

Position	Clinical Director -Mental Health Services
Classification	MD02
Division	Mental Health Services
Department / Section / Unit / Ward	Mental Health Services
Role reports to	Operationally: > Chief Executive Officer Professionally: > Executive Director Medical Services
CHRIS 21 Position Number M55160	Role Created / Review Date 13/10/2025
Criminal History Clearance Requirements ☒ National Police Check ☒ Child - Prescribed (Working with Children Check)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The Clinical Director Mental Health Services (CDMHS) is accountable to the Chief Executive Officer (CEO, SALHN) for the provision of strategic clinical leadership and to significantly contribute to the achievement of SALHN strategic objectives.

The CDMHS reports via the relevant SALHN Executive structures.

The CDMHS is an appropriately qualified medical professional who has the clinical experience, knowledge and skills to assume a leadership role in Mental Health Services.

The CDMHS will provide high level clinical advice that contributes to service planning and assists in the development/implementation of clinical networks, state-wide plans and recommendations.

The CDMHS and the Co-Director Mental Health Services will jointly lead change management required in Mental Health Services (MHS) across the SALHN, to transition the services to new care models.

In partnership with the Co-Director MHS, the CDMHS is also accountable for the achievement of relevant key performance indicators and strategic and operational deliverables for Mental Health Services across all SALHN sites. This includes operational service delivery responsibility for medical and clinical staff, budget, risk management, WHS and quality and safety.

The CDMHS portfolio will focus upon Key Performance Indicators in relation to community mental health and acute mental health service delivery and development. These include but are not limited to; Emergency Department Presentations and Discharges, Mental Health Emergency Department and In-patient services length of stay and Acute Mental Health Service development.

Direct Reports: (List positions reporting directly to this position)

- > Head of Units in Mental Health Services
- > Co-Director Mental Health Services
- > Business Finance Partner(s)
- > Other positions as determined

Key Relationships / Interactions:

Internal:

- > Chief Executive Officer SALHN
- > Chief Operating Officer SALHN
- > Executive Director Medical Services SALHN
- > Co-Director, Mental Health Services SALHN
- > Heads of Units in Mental Health Services SALHN
- > Nursing Directors in Mental Health Services SALHN
- > Allied Health Director Mental Health Services SALHN
- > Other Divisional Clinical Directors & senior managers within SALHN
- > Medical students, Interns, RMO's, Registrars, Nurses

External:

- > Patients, Specialists, General Practitioners, NGOs
- > Department for Health and Wellbeing, other government agencies, key community stakeholders and service providers.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Providing a mental health care service to patients and their families within finite resources during a period of extensive reform.
- > Maximising patient outcomes through innovative patient care

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	Level 3
Human Resources	Level 3
Procurement	Level 3

Resilience

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development & Job Plan

It is your responsibility to actively participate in the:

- > Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions, and
- > Job Planning annual discussion to define the agreed duties, responsibilities and objectives of the position for the coming year.
- > As a Manager you, or your delegate, are required to action the Performance Review & Development Program inclusive of six (6) monthly reviews, for all employees for whom you are responsible.

General Requirements

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *Work Health and Safety Act 2012* (SA) and when relevant WHS Defined Officers must meet due diligence requirements.

- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety Act) 2017 (SA)*
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > *Mental Health Act 2009 (SA)* and Regulations.

Handling of Official Information

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions

- > The term appointment may be up to 1-5 years.
- > The Consultant's substantive status is unaffected by the term nature of this appointment, pursuant to clause 4.3.2.1 of the South Australian Medical Officers Award.
- > May be required to work within other locations of the Southern Adelaide LHN.
- > Some out of hours work may be required.
- > A formal process of credentialing will define any scope of clinical practice.
- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.

- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for *Health Care Act 2008* employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

Key Result Areas	Major Responsibilities
Strategic Leadership	As a member of the executive team the CDMHS will significantly contribute to the development of the SALHN vision and strategic directions, consistent with integrated health care delivery, contemporary models of care, and Government policy. The CDMHS will be accountable for providing strategic clinical leadership and advice to the CEO and Chief Operating Officer by: > Providing strong leadership within the clinical service, fostering an environment that inspires staff to set direction for and continually improve services. > Leading the integration of Mental Health Directorate across SALHN consistent with new models of service provision and identifying innovative and alternative approaches to the provision of services. > Interpreting and implementing relevant National and State Strategic directions within the Mental Health Services. > Chairing, contributing to and participating in executive committee/s within SALHN and MH Services. > Ensuring effective stakeholder relationships within and external to SALHN by initiating, developing and maintaining appropriate working relationships with staff and key stakeholders, including the community, in the provision and planning of services. > Assisting in the implementation of major organisational changes in partnership with SALHN senior managers including assisting in the development and implementation of workforce reform including new work roles by working collaboratively with key stakeholders across SALHN. > Developing flexible working environments that are responsive to the changing needs and profile of the consumer and changes in service delivery and multidisciplinary care, ensuring that resources are maximised to meet the operational needs of SALHN. > Enhancing and maintaining SALHN's effectiveness as a teaching hospital in relation to Mental Health services by developing and fostering effective working relationships with universities and educational institutions, Royal Australian College of Psychiatrists and other government and non-government agencies.
Management Accountability	The CDMHS in collaboration with the DMHSO will be accountable for managing clinical Mental Health service provision across SALHN and actively contributing to the achievement of the full range of SALHN performance expectations by: > Actively promoting a culture of performance accountability, review and evaluation, feedback, team work, risk management, collaboration and continuous improvement. > Developing policies and practices which provide clinical engagement in the management of Mental Health services and the development of interdisciplinary clinical teams. > Continually evaluating the Mental Health services provided including quality and safety performance in order to monitor standards of care and determine whether service priorities are being addressed. > Recommending the redistribution of resources and reconfiguration of services where appropriate across SALHN. > Developing and overseeing operational contingency plans for managing patient flow, demand/capacity and related issues. > Ensuring compliance with the various legislative and accreditation requirements required by the Department of Health (specifically the National Standards for Mental Health Services and the National Safety and Quality Health Service Standards). > Fostering the continued growth of clinical research.
Safety, Quality & Risk Management	The CDMHS will provide clinical leadership and direction in line with SALHN policy and procedures to a variety of safety and quality improvement processes by: > Ensuring compliance with systems to respond to all incidents in line with SALHN policy. > Monitoring and reporting all incidents. > Ensuring recommendations arising from incident reviews are implemented.

