will bring teams from mental health inpatient units together to work towards eliminating restrictive practices. Safer Care Victoria (SCV) are working in partnership with the Institute of Healthcare Improvement (IHI) to deliver this important program of work.

The Clinical Lead role is a unique opportunity for clinicians who are passionate about improving the quality and safety of healthcare to have an impact across the system, by providing leadership and expertise to the Safety for all improvement initiative. The Clinical Lead will be a thought leader who draws on their extensive experience to generate enthusiasm and commitment from all. Possessing knowledge about restrictive practices in mental health inpatient units, they will be someone who communicates a vision for high quality healthcare. They will be a clinician of excellent clinical standing in their area of expertise and be passionate about improving outcomes and consumer experiences of care.

To support teams, the Clinical Lead (along with a Consumer Lead and Carer Lead) will work with the SCV project team and the faculty (a group of subject matter experts) to provide us with content knowledge, skills and experience.

**Are you:**

- a leader in your field, possessing expert mental health knowledge?
- someone who communicates a vision for high-quality healthcare, generating buy-in and support from key stakeholders?
- passionate about improving consumer outcomes and experiences?

If this is you, we'd love to hear from you!

**Safety for all: Towards elimination of restrictive practices - Break Through Series collaborative**  
**Clinical Lead**

|                       |                     |
|-----------------------|---------------------|
| <b>Classification</b> | Non-VPS secondment  |
| <b>Team, unit</b>     | Improvement Partner |
| <b>Agency</b>         | Safer Care Victoria |

|                            |                                                                                                                                                                                                                                        |
|----------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Work location</b>       | Remote working/ 50 Lonsdale St, Melbourne where required.                                                                                                                                                                              |
| <b>Employment type</b>     | Part-time, (15.2 hours per fortnight (0.2FTE)<br>Program activity levels will fluctuate with some weeks requiring more than 1 day a week and others less, and it may be necessary to spread the work across multiple days of the week. |
| <b>Duration</b>            | Fixed term secondment: 18 months                                                                                                                                                                                                       |
| <b>Salary range</b>        | As per Secondment Agreement                                                                                                                                                                                                            |
| <b>Position reports to</b> | Manager, Mental Health Improvement Program                                                                                                                                                                                             |
| <b>Further information</b> | Annette Woodhouse, Manager, Mental Health Improvement Program<br><a href="mailto:Annette.Woodhouse@safercare.vic.gov.au">Annette.Woodhouse@safercare.vic.gov.au</a>                                                                    |
| <b>Closing date</b>        | 19/06/22                                                                                                                                                                                                                               |

## Organisational environment

Established in January 2017, Safer Care Victoria (SCV) is the state's healthcare quality and safety improvement agency. We are an administrative office of the Department of Health, here to help health services prevent and learn from patient harm, identify and deliver service improvements and engage with consumers.

We achieve this through delivering on our key responsibilities state-wide, including:

### Safety

- Reviewing information and intelligence from the system to recognise quality and safety signals.
- Providing insights and knowledge to support learning across the system

### Improvement

- Delivering targeted improvement initiatives and partner to improve health outcomes for Victorians.
- Building a sustainable network of improvement experts (both healthcare workers and lived experience experts) to enable continuous improvement and innovation.

### Engagement

- Working together with consumers, clinicians, health services and thought leaders through purposeful and systematic approaches to ensure quality and safety improvement is a key agenda for Victoria.
- Embedding quality and safety skills and knowledge across the sector through broad capability development.

## Mental Health Improvement Program

The Royal Commission into Victoria's Mental Health System (the Commission) recommended the establishment of a Mental Health Improvement Program (MHIP) within Safer Care Victoria (SCV). The Commission recommended the initial focus should include working towards elimination of restrictive interventions, reducing compulsory treatment, preventing gender-based violence and preventing suicides in mental healthcare settings. The Safety for all: Towards elimination of restrictive practices - Break Through Series collaborative is the first improvement initiative to be launched.

## Purpose

The clinical lead will provide clinical expertise, leadership and strategic advice throughout the development and implementation of the Safety for all: Towards elimination of restrictive practices - Break Through Series collaborative.

## Responsibilities

### The Clinical Lead will:

- provide expert clinical advice and leadership to inform and shape project delivery
- support the Safety for all: Towards elimination of restrictive practices - Break Through Series collaborative project team in making decisions and designing key collaborative tools and resources
- champion sector engagement to drive project delivery, including leading engagement with partnering health service executives
- support design and delivery of learning sessions (workshops) and coaching sessions
- identify and act on opportunities to ensure activities are person-centred and grounded with consumer and carer/family perspectives
- support planning to spread successful changes from the collaborative to other areas/units/sites within participating health services and more broadly across the Victorian health system.

