

Director Adult Inpatient Services Mental Health Services

Organisation	NSW Health
Local Health District / Agency	Western Sydney Local Health District
Position Classification	Staff Specialist
State Award	Staff Specialist Award
Category	Professional / Technical / Specialist
Vaccination Category	Category B
ANZSCO Code	TBA
Website	www.wslhd.health.nsw.gov.au/

PRIMARY PURPOSE

The Director Inpatient Services provides Leadership and direct clinical service delivery, across inpatient mental health services to deliver excellence in care and outcomes.

Reporting to the Executive Medical Director Mental Health Services, the Director Inpatient Services is part of the Mental Health Service Executive Leadership team and is accountable for developing and ensuring a clinical environment that provides high-quality person-centered recovery-based care through the provision of clinical excellence and best practice across the service.

This position provides strategic leadership and expert medical leadership to support the delivery and ongoing development of WSLHD's Mental Health services to ensure the provision of high quality, patient centered care. The Director Inpatient Services will provide clinical leadership and expertise via collaboration with Mental Health and other staff and facilities within WSLHD. They will ensure a high standard of professional performance and, where required, the encouragement of an academic environment which supports education, research, and professional development.

The appointment is a joint clinical and management role of approximately 0.3 clinical FTE. The nature of the clinical duties will be negotiated with the successful applicant. The role includes undergraduate and postgraduate teaching, research and supervision. The Director is responsible for the maintenance of quality with all aspects of service delivery by the medical team and the efficient use of resources within Western Sydney Local Health District.

COVID-19 VACCINATION COMPLIANCY

All NSW Health workers are required to have completed a primary course of a COVID-19 vaccine which has been approved or recognised by the Therapeutics Goods Administration (TGA). Additionally, Category A workers are required to receive a booster dose three months after completing the primary course of COVID-19 vaccinations. New applicants must have completed the vaccination course prior to commencement with NSW Health or provide an approved medical contraindication certificate (IM011 immunisation medical exemption form) certifying the worker cannot have any approved COVID-19 vaccines available in NSW.

Acceptable proof of vaccination is the Australian Immunisation Register (AIR) Immunisation History Statement or AIR COVID-19 Digital Certificate. Booster doses are highly recommended for all health care workers who have completed the primary course of COVID-19 vaccinations.

For Category A applicants, if dose 3 is not yet due they can sign the undertaking form to confirm they will receive the vaccine within 6 weeks of the dose due date.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/or health conditions.

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ESSENTIAL REQUIREMENTS

- Checks: National Police Check Working with Children Check.
- Current medical practitioner registered or eligible for specialist registration with the Australian Health Practitioner Regulation Agency (AHPRA), and Fellowship of the Royal Australian and New Zealand College of Psychiatrists (RANZCP) and/or other equivalent specialist recognition as provided for in the NSW Staff Specialist (State) Award.

KEY ACCOUNTABILITIES

- Encourage endeavors that strategically integrate patient care, innovation, research and education, to promote evidence-based clinical practice and contribute to achieving overall strategic and operational objectives of the Hospital and Local Health District Leading and directing clinical service delivery with the General Manager and Clinical Directors, setting service delivery goals, standards, and performance measures for clarity and to ensure expectations of high-quality patient centered care are met. Leading delivery through strong collaboration and the use of evidence based best practice outcomes.
- Provide leadership for quality and clinical governance across professional standards, quality of care and patient safety, key performance indicators, clinical audit and peer review activities, incident/complaints review and management, and provide leadership in clinically challenging situations where expert input is necessary inclusive of promoting Mental Health Service capabilities and the reduction and cessation of restrictive practices.
- Support ongoing development of Mental Health expertise, knowledge, capability, and skills, and strengthen clinician involvement in decision making through providing professional leadership, development, and education across Mental Health Services.
- Manage inpatient services medical workforce, including required actions in senior medical appointments and delineation of scope of practice; annual doctors-in-training recruitment; performance management and development; medical wellbeing; orientation/on-boarding; training requirements; and supervision of other department staff.
- Develop and build strong networks across the medical and operational teams both within Mental Health Services and the broader WSLHD to ensure collaborative working partnerships and integration to support patient flow between facilities and mental health services.
- Participate and lead the research and implementation of evidence-based approaches to treatments and the promotion of links between WSLHD Mental Health Services and other organisations and agencies.
- Provide professional oversight of the services responsibilities to the Health Education and Training Institute and The Royal Australian and New Zealand College of Psychiatrists (RANZCP) for maintenance of standards and accreditation of prevocational and vocational training programs. This includes providing clinical leadership and guidance for mitigation of accreditation risks and formulation of responses to recommendations with service-wide implications.
- Foster a culture of respect for the individual, teamwork and continuous performance improvement, where there is no tolerance for bullying, harassment, discrimination or undermining the professional standing of colleagues.

