



Job Ad Reference:	H09MSM09652
Role Title:	Clinical Director
Status:	Permanent Full Time
Unit/Branch:	Bayside Mental Health Service, Division of Mental Health,
Division/ District:	Metro South Health Service District
Location:	Redlands Hospital, Cleveland
Classification Level:	L18-L27
Salary Level:	\$130 491 - \$165 444 per annum (L18-L27)
Closing Date:	Monday, 19 October 2009 (Applications will remain current for 12 months)
Contact:	Inglis Chern
Telephone:	(07) 3488 3111
Online Applications:	www.health.qld.gov.au/workforus or www.smartjobs.qld.gov.au
Fax Application:	(07) 3121 1498
Post Application:	Recruitment Services (Mt Gravatt) Queensland Health Shared Service Partner P.O. BOX 2221, MANSFIELD BC QLD 4122
Deliver Application:	Nexus Building, 96 Mt Gravatt – Capalaba Road UPPER MT GRAVATT QLD 4122

About Our Organisation

Queensland Health's mission is 'creating dependable health care and better health for all Queenslanders'. Within the context of this organisation there are four core values that guide our behaviour. These values are -

- **Caring for People:** Demonstrating commitment and consideration for people in the way we work.
- **Leadership:** We all have a role to play in leadership by communicating a vision, taking responsibility and building trust among colleagues.
- **Respect:** Showing due regard for the feelings and rights of others.
- **Integrity:** Using official positions and power properly.

Purpose of Role

- The Clinical Director is to provide specialist clinical care and assume overall responsibility for the delivery of Mental Health Services within the Bayside area. It is expected that the Clinical Director will, in collaboration with the Manager and Nursing Director, Bayside Mental Health Service and Executive of Metro South Division of Mental Health to provide effective Governance Clinical and Operational of Bayside Mental Health. In addition, the position is required to support the Executive Director Mental Health – Division of Mental Health, Metro South Health Service District.
- The Clinical Director is required to provide strong leadership and also to support the strategic direction which seeks to provide high quality service provision. The role will lead the development of clinical practices and pathways that ensure policies are mapped against the relevant standards and organisational goals, that clinical performance is measured and clinical governance is managed from a strategic platform.
- The Clinical Director will be expected to manage a changing portfolio of responsibilities on behalf of Metro South as a whole, including but not limited to, participation in service integration projects and district representation within the district and at other forums.

Staffing and Budget Responsibilities

This position will provide professional leadership/oversight to medical staff within the Division, and be an active contributor to multidisciplinary processes.

Reporting Relationship

This position reports both operationally and professionally to the Executive Director Mental Health, Metro South. The position also works in close liaison with the Clinical Directors of Logan Beaudesert and Princess Alexandra Hospital Mental Health Services.

In addition, this position works in a matrix collaborative relationship with the respective facility Executive Director and facility Management Committee for operational matters relevant to the local campus.

Collaboration is required between all teams to ensure acceptable outcomes for consumers. This collaborative relationship between the Clinical Director and local teams will assist in determining the time split between the clinical and leadership/administrative roles.

Key Accountabilities

- Fulfil the accountabilities of this position in accordance with Queensland Health's core values, as outlined above;

Leadership

- Lead the strategic planning and development of Queensland Health Mental Health Services provided by the District in collaboration with other members of the Metro South Mental Health Services Executive Team.
- Provide ethical decision making in the achievement of organisational goals and support the implementation of evidence based clinical practice
- Ensure regular review of clinical structures and processes to enable the setting of future service provision

Clinical Governance

- Assume clinical responsibility for the overall clinical care to mental health consumers within the local Health Service
- Review, monitor and maintain the implementation of National Standards for Mental Health Services, evidence-based practice and quality improvement processes.
- Identify opportunities for innovation and improved service delivery
- Ensure that clinical services are delivered with a coordinated, comprehensive, recovery orientated framework that reflects a biopsychosocial best practice model of care and involve consumers and carers
- Develop and/or implement clinical guidelines and safe medication practices
- Ensure the delivery of high quality care to consumers and carers through adherence of multidisciplinary staff working to professional standards and protocols
- Ensure that consumers entering the service have access to consultant opinion/input from the onset of treatment, and that consumers with complex needs or high risk are reviewed by a consultant as soon as possible after such a risk emerges
- Foster and implement utilisation of outcome measures in provision of appropriate level of clinical care to consumers

Management

- Ensure the provisions of the Mental Health Act 2000 are met e.g. oversee the completion of 238 Reports, appointments to Authorised Doctor roles, MHRT reporting and attendance
- Meet with the Service Manager on a regular basis, and in conjunction with the Service Manager, take responsibility for determining service requirements and the deployment of staff within the service
- In conjunction with the Service Manager and Executive Management, ensure efficient utilisation and management of resources and finances in order to support the budgetary goals of cost containment and efficiency
- It is expected the Clinical Director will act in accordance with District Finance and HR delegations.
- Provide regular monthly reports to the Executive Director Mental Health, Metro South Health Services District
- Comply with and utilise contemporary human resource requirements and practices including workplace health and safety, employment equity, antidiscrimination policies and ethical behaviour as specified in the Queensland Health Code of Conduct

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Clinical Care

- Develop a balance between clinical role/expectations and the other roles required of the Clinical Director
- Develop and implement processes to optimise the efficiency and safety of entry, progress and discharge from the service, including comprehensive assessments and goal planning, clear relapse and re-entry plans, discharge summaries and outcome reporting
- Promote the benefits and application of multidisciplinary team members in the assessment and management and related issues

Supervision, Education and Training

- Foster an environment of education, quality improvement, evidence based practice and reflective feedback and learning
- Provide supervision/teaching opportunities to registrars, junior medical staff, and the other professional staff within the Service
- Be responsible for induction, training and professional development of all medical staff within the Service
- Participate in psychiatric registrar and international medical graduate training as per the standards set out by the RANZCP
- Participate in registrar/PHO education sessions and other service-wide education programs
- Provide education through training seminars and tutorials to other clinical staff
- Set the tone and standards to support optimal clinical placements for medical students to achieve their educational objectives

Research

- Develop and support a framework for quality improvement, evaluation measures and research activities
- Lead and support staff in developing skills in research and evaluation for effective use of resources and improved consumer outcomes

Qualifications/Professional Registration/Other Requirements

- MBBS or equivalent registrable with the Medical Board or Queensland
- Fellow of the Royal Australian and New Zealand College of Psychiatrists or equivalent postgraduate specialist qualification
- Current registration as a specialist in psychiatry with the Medical Board of Queensland.

KEY SKILL REQUIREMENTS (Or Competencies)

Patient Focus	Provides patient care by displaying personal qualities of respect, politeness and empathy as well as involving patients and carers in the care process
Communication	Demonstrates effective communication by actively listening, providing relevant and timely information and adapting their style to suit others
Work Values	Demonstrates honesty, integrity and respect for all patients, carers and staff
Continuous Improvement	Promotes a safe and quality focused work environment by demonstrating safe work practices, reviewing practices, identifying areas of improvement and acting accordingly, and initiating and participating in quality audits and risk management activities
Staff Management	Supervises and manages staff in relation to patient care by setting clear expectations, by recognising good performance, providing constructive feedback on poor performance and demonstrating solid leadership skills
Continuous Learning	Committed to own professional development and actively contributes to professional memberships and networks
Financial Management	Demonstrates effective financial decision making, prioritising effectively and understanding the impacts of their decisions

Clinical Knowledge

- Ability to demonstrate knowledge and experience in all aspects of Psychiatry
- Ability to demonstrate leadership skills and experience within public mental health multidisciplinary teams and to demonstrate skills in working with consumers and carers
- Ability to demonstrate aptitude for and experience in service development
- Ability to think proactively and strategically in order to anticipate service needs outside the confines of their own Clinical Director role
- Knowledge of and commitment to implementing Queensland and National Mental Health Policies and plans, National Mental Health Standards and ACHS Standards (or demonstrated commitment to quickly acquire such knowledge)
- Knowledge of the Mental Health Act (2000) (or demonstrated commitment to quickly acquire such knowledge)
- Demonstrated skills in teaching at under and post graduate levels (including multidisciplinary education and teaching)

How to Apply

Please provide the following information for the panel to assess your suitability:

- **A short response** (maximum 1-2 pages) on the assessment criteria on the attached addendum.
- **Your current CV/ resume, including referees.** Referees should have a thorough knowledge of your work performance and conduct and it is preferable to include your current /previous supervisor. Referees will only be contacted with your consent.
- **Application Form** (only required if not applying online).

About The Health Service District/Area/Division/Branch/Unit

Metro South Health Service District is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. This district does not include the Mater Hospitals.

Clinical services provided within the Metro South Health Service District include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Moreton Bay Nursing Care Unit
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Mental Health Services
- Medical Aids Subsidy Scheme
- Health Contact Centre

Additional information on the District is available on QHEPS site via www.health.qld.gov.au

Pre-Employment screening

Pre-employment screening, including a criminal history check, may be undertaken on persons recommended for employment. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

Health professional roles involving delivery of health services to children and young people

All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or young person has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to the Department of Child Safety.

All relevant health professionals are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

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ADDENDUM TO ROLE DESCRIPTION

Leadership

- In partnership with the Service Manager, ensure that clinical governance is prioritised and implemented appropriately in order to monitor and improve service delivery
- Maintain regular attendance at the District Mental Health Executive meeting and local operational, management and quality meetings
- Represent Mental Health Services and Bayside Mental Health in a wide variety of forums, demonstrating adequate communication with all stakeholders
- When required act as Executive Director of Clinical Services – Division of Mental Health, Metro South Health Services District, when the Director is on leave.
- Develop a collaborative working relationship with the Executive of Bayside Health Service as well as Logan Beaudesert Health Service and Princess Alexandra Health Services

Clinical Governance

- Oversee the balance of equity of access with the efficient delivery of consumer care and outcome, particularly prioritising which consumers are provided a specific service
- Participate in the review of all complaints, adverse events and serious incidents and in collaboration with the Quality Manager, ensure that Team Leaders/Consultants develop policies to address identified issues
- Support the maintenance of strong clinical links between teams within the locality as well as between the three facilities of Metro South Mental Health Service
- Ensure the development of a strong relationship with the Director of Governance Metro South Mental Health Service
- Brief the Executive Director Mental Health, Metro South Health Services District of any difficulties in delivering service and critical incidents, situations of risk or complaints in service delivery

Clinical Care

- Consult with other health professionals and relevant agencies as required in respect to patient management and related issues
- Provide expert consultancy/advisory services as required to both internal and external agencies that are relevant to the provision of mental health services, and provide consultation and education to the network of referring agents and other service providers
- Ensure the maintenance of accurate and proper medical records and attend to own correspondence and investigations in a prompt manner
- Participate on the consultant's after hours roster as required
- Provide reciprocal cover for colleagues during periods of study and annual leave or other short, unexpected absences

Supervision, Education and Training

- Foster an environment of education, quality improvement, evidence based practice and reflective feedback and learning
- Provide supervision/teaching opportunities to registrars, junior medical staff, and the other professional staff within the Service

Assessment Criteria

Criteria 1

Proven high level clinical skills and demonstrated ability to design treatment programs relevant to acute treatment Mental Health Services.

Criteria 2

Ability to provide leadership and financial management within a multidisciplinary mental health team

Criteria 3

Demonstrated commitment to the promotion of high standards of quality in the provision of mental health services.

Criteria 4

Demonstrated commitment to the advancement of the objectives of relevant professional organisations and in training and education of junior staff.

Criteria 5

Understanding and commitment to Queensland Health's core values of caring for people; leadership; respect; and integrity.

Criteria 6

Understanding of contemporary human resource practices including workplace health and safety, employment equity and anti-discrimination.

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