## Selection criteria

### Knowledge and skills

#### Leadership

- Communicates in a way that generates enthusiasm and commitment.
- Identifies potential issues and setbacks and guides the team to optimise outcomes.
- Models the behaviour expected of others.
- Demonstrates success in leading widespread change in the healthcare sector.

#### Influence, negotiation and interpersonal

- Builds productive and meaningful partnerships with key stakeholders.
- Identifies and seeks connection with potential partners and stakeholders to maximise the success of the collaborative.
- Uses interpersonal, team building and facilitation skills in their work within the collaborative where appropriate.
- Actively promotes and drives change using coaching and influencing skills to overcome barriers and gain support.

#### System thinking

- Formulates potential courses of action to achieve objectives based on an in-depth understanding of the health sector and its systems.

- Demonstrates an integrated perspective of health service delivery and identifies leverage points that will add value.

### **Strategic planning**

- 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.
- 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 communicate how these align to achieving the collaborative aims.

#### **Emotional intelligence**

- Demonstrates self-awareness with a strong understanding of strengths, weaknesses and motivations.
- Displays strong social skills and empathy in workplace relationships.

#### **Creativity and innovation**

- Generates new ideas.
- Draws on a range of information sources to identify new ways of doing things.

#### **Self-discipline**

- Maintains a consistent and sensible pattern of behaviour under pressure.
- Recognises own limitations and works with others to ensure plans are achieved.
- Ability to rapidly adjust to changed approaches or plans.
- Effective time management skills and the ability to work under deadline pressure.

## Qualifications

To be eligible for this position you will have a relevant clinical qualification (Registered Mental Health Nurse rpn4 or above, or equivalent allied health professional) as well as a record of achievement in leadership. 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

- Content expertise aligned to the Safety for all: Towards elimination of restrictive practices - Break Through Series collaborative
- Five or more years working in the Mental Health sector, preferably with inpatient setting experience
- Previous experience leading and driving change in a healthcare environment is essential
- A respected sector leader that can support broad sector engagement.

## 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 as per the secondment agreement.

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.

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](mailto:DiversityInclusion@dhhs.vic.gov.au).

## Mandatory Vaccination Policy

The department is committed to providing and maintaining a working environment which is safe and without risk to the health of its workers and clients. As it is an essential element of any role within the department that employees be able to attend work onsite and to do so safely, employees are required to be fully vaccinated against COVID-19 as a condition of their employment. This requirement applies unless they have a medical condition which means they cannot be vaccinated against COVID -19. Therefore, the department will ask any prospective employee, who has been identified as the preferred candidate for a role within the department, to provide proof of their COVID-19 vaccination status prior to any offer of employment being made. If a prospective employee has a relevant medical condition which means they cannot be vaccinated against COVID-19, they should contact the department to discuss their individual circumstances.

## How and where to apply

Please submit your application electronically to [mentalhealthimprovement@safercare.vic.gov.au](mailto:mentalhealthimprovement@safercare.vic.gov.au)

Include 'Clinical Lead' application in the subject line.

Attach the following:

- a one-page cover letter
- a current curriculum vitae, maximum of four pages
- a confirmation letter from your employer (template included below) which includes their endorsement and approval for secondment and nominated release time (e.g. 0.2 EFT for 18 months).

Recruitment process:

- Applications will be reviewed by a selection committee from Safer Care Victoria.
- Interviews will be held virtually commencing from 6<sup>th</sup> June
- Successful applicants will start as soon as possible.

## Letter of confirmation template

(Please use your organisation's letterhead – if applicable)

Date

Annette Woodhouse  
Manager, Mental Health Improvement Program  
Safer Care Victoria

[annette.woodhouse@safercare.vic.gov.au](mailto:annette.woodhouse@safercare.vic.gov.au)

Dear Ms Woodhouse,

Application of <XXXX> for a position as Clinical Lead, Mental Health Improvement Program at Safer Care Victoria.

I endorse <XXXX>'s application for a position as Clinical Lead, given their experience, expertise, qualifications and accomplishments.

I approve for <XXXX> to be released from commitments at <XXXX> organisation for 0.2 EFT for a term of 18 months.

Yours sincerely

Employers name

Title

Telephone number

Email address