



ST VINCENT'S
Better and fairer care. Always.

Quality, Performance & Improvement Directorate realignment

Structure for 2025

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Always.



Improving Functional Alignment across QPI

The Quality, Performance and Improvement Directorate has grown, merged and evolved over the past 3 years creating opportunities for new synergies, better alignment, and standardization across the Directorate. This includes:

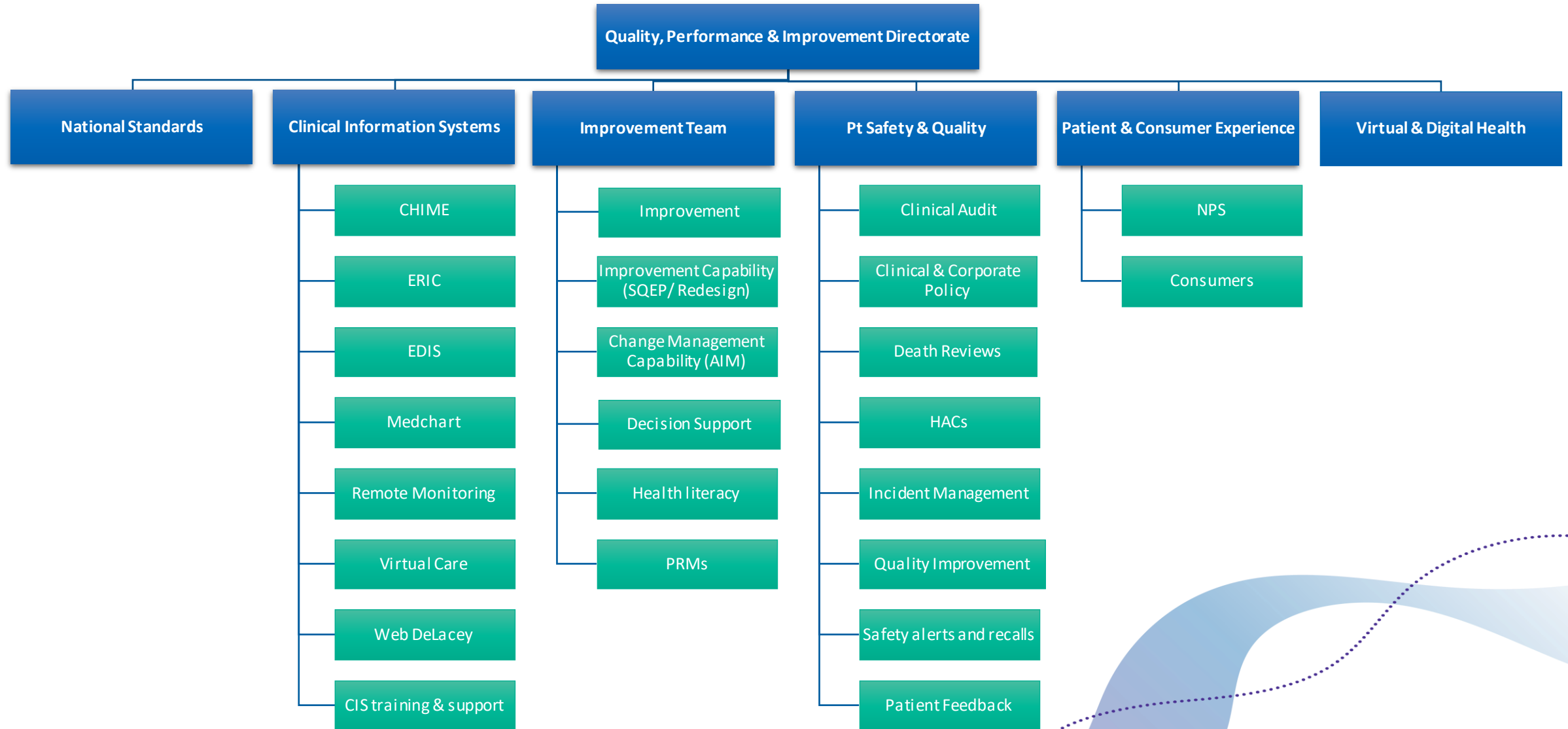
Structural mis-alignment: Despite best efforts, teams are unable to effectively collaborate, share resources, and leverage knowledge, leading to inefficiencies and missed opportunities.

