

POSITION DESCRIPTION

Position Title	Director, Medical Services
Reports to (Title)	Group Director, Medical Services & Clinical Governance
Group Director/ Chief	Group Director, Medical Services & Clinical Governance
Department	Medical Services & Clinical Governance
Position Location	Malvern
Award/Agreement	Salary & Conditions in accordance with Contract of Employment
Delegation of Authority Level	None

Position Summary & Role Purpose

This key medical administration leadership role supports the Group Director, Medical Services & Clinical Governance in delivering effective leadership across the medical services and clinical governance functions and portfolios. The role will support the Group Director in managing a range of activities within these functions and portfolios, supporting delivery of high-quality multidisciplinary health care across Cabrini and ensuring effective management of medical workforce, patient safety, clinical risk and associated quality improvement initiatives.

Key Result Areas

1. Key Responsibilities, Outcomes and Activities

1.1 Leadership and management

- Working closely with the Group Director, to identify and implement improvements to medical governance processes that will enhance the experience and clinical outcomes of Cabrini patients.
- Working closely with the Quality Manager – Clinical Health Systems and Manager Clinical Risk, provide medical administration leadership in the development, implementation and reporting on clinical quality improvement and accreditation-related activities.
- Visiting Medical Officers (VMO) engagement
 - Working closely with the Group Director, engage with VMOs on medical governance processes including: credentialing, operational, financial, quality, risk and efficiency systems and processes.
 - Ensuring the culture of medical services aligns with the mission and values of Cabrini.
 - Support Craft Group Leads in the successful implementation of quality assurance activities.

1.2 Operational Responsibilities

Clinical Governance

- Ensure a high functioning clinical governance environment with patient centric, streamlined, timely, consistent processes and procedures.
- Support, monitor and evaluate the investigation, management, response and recommendation implementation of adverse patient safety events, including M&M reviews; patient and medication safety incidents; deteriorating patient protocols; and clinical complaints.
- Engage with VMOs to obtain their perspective on the nature and causation of adverse patient safety events.
- Provide feedback and advice to clinicians and managers on clinical governance issues.
- Ensure timely reporting on medicolegal matters to the Group Director.

- Provide clinical support to the investigation and reporting of relevant patient complaints.
- Provide leadership and oversight to the various clinical governance committees relating to medical staff, compliments and complaints, quality, clinical risk, and patient experience – as well as those relating to the operational aspects of Cabrini Health.
- Provide oversight of medical governance for policies and procedures.

Medicolegal Services

- Working closely with medicolegal services at Cabrini, provide leadership, advice and support to:
 - The review of patient deaths and significant clinical incidents,
 - Track, analyse and review of all coronial recommendations,
 - Provide leadership and advice to specific medicolegal issues as they arise,
 - Ensure legislative compliance in relevant portfolios,
 - Provide medical support to the insurance provisioning process at Cabrini.

Service Planning

- Working closely with the Group Director, to provide evaluation and advice on clinically appropriate responses to service planning, including identification of future demand and addressing pressure points in current service delivery.
- Provide advice and oversight to the consideration and implementation of new technology devices, clinical practices and associated processes.

Health IT

- Provide leadership and advice on the selection, implementation and monitoring of IT services as they impact on clinical service delivery.

Junior Medical Staff (JMS)

- Working closely with the Group Director
 - Provide leadership in the support and development of the Trainee Medical Staff Workforce,
 - Provide supervision for and support training of the Medical Administration Registrar.

Medical Education

- Support the process for accreditation with relevant medical colleges to ensure Cabrini meets the requirements for accreditation of training programs.
- Support the medical, nursing and allied health leads for education with the delivery of education and training for medical staff.
- Supports the Clinical Dean at Cabrini Health in developing and maintaining a relationship between Cabrini Hospital and Monash University. This allows excellence in both provision of structured teaching programs and clinical supervision of medical students at Cabrini.

Research and Innovation

- Working closely with the Director Research Operations to provide advice on research governance.
- Provide oversight and direction to research aimed at evaluating and improving clinical outcomes.

1.3 Other duties and responsibilities

- Deputise for the Group Director as required.
- Undertake other tasks relevant to clinical and medical governance as directed by the Group Director.
- Adhere to the Cabrini codes of professional conduct, code of ethics, standards of practice and competencies, Mission, Values and Vision, and the Behaviours that Matter.
- Contribute to the achievement of professional expertise for self and direct reports through, maintenance of ongoing personal professional development/continuing education, personal application of the Cabrini performance management framework, and identifying, encouraging and monitoring the continuing development of others within a learning culture.

