

Position Title: Clinical Director

Campus: Ballarat

Directorate: Chief Medical Office

Department: Grampians Integrated Cancer Service (GICS)

Reporting to: GICS Director

Appointment Terms/Conditions:

Classification and Code: From Specialist year 4 (HN34) to year 9 (HN59)

Enterprise Agreement: Medical Specialists Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

Integrated Cancer Services:

The Victorian Integrated Cancer Services (VICS) are Victoria's cancer services improvement network and play a fundamental role in the implementation of the Victorian Cancer Action Plan. Key aspects of Victoria's current cancer plan include improving cancer outcomes and experience of cancer patients, delivering efficient, quality care supported by data and research, improving outcomes, addressing disparities across population groups, driving innovation and system reform, and ensuring good integration and coordination across service providers.

There are eight geographical ICS (three metropolitan and five regional) and one state-wide paediatric ICS. Collectively, they are referred to as VICS and are funded by the Victorian Department of Health, Cancer Unit.

The vision of the VICS is to improve patient experiences and outcomes by connecting cancer care and driving best practice. For more information visit <https://www.vics.org.au/>.

Established in 2004, the Grampians Integrated Cancer Service (GICS) is funded by the Department of Health (DH), with Grampians Health (GH) acting as fund holder in a host agency arrangement. Services to support the operations of the GICS team (also known as the Program Office) are purchased from GH and include HR, Finance and IT.

GICS is not a direct provider of services, but facilitates system development and service improvement by supporting local and regional services. As an independent organisation, GICS activities are overseen by the Governance Group, comprised of key regional stakeholders. The governance of the organisation is further underpinned by a Memorandum of Understanding between GICS and health service providers across the Grampians region.

The Grampians region stretches from the South Australian border in the west, to Bacchus Marsh in the east, and from Edenhope to Hopetoun in the north. The area covers almost 50,000 square kilometres and a population of over 220,000 people.

Vision and Mission of GICS

Vision: Improving patient experiences and outcomes by connecting cancer care and driving best practice.

Mission: GICS will achieve the vision by:

- understanding the needs of people affected by cancer
- building and supporting collaboration between health professionals, health services and consumers
- driving quality improvement in cancer care
- supporting the development of the cancer workforce
- facilitating system-wide engagement in cancer research.

POSITION PURPOSE

The Clinical Director works closely with the GICS Director, Project team, Consumer Advisory Group and Governance Group to provide clinical leadership on cancer related issues across the Grampians Region and contribute to cancer service and practice

It is expected that the Clinical Director will

- Proactively develop and maintain cooperative and supportive relationships with peers/ communities of practice across the region and State, ensuring high standards of behaviour and integrity are demonstrated at all times
- Identify potential conflicts of interest and manage these acting in an open and ethical manner
- Demonstrate equal and bipartisan engagement with private and public sector service providers within the Grampians region
- Be guided by contemporary evidence-based practice
- Provide system level clinical leadership

The Chair of the Gov Group is responsible for the annual performance appraisal of the Clinical Director. On a day-to-day basis the role reports to the Program Manager.

KEY ACCOUNTABILITIES

Strategic Leadership

- Provide clinical and cancer policy leadership and advice on the implementation of the Victorian Government Cancer reforms to the GICS member health services, GICS committees, and the GICS Governance Group
- Identify local opportunities for service integration and improvement
- Support consumer engagement in clinical improvement activities.
- Proactively foster and promote a positive culture of cooperation and shared vision which focuses on integrity, trust, and innovation.
- Maintain awareness of advances in the sector including health /cancer policy

Governance

- Provide support to GICS Clinical committees, working effectively with the Chairs to progress GICS strategic objectives
- Attend GICS Governance Group meetings and provide regular reports, advice and analysis on GICS Clinical performance indicators and outcomes to ensure that Governance Group members have accurate, timely information which meets requirements for governance excellence.

Strategic Planning

- Work with the GICS Governance Group and Director to create a local work plan aligned to the statewide VICS Implementation Plan
- Develop and maintain a clear understanding of the range of cancer services provided, cancer service activity, models of care, clinical pathways, and how services interact with providers across the region
- Proactively undertake agreed clinical projects relevant to and aligned with implementation of the GICS Work Plan
- Implement, monitor, and evaluate the effectiveness of clinical strategies, activities, and projects undertaken by GICS to ensure effectiveness of approaches.

Professional Conduct

- Demonstrates a confident, optimistic, and proactive mindset.
- Strong ability to think in an analytical manner, systematically examining and adjusting approach to enhance clinical outcomes.
- Models best proactive communication and work practices by consistently demonstrating engagement and collaborative approaches with all stakeholders.
- Takes ownership and responsibility and actively considers consequences of their actions and the decisions they make.
- Committed to contributing to and sustaining a positive and trusting team culture.
- Responds to feedback about performance and directions provided by the GICS Director / Chair of the GICS Governance Group.

KEY SELECTION CRITERIA

1. Strategic and clinical leadership skills with a commitment to working collaboratively with stakeholders to achieve the GICS mission and strategic objectives
2. Significant understanding of best practice in cancer care and a demonstrated commitment to evidence based care

3. Extensive understanding of the challenges associated with cancer service delivery across the Grampians region with a willingness and ability to implement creative, innovative and flexible approaches to improving system and services to address these challenges
4. Demonstrated capacity to develop and maintain cooperative and supportive relationships while preserving high standards of ethical behaviour and integrity
5. Evidence of experience in or adopting a strategic, whole of system approach to effectively influence and undertake clinical/ system change
6. Strong ability to analyse data and information, identify risk, opportunities and issues for the organisation and ability to respond accordingly to address these

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.

- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.