Inconsistent role, title and function: Discrepancies exist in use of titles across similar pay grades, lack of functional clarity and perceived inequities.

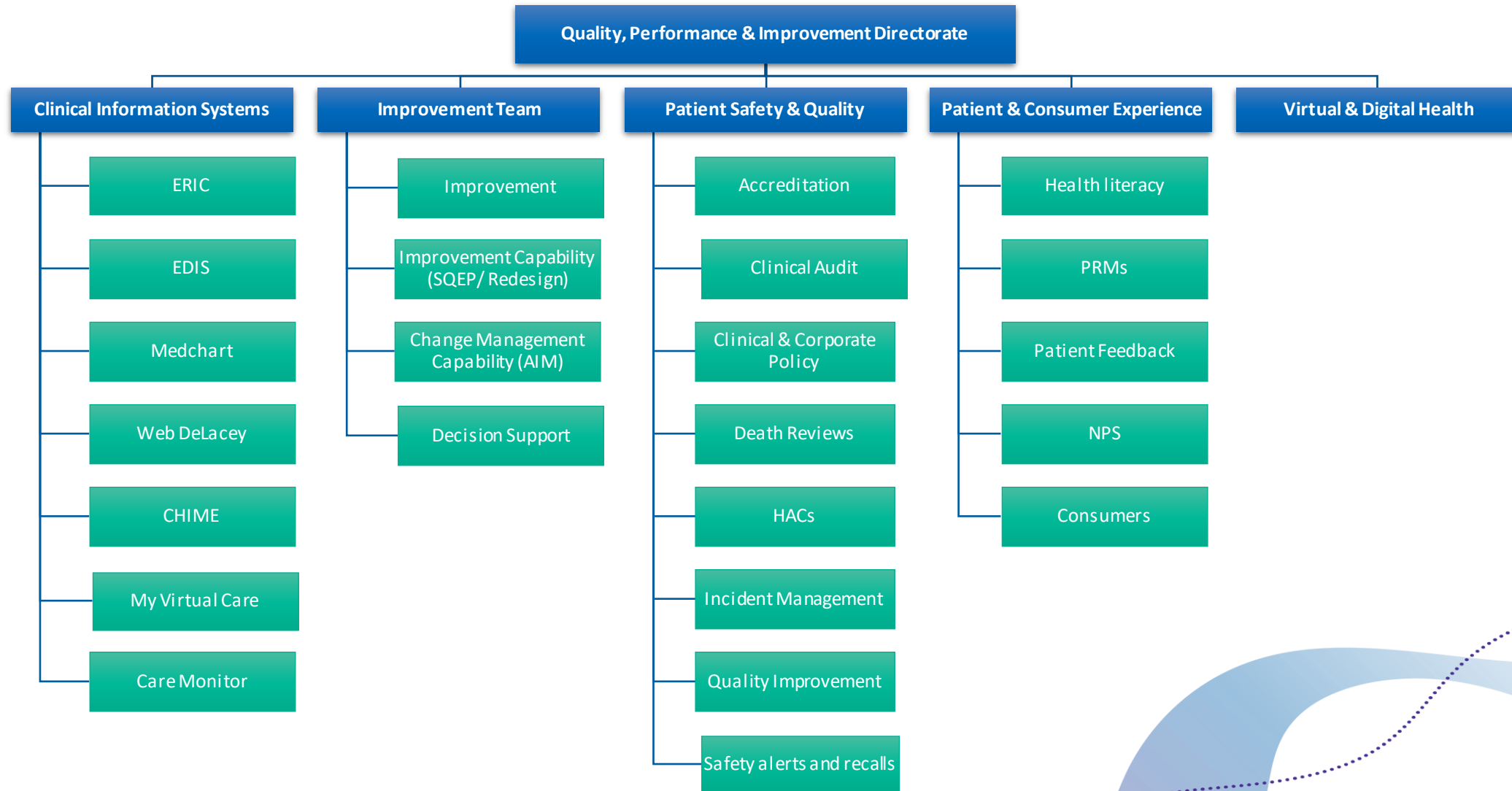
Objective

- Strategic Alignment: Ensure that the structure supports the Organisations and Directorate's long-term goals
- Efficiency: Break down silos to promote collaboration and streamline operations.
- Equity: Align job titles with pay grades and responsibilities to ensure fairness and equality.
- Transparency: Create clear, standardized job titles and descriptions that accurately reflect the work being performed.