2. Work Health and Safety

Cabrini is committed to providing facilities and services which minimise the risk of physical and psychosocial harm to our workforce, patients, residents, clients and visitors, so far as is reasonably practicable.

To achieve this, managers are required to implement, in consultation with their employees, the components of Cabrini's work health and safety management systems (the collection of policies, procedures, guidelines, other related documents and resources) to control the hazards that their employees, and any other person exposed to the work they do, may face. The WHS management system enshrines a risk management approach to managing hazards. For any hazards not explicitly covered in the WHS management system, managers are required to assess and control hazards as outlined in the WHS Risk Management Procedure.

Employees are responsible to work in a way that protects their own health and safety and that of others who may be affected by their actions. This includes following the policies and procedures from the WHS management system that apply to their work, any local processes and instructions from their manager regarding how work is to be performed. Employees are responsible to report hazards, incidents and injuries to their manager.

The Cabrini WHS Department facilitate the ongoing development and review of the WHS management system, build the capability of managers to assess and manage wellbeing, hazards, incidents and injuries and provide advice and support in the management of these areas.

The Cabrini Work Health and Safety Responsibilities Procedure defines the responsibilities of employees at all levels of the organisation – Chief Executive; Group Directors; General Managers; Managers; those with specified work health and safety responsibilities; and all other employees. Please refer to the procedure for more details of the responsibilities associated with your role.

3. Safety and Quality

It is the responsibility of all staff at Cabrini to ensure that they provide safe high quality care to our patients, residents and service users. Safe care means accepting individual and shared responsibility as well as compliance with the Cabrini policies and protocols by all staff.

4. Child Safety

Cabrini complies with the Victorian Child Safe Standards, as updated in 2022. All children who come to Cabrini have a right to feel and be safe. Cabrini policies and practices aim to keep children safe from harm. All Cabrini staff must comply with all policies as amended from time to time including the following:

- Child safe organisational framework
- Child safety code of conduct
- Child safety reporting policy and procedure

Organisational Relationships

- Reports directly to the Group Director, Medical Services & Clinical Governance
- Maintains a close collaborative working relationship with the Clinical Risk and Quality Team, Legal & Corporate Affairs team, People & Culture Team and medical and nursing services senior management.

Committee Membership

The Director, Medical Services will participate as a member of the following committees:

- Relevant external committees as a representative of Cabrini
- Internal committees as directed by the Group Director, Medical Services & Clinical Governance

Staff Development

The Director, Medical Services will demonstrate a commitment to personal and professional development of self and staff by:

- Participating in professional development programs
- Maintaining own skills and knowledge
- Remaining up to date with contemporary human resources practices
- Contributing to the Cabrini professional development program as required
- Participating in performance reviews in accordance with Cabrini policy

Key Competencies

The Director, Medical Services must demonstrate the following essential requirements:

Registration

- Registered Specialist Medical Practitioner with the Medical Board of Australia (AHPRA)
- Fellowship of the Royal Australasian College of Medical Administrators (FRACMA), or equivalent postgraduate qualification

Experience

- Experience in a senior Medical Management and Leadership position at an Australian health service
- Experience in a major health care institution, preferably a tertiary, research-oriented health service
- High level of skill in analysing medical policy and planning issues and applying knowledge to real world situations
- Experience in the successful development and implementation of initiatives to improve medical professional and clinical governance
- Demonstrated effective oral and written communication skills including the ability to communicate, consult and negotiate effectively with a wide range of stakeholders
- Demonstrated high level negotiation, problem solving and change management skills
- Experience with or knowledge of quality and accreditation systems, for example Australian Council on Healthcare Standards' (ACHS), PMCV and the learned Colleges
- Understanding of medico-legal issues associated with clinical care
- Demonstrated leadership skills with proven ability to exercise sound judgment and provide leadership in professional standards, ethics and a commitment to research and innovation
- Innovative thinking for complex problems
- Good analytical, clinical and financial data management skills

Knowledge

- Knowledge of contemporary clinical and medical governance systems and processes
- Thorough knowledge of the Australian health system and the Victorian system in particular; including the registration, management, industrial and training frameworks for the medical workforce

Conditions of Employment

Salary and conditions in accordance with the Cabrini Contract of Employment / Employment Agreement

Our mission

WHO WE ARE

We are a Catholic healthcare service inspired by the spirit and vision of Mother Cabrini and the Missionary Sisters of the Sacred Heart of Jesus.

WHAT WE BELIEVE

We are a community of care, reaching out with compassion, integrity, courage and respect to all we serve.

WHAT WE DO

We provide excellence in all of our services and work to identify and meet unmet need.

