

Clinical Director Hospital in the Home (HITH) Unit

Role Description

DIVISION / MATER MINISTRY	Mater Health
LOCATION	South Brisbane
REPORTING RELATIONSHIPS	Reports to: <ul style="list-style-type: none"> Executive Director, Health Integration and Community Services (ED, HICC) Director Medical Services: Medicine and Chronic Diseases (professional) Direct Reports: <ul style="list-style-type: none"> Senior Medical Officer Registrar HITH Resident Medical Officer (supervisory only)
LEVEL OF ACCOUNTABILITY	Team Leader
EMPLOYMENT STATUS	Mater Health Services Senior Medical Officers' Enterprise Agreement 2015
TRAVEL REQUIREMENTS	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If required <input type="checkbox"/> Frequently <input checked="" type="checkbox"/> Infrequently
EMPLOYMENT CONDITIONS	<input checked="" type="checkbox"/> Vaccination Category 1A
DATE CREATED	December 2023

POSITION SUMMARY

The Clinical Director Hospital in the Home Unit (HITH) will ensure Mater HITH medical services deliver optimal patient outcomes, create safe, high-quality patient experiences, and meet all performance indicators. This role includes leading a small medical team, with responsibilities that encompass all domains of the quadruple aim—outcomes, stewardship, consumer experience, and Mater People.

Working collaboratively with senior colleagues across Mater hospital facilities and the Mater at Home Leadership Team, the Clinical Director HITH Unit will actively promote the strategic and clinical benefits of HITH through advocacy and advice to internal and external stakeholders alike. The Clinical Director will support and foster the provision of effective, efficient, high-quality, evidence-based, low-variability clinical care.

As a clinical leader, the Clinical Director HITH Unit will be Mater's reference point for matters related to policy, practice, outcomes, and risk for HITH models across all Mater Hospitals. This position also involves supervising medical staff within the HITH Unit, overseeing the training of fellows, registrars, and residents, and participating in both informal and formal teaching. Additionally, the Clinical Director will role model excellence by actively participating in quality programs, service improvement, continuing education, clinical teaching, and research activities within the Mater Group.

ORGANISATIONAL OVERVIEW

Mater is Queensland's largest and most innovative not-for-profit healthcare service, providing care for almost 700,000 patients a year across a network of 11 hospitals. We are a leader in healthcare, education and research — and that's because we employ exceptional people.

Delivering quality, compassionate care, in line with Mater's Mission and Values, we are an employer of choice, committed to enabling our people with the supports they need to deliver a world-class service for our patients. They are at the heart of what we do, and we recognise they are what differentiates the Mater experience within our community.

MISSION, VISION, AND VALUES

We are our Mission. For more than a century, we have existed to respond to unmet community need; to provide compassionate care to those who need it most. Our Mission, Vision and Values are our constant guide to make appropriate decisions for a sustainable, socially relevant service that is genuinely committed to the delivery of a healthy community for everyone.

All Mater team members are required to adhere to relevant professional standards and the Mater behavioural standards, including those that support the Mater Mission, Vision, and Values, and promote an ethical environment in accordance with the Code of Conduct. In doing so, it is expected team members will hold both themselves and others to account for these standards, with a focus on maintaining the quality and safety of services in which we provide across the state.

Our mission

We serve together to bring God's mercy to our communities through compassionate, transforming, healing ministries

Our vision

To empower people to live better lives through improved health and wellbeing

Our values



We honour and promote the dignity of human life and of all creation



We act with compassion and integrity

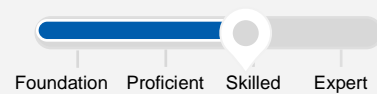


We strive for excellence

ORGANISATIONAL ALIGNMENT

The Mater Capability Framework consists of six core capability groups, which encompass the individual capabilities and behaviours essential to driving performance excellence across our organisation: Personal Attributes, Build Relationships, Results Focused, Mission Drivers, Business Enablers, and Leadership and People Management. Each Mater team member is accountable for consistently performing, promoting and developing the capabilities and behaviours within the Capability Framework - as individuals and as a team.