Current – QPI Directorate Functions



Proposed – QPI Directorate Functions





QPI Realignment Impacts

Clinical Information Systems Team:

- Change in role titles to align to functional rather than specific system

Improvement Team:

- Realignment of role titles to reflect change in focus
- Alignment in grading of roles across Improvement Leads
- Roles relating specifically to patients and consumers realign to new team
- Senior Improvement Lead role to realign to manage team

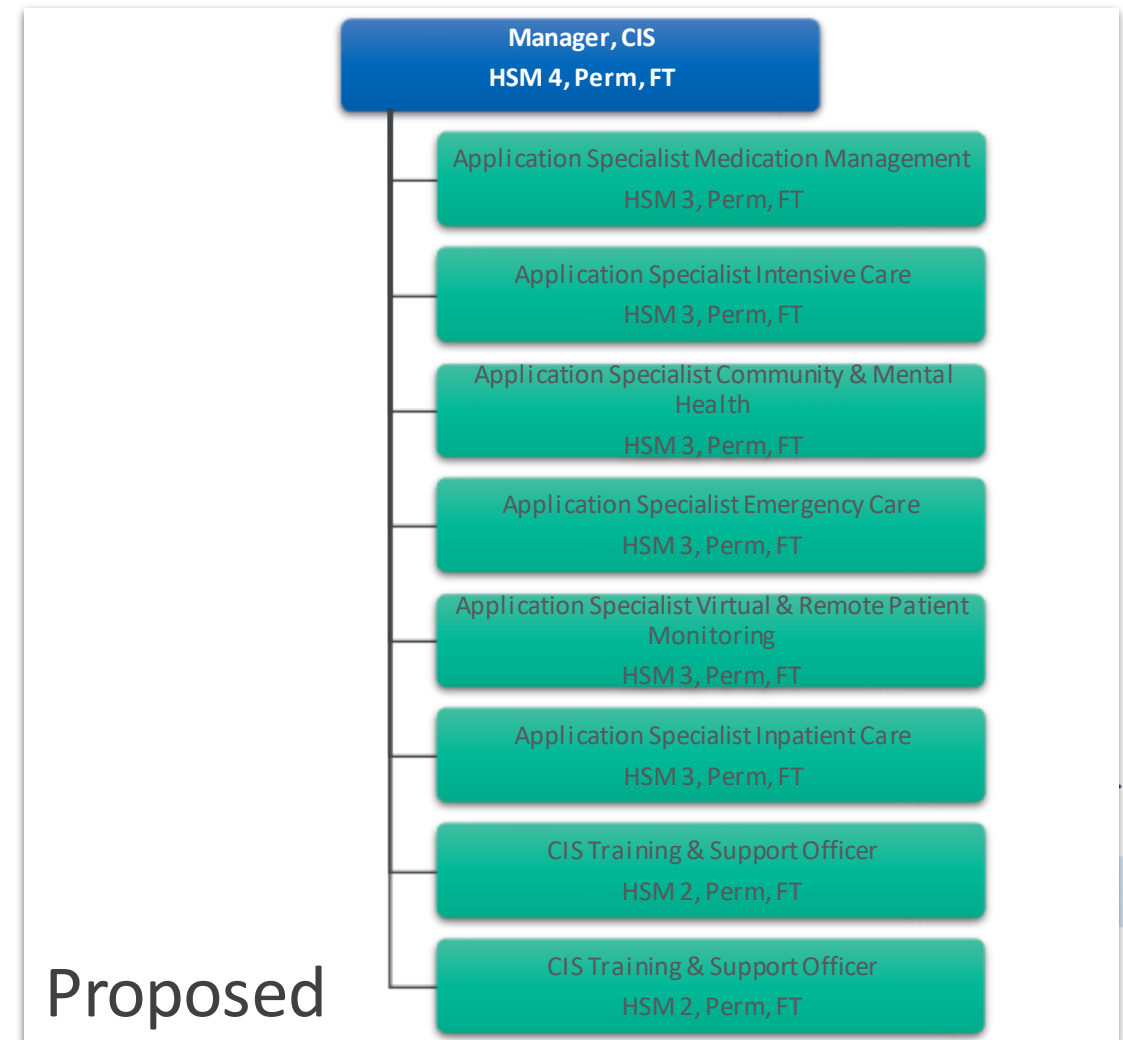
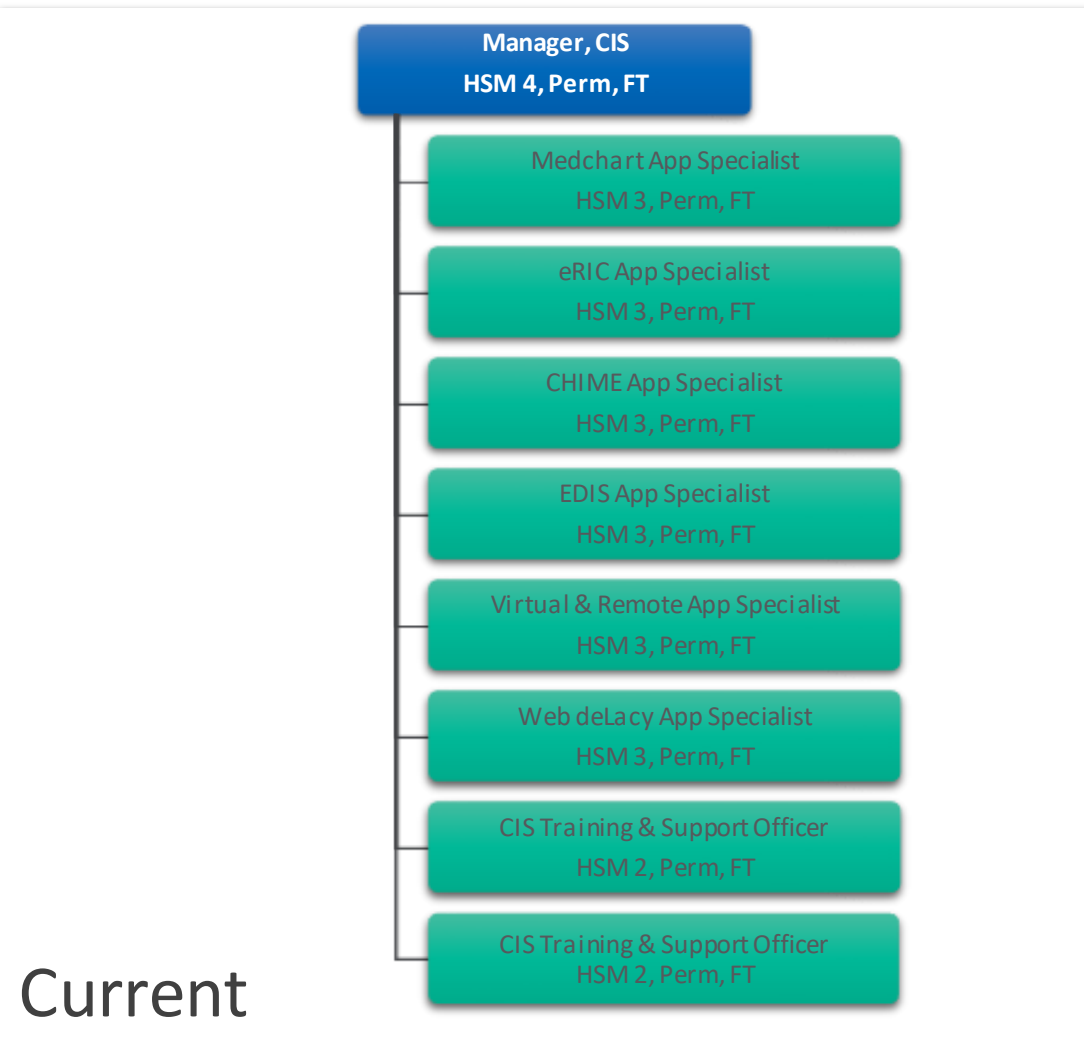
Patient Safety & Quality Team:

- Alignment in grading of roles
- Alignment in role titles to reflect roles, ie. Lead
- Alignment of Manager title.
- Roles relating specifically to Patient Feedback realign to new team
- Role re-configuration to support systems and leads

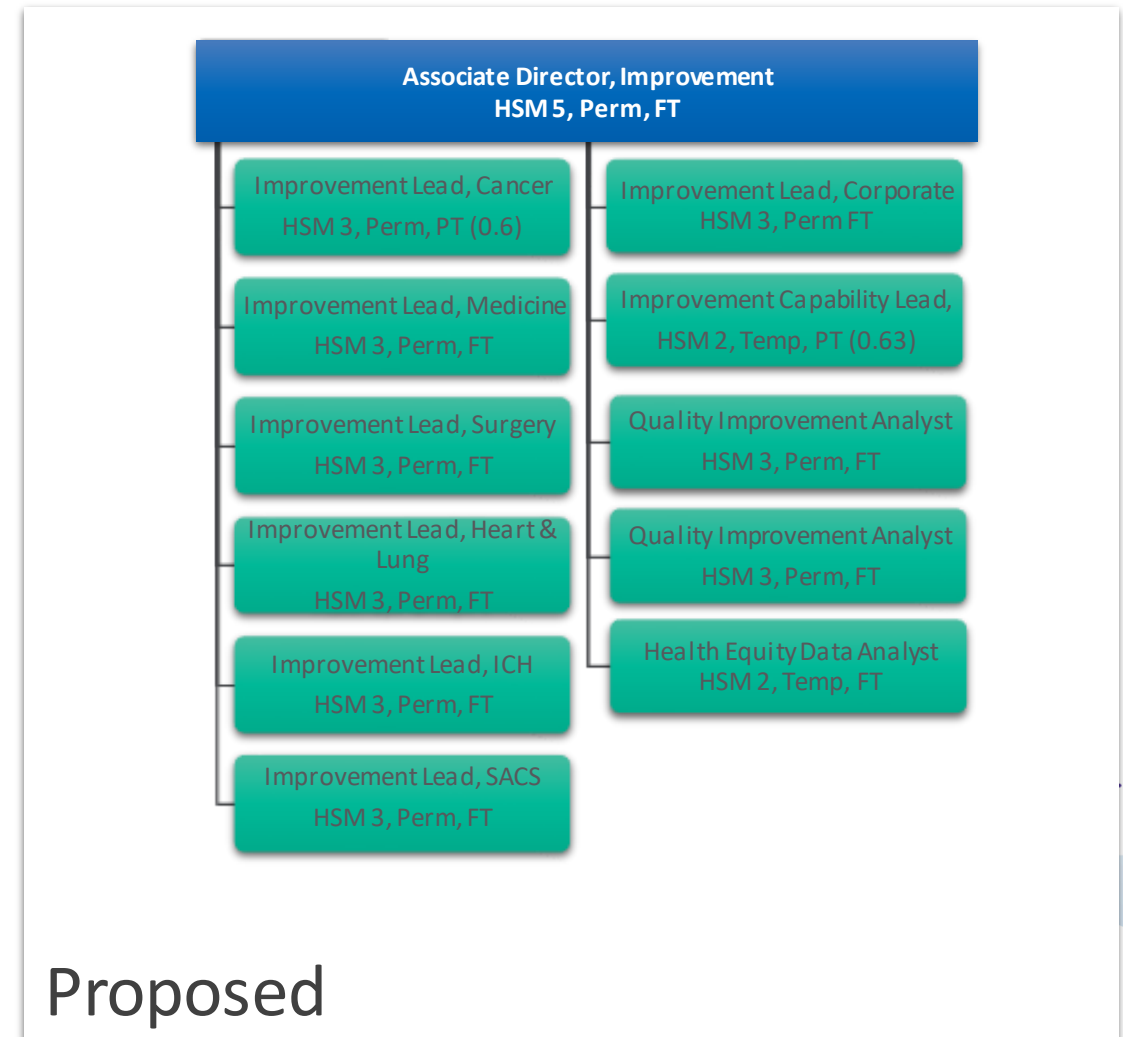
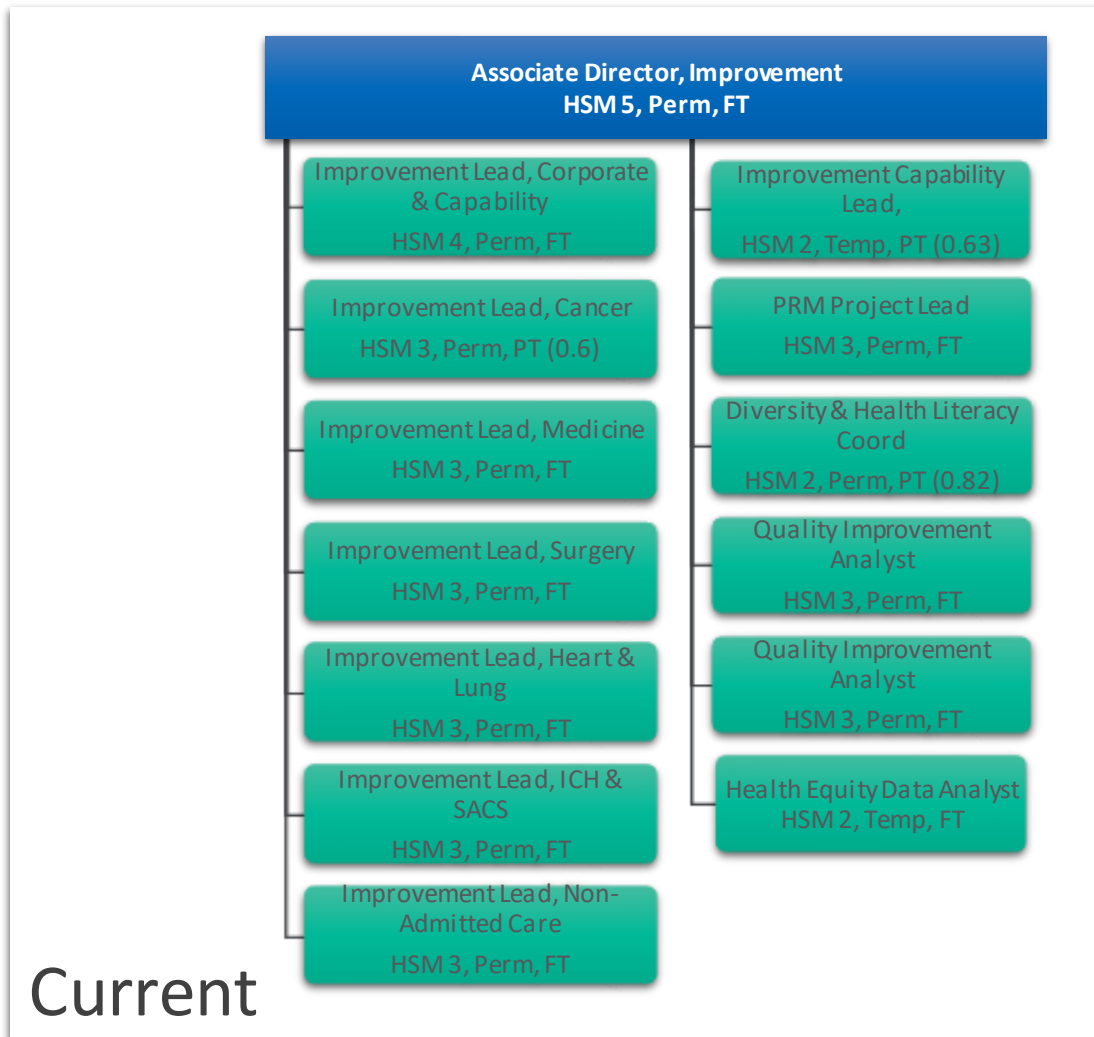
Patient Experience & Engagement Team:

- Realignment of roles to align to functions
- New senior manager role

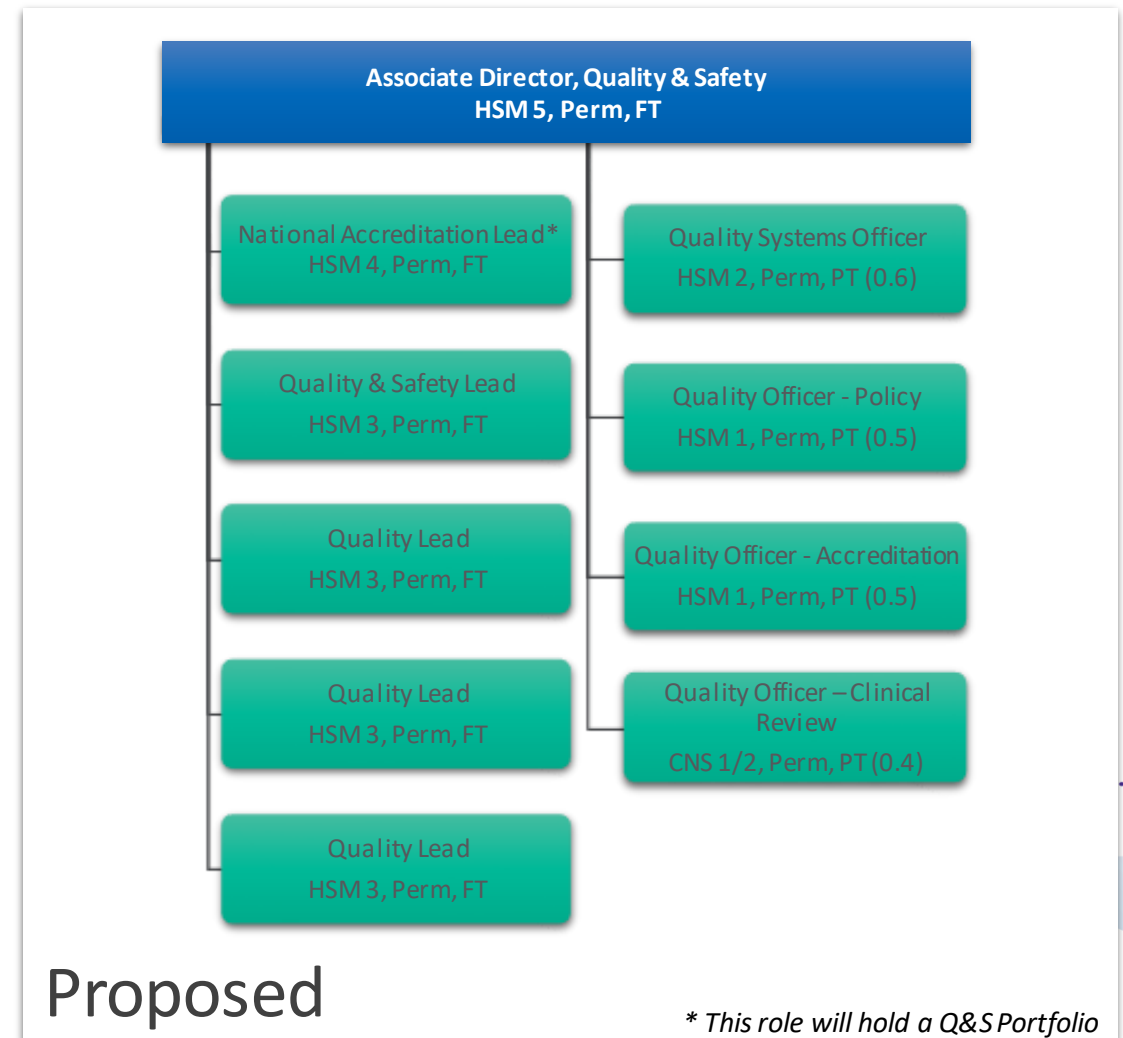
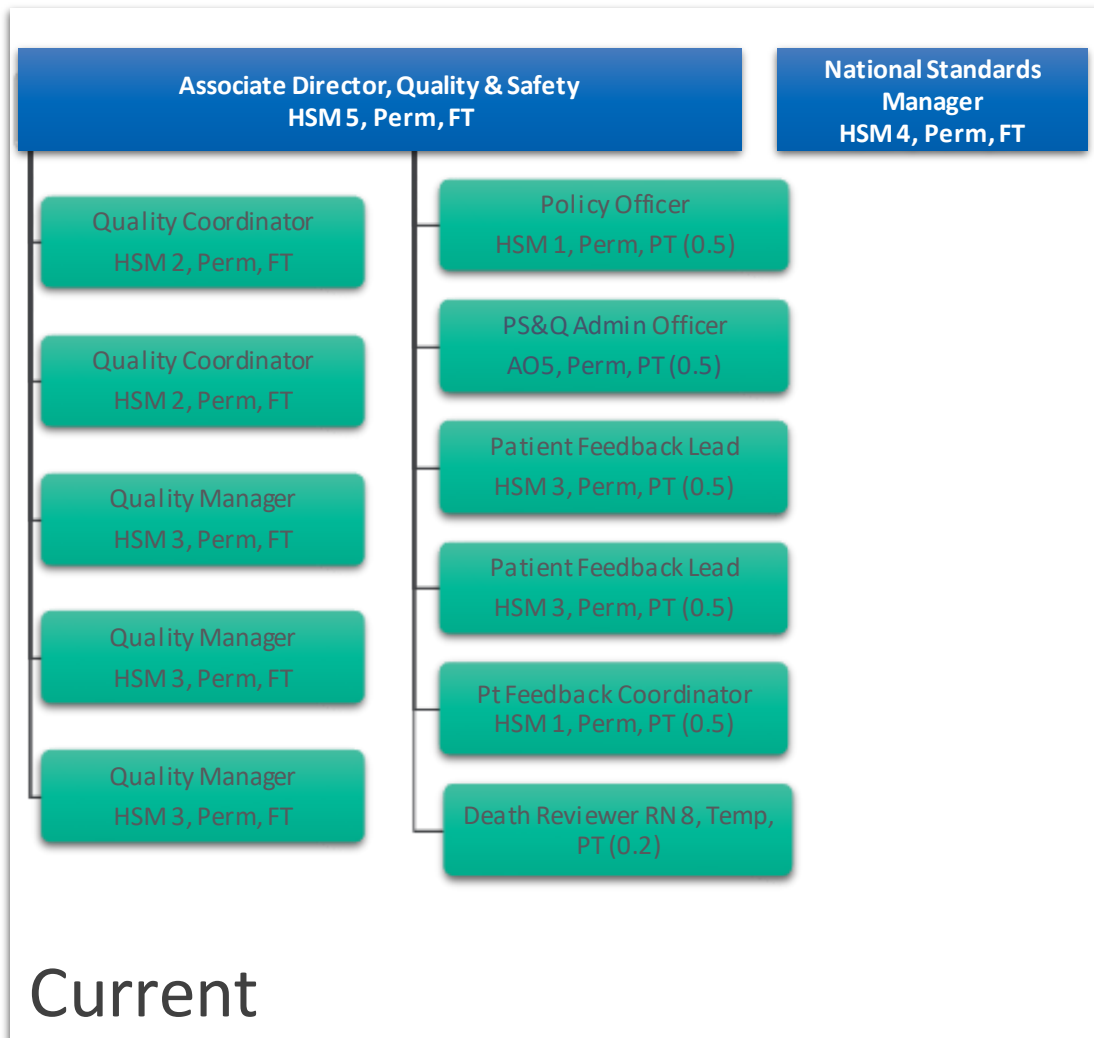
Clinical Information Systems team - roles



Improvement team - roles



Patient Safety & Quality team - roles



Patient Experience & Engagement team - roles

Consumer Engagement & Patient
Experience Manager
HSM 3, Perm, PT

Current

Manager, Patient Experience and Engagement
HSM 4, Perm, FT

PRM Project Lead
HSM 3, Perm, FT

Consumer Engagement Lead
HSM 3, Perm, PT (0.6)

Diversity & Health Literacy Coord
HSM 2, Perm, PT (0.86)

Patient Feedback Lead
HSM 3, Perm, PT (0.5)

Patient Feedback Lead
HSM 3, Perm, PT (0.5)

Patient Feedback Coord
HSM 1, Perm, PT (0.5)

Proposed

Next steps:

- Open for 1 week consultation (commencing today)
 - All feedback to be directed to the Executive Director QPI
- Update and change position descriptions
- Recruit to new roles
- New structure to commence 13th January
- Patient Feedback roles to relocate to AMR