Our values

Our values form the base of our mission, are built around what we believe and drive how we act. They are drawn from Mother Cabrini's life and reflect her heart, her spirit, her conviction and her approach.

Compassion

Our drive to care is not just a professional duty to provide excellent quality care but is born of a heartfelt compassion for those in need, motivated by God's love for all people.

- We care deeply about each and every person we serve
- We respond willingly and positively to help meet the needs of those around us
- We put people first as we look to provide extra support and care, beyond our professional duties
- We promote a sense of belonging and community.

Integrity

We believe in the power of hope to transform people's lives and remain faithful to the bold healing mission and legacy of Mother Cabrini.

- We remain true to our beliefs at all times – our mission and values are non-negotiable
- We are welcoming, hospitable and find comfort and motivation in the context of God's all-inclusive love
- We look for the good in each other and recognise each person's contribution as we work together to provide the best possible experience for our patients, residents and their families
- We are honest and reliable, making decisions that are consistent with our mission and taking responsibility for our own actions.

Courage

We have the strength, determination, vision and conviction to continue the work of Mother Cabrini and the Missionary Sisters.

- We care for the whole person – spiritually, physically and emotionally – creating an environment of hope and healing
- We rise up to challenges and opportunities, meeting them with an open mind and a positive attitude
- We maintain the courage of our convictions and express our values through our actions
- We continually look beyond our current services to help support and engage with those who are marginalised.

Respect

We believe that every person is worthy of the utmost respect and the best possible healthcare. We know that our resources are entrusted to us to use for the benefit of others.

- We uphold the worth and dignity of all people, regardless of gender, race, age, ability and social position and treat them with courtesy, respect, equality and justice
- We respect ourselves, our colleagues and the excellence of the services we deliver
- We identify and respond to emerging healthcare needs in our community
- We manage our resources wisely and actively seek to minimise our impact on the environment.

Behaviours that matter

Our values are displayed in the way in which we behave in every interaction – with each other, with our patients and residents, with their families and carers, and with visitors and other customers.

The behaviours that matter have been identified through consultation with staff. They are the minimum standard expected for all who work at Cabrini (employees, volunteers and accredited staff). They describe the organisational culture that we think is fundamental to our mission to “provide excellence in all of our services”.

Unacceptable behaviours have also been identified and described as follows. These behaviours are inconsistent with our values, have a detrimental effect on others and prevent us from achieving our mission and quality goals. If you experience or witness these behaviours, please speak up. If you are unable to address the issue yourself, advise your manager, another senior member of staff or People and Culture.

We are committed to safety and quality:

Behaviours that matter	Unacceptable behaviours
We put patient/resident safety first	We are careless, impulsive or take unnecessary risks that may cause harm to patients/residents
We ask questions to understand the problem	We jump to conclusions and look for someone to blame
We admit when we make a mistake and seek a solution	We try to cover up or make excuses for mistakes
We look for opportunities to improve our care and services	We resist or sabotage change
We speak up when we see behaviour that is inconsistent with our values	We encourage or participate in poor behaviour

We are here to provide service:

Behaviours that matter	Unacceptable behaviours
We greet everyone warmly	We are rude or discourteous
We are always kind and caring	We are arrogant or demeaning
We give our full attention to the person speaking to us	We are distracted, impatient or dismissive
We communicate openly, sensitively and in a timely manner	We are dominating, abrupt or sarcastic

We work together to achieve the best outcome:

Behaviours that matter	Unacceptable behaviours
We are quick to offer help without waiting to be asked	We refuse to help even when it is clearly required
We share information readily to promote the best care and services	We withhold information or are competitive to the detriment of others
We do as we say we will	We are unreliable or inconsistent
We encourage and support each other	We berate or humiliate others
We give praise for a job well done	We are excessively critical or devalue the contributions of others

We exhibit a positive attitude:

Behaviours that matter	Unacceptable behaviours
We approach our day with energy and enthusiasm	We are negative or apathetic
We look for the best in people	We are judgemental and put others down
We take pride in our personal appearance	We look dishevelled, dirty or have offensive personal odour

We want to build a just and sustainable community:

Behaviours that matter	Unacceptable behaviours
We treat each other fairly	We are hostile or abuse our power
We use our resources responsibly	We are wasteful or extravagant
We consider the environmental impact of all we do	We are thoughtless or careless

APPROVAL

The above statements are intended to describe the general nature and level of work being performed by the incumbent of this role. This document may be revised or updated at any time in line with role, and/or organisational changes. Any such changes will be communicated with the appointed person.

I certify that this position description is an accurate description of the responsibilities assigned to the role

Authorised:  _____ 19/07/2023
Group Director Medical Services & Clinical Governance **Date**