KEY CHALLENGES

- Devising innovative approaches to improve quality of care, effectiveness, and efficiency of WSLHD Mental Health Services. Working with Mental Health Executive to ensure comprehensive service delivery within constrained resources.
- Understanding health within a clinical, political, and financial framework and using that understanding to ensure that a patient centered, safe, efficient, and effective service is provided to meet the expectations of patients and communities including the utilisation of higher-level planning and decision-making skills as mental health service executive on-call.
- Prioritising person-centered recovery-based care and involvement of the patient and carer in the Mental health and promoting the reduction and cessation of restrictive practices.

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KEY RELATIONSHIPS	
Who	Why
Executive Medical Director Mental Health Services	Reports directly to the Clinical Director for performance and outcomes.
General Manager Mental Health Services	Works closely with the General Manager and Mental Health Executive in key operational activities.
Medical Directors across WSLHD, District Executive Directors	Work collaboratively to ensure the best possible outcomes for Mental Health Services and the WSLHD.
Mental Health Service's Management and Staff	Work collaboratively to ensure the best possible outcomes for Mental Health Services and the WSLHD.
Stakeholders such as Community Groups, Unions, Integrated Care, facilities, and other service directorates, other LHDs	Build relationships and collaborate as required.

SELECTION CRITERIA

1. Current medical practitioner registered or eligible for specialist registration with the Australian Health Practitioner Regulation Agency (AHPRA), and Fellowship of the Royal Australian and New Zealand College of Psychiatrist (RANZCP) and/or other equivalent specialist recognition as provided for in the NSW Staff Specialists (State) Award.
2. Demonstrated effective clinical leadership and clinical practice in Mental Health, with ability to adapt clinical practice in accordance with contemporary evidence-based best practice.
3. Demonstrated commitment to effective clinical governance and to promoting a culture of quality, safety and clinical practice improvement.
4. Demonstrated track record in effective development, implementation, planning and management of Mental Health Services.
5. Demonstrated medical administration experience and comprehensive knowledge of professional and practice issues surrounding medical clinical practice and medical staff training.
6. Demonstrated application of knowledge and expertise in service delivery across a diverse range of care sectors, in advocacy for positive change in a broad range of community and government forums.
7. Demonstrated high level leadership skills and experience in effectively negotiating, motivating and developing staff demonstrating the ability to motivate and engage a multi-disciplinary team to achieve stated outcomes.
8. Demonstrated extensive experience in health operational planning, change management, policy development and financial management.

OTHER REQUIREMENTS

- Demonstrate relational leadership behaviours which shape a workplace culture embodying CORE values and continuous learning together with mutual respect, having a disposition of mindfulness in all actions with an awareness and application of the Code of Conduct.
- Promote and coordinate quality improvement and person-centered care within the department, service and district. Utilise key performance indicators that provide outcome measures. Include quality improvement, patient safety and consumer participation as standard agenda items at department meetings. Include consumers in the evaluation and planning of services.
- As a leader you are expected to support the organisation achieve the aims of the safety management system, to establish and maintain a positive health and safety culture in the workplace and to consult with workers and others when making decisions that may impact upon the health, safety and welfare of those in the workplace.