Position's required proficiency of Mater's Capability Framework:





Our six core capability groups

Leading self -

 Personal Attributes	Individual behaviours influenced by our values and ethical compass
 Build Relationships	Shape and maximise relationships with colleagues, patients and the community
 Results Focused	Drive and influence successful organisational outcomes
 Mission Driven	We serve together to bring God's mercy to our communities through compassionate, transforming, healing ministries

Leading others -

 Business Enablers	Boost effective service delivery and champion change management
 Leadership & People Management	Inspire, engage and develop our people

KEY PERFORMANCE REQUIREMENTS

Mater requires every Mater Person to understand and deliver on a series of accountabilities that are linked to the Mater strategy, described in the table below. Each Mater Person is held accountable for their own behaviour, performance and development, and for contribution to the strategic objectives and priorities. In addition, Mater managers and leaders are accountable to different extents for clinical outcomes, service and operational outcomes, financial outcomes, compliance and risk, interprofessional leadership and management of performance and accountability. This role is responsible for fulfilling the following accountabilities.

Position-specific responsibilities

Clinical and research outcomes

- Provide direct clinical and operational leadership for the HITH unit, ensuring the provision of effective, efficient, high quality, evidence-based, low-variability acute clinical care in non-hospital settings.
- Maintain overall responsibility for the delivery of high quality of care provided by the HITH Unit through the provision of clinical advice and leadership support to the HITH nursing team.
- Liaise and communicate directly with all referring clinicians as well as primary care teams and community services.
- Initiate, lead and/or support high-quality clinical research to contribute to the research base evidencing the impact of HITH services across clinical conditions and environments.

Service, operational and strategic outcomes

- Champion the strategic and clinical benefits of HITH through advocacy and advice to clinical and executive leadership, and through participation on state-wide and national networks
- Maintain a growth mindset and provide oversight of the design and implementation of strategic and innovative HITH models of care and clinical pathways incorporating HITH
- Foster positive and collaborative relationships with internal and external partners in order to advance implementation of HITH models of care across the health system
- Lead and/or support relevant service and quality improvement processes including unit audits and databases
- Represent the Department at meetings and workshops as appropriate or delegated.

Financial Outcomes

- Monitor and actively pursue HITH activity and financial performance against budgeted targets
- Ensure appropriate use of resources, in order to achieve budgetary and Board-led Key Performance Indicators

- Report monthly to ED HICC on productivity and financial performance
- Develop, enact and measure performance improvement plans when required.

Compliance and risk

- Provide organisation wide governance, including internal and external reporting requirements of HITH against the quadruple aim, including budgetary, safety, activity and engagement measures.
- Adhere to and promote risk minimisation strategies; identify and address educational needs, contribute to policy review and ensure timely responses to incident reporting.
- Report, investigate and mitigate clinical incidents and adverse events.
- Ensure all necessary steps are taken to maintain an appropriate standard of infection control in delivering HITH services

Interprofessional leadership

- Oversee the program of training fellows, registrars, and residents who work within the team, and assist Mater in meeting training accreditation standards.
- Ensure that members of the team have time available to them to participate in regular quality assurance, education, research and continuing professional development activities aligned to organisational need.
- Create a culture that attracts, trains, retains, and empowers high calibre medical and other clinical staff within the department.
- Create an environment which supports integrated education and research across professional disciplines.
- Ensure there is performance and career development planning for staff, including Corporate Required Learning targets.

Performance and accountability

- Provide organisational governance for HITH through HITH Unit Governance Committee that reports on key metrics against the Quadruple Aim (Stewardship, Quality, Clinical Outcomes, Patient and Staff Experience)
- Role model excellence, by actively participating in quality programs, service improvement, continuing education, clinical teaching and research activities within the Department and across Mater.
- Lead the promotion of Mater HITH through the development of strong and positive relationships with internal and external stakeholders.
- Comply with human resource management practice and principles including workplace health and safety, equal employment opportunity and anti-discrimination as applied in the working environment.

KEY RELATIONSHIPS

Internal	External
<ul style="list-style-type: none">• Reports operationally to Executive Director, Health Integration and Community Care• Reports professionally to Director of Medicine• Leads the Medical HITH team and provides leadership and oversight to Senior Medical Officers, Registrars and Residents• Supports the nursing management of HITH to ensure standards of nursing care are maintained for HITH patients• Collaborates with clinical and executive leadership to