	> Ensuring safe practices in regard to all services within the organisation. > Ensuring a focus on the patient/client is at the core of all services provided. > Developing clinical care escalation pathways within Mental Health Services and SALHN. > Identification, assessment, reviews of controls and action planning in relation to organisational, corporate and clinical risks within the Directorate. > Leading the identification and implementation of evidence-based process and practice redesign.
Financial Management	The CDMHS in collaboration with the DMHSO is responsible for the effective direction, management and control of finances under their control including: > Developing resource and budget allocation processes across allocated Clinical Divisions and services in conjunction with the Director of Finance or delegate and in line with the SALHN resource and budget allocation process; and. > Monitoring and controlling expenditure in accordance with SALHN budgeting, legal requirements and the SALHN delegations manual.
Human Resources Management	The CDMHS is responsible for: Contributing to workforce planning to ensure the Mental Health Services has a skilled and experienced workforce that reflects cultural diversity (and specific growth in targeted population groups including Aboriginal workforce). > Ensuring staff are appropriately credentialed and work within their scope of practice. > Ensuring services are appropriately staffed to enable a reliable, consistent and excellent mental health service within agreed budget and service design parameters. > Ensuring quality outcomes are achieved through the empowerment of staff and the effective use of performance review and development. > Undertaking corrective intervention for medical clinical staff when required, including performance management and discipline specific matters. Ensuring the promotion and implementation of a safe, productive and healthy work environment across the Directorate in line with the SALHN commitment to the attraction, retention and development of staff to support the achievement of the SALHN strategic objectives and the health reform agenda. > Overseeing the development of rostering principles to maximise the cost efficient application of human resources to defined services and activity. <i>Ensure that a safe and healthy work environment, free from discrimination is provided for employees by:</i> a) implementing departmental human resource policies b) ensuring that the principles of Equal Employment Opportunity and Ethical Conduct are a normal part of doing business c) managing industrial relations issues appropriately as they arise d) managing compliance to the National Safety & Quality Health Service Standards

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent.
- > Appropriate Specialist Qualifications and registrable with the Medical Board of Australia as a Medical Practitioner with Specialist registration; or another qualification as defined in the SA Medical Officers Award.

Personal Abilities/Aptitudes/Skills

- > Commitment to the provision of high quality public hospital Mental Health services.
- > Proven leadership skills and an ability to motivate others.
- > Proven ability to successfully lead professional groups to achieve best practice clinical outcomes.
- > Highly developed analytical skills and a demonstrated ability to make sound management decisions.
- > Demonstrated capacity to effectively lead in an environment of dynamic change and financial constraint.
- > Highly developed interpersonal, communication and conflict resolution skills.
- > Demonstrated ability to achieve defined outcomes through a consultative and participatory management style.
- > Demonstrated capacity to establish and maintain productive working relationships with a diverse range of professional staff.
- > Demonstrated commitment to the principles and practices of Equal Employment Opportunity and Ethical Conduct, and an understanding of, experience in, and ability to manage to the spirit and principles of the Premier's Safety Commitment and the legislative requirements of the Work Health & Safety Act 2012, utilising AS/NZS 4360 Risk Management, or to an equivalent set of standards.
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Demonstrated experience in a Senior Clinical leadership role.
- > Demonstrated experience in the planning and provision of health services.
- > Demonstrated experience in working with consumers and carers.

Knowledge

- > Sound knowledge of Work Health Safety principles and procedures.
- > Sound knowledge of Quality Management principles and procedures.
- > Understanding of delegated safety roles and responsibilities.
- > Understanding of the Charter of Health and Community Services rights.
- > Knowledge of National Safety and Quality Health Service Standards.
- > Demonstrated knowledge of public health system operations particularly as they relate to mental health care services.
- > An understanding of emerging directions within mental health services, nationally and internationally.
- > Knowledge of the political and socio-economic factors that impact on mental health services.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)**Personal Abilities/Aptitudes/Skills**

- > Ability to work within and provide leadership for multidisciplinary team.
- > Demonstrate a flexible approach to working within a multi-disciplinary team.

Experience

- > Experience in representing the health sector across the continuum.
- > Experience in planning workforce requirements.
- > Experience in negotiating with clinical leaders.
- > Understanding of ATSI/vulnerable populations health issues and effective population health, primary health, secondary and tertiary services.

Knowledge

Knowledge of relevant Acts and Regulations under which the SALHN operates.

Educational/Vocational Qualifications

Relevant postgraduate qualifications.

Other Details

Nil specified.

Organisational Overview

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Clinical Director (Mental Health Services) in the Division of Mental Health Services and organisational context and the values of SA Health as described within this document.

Name

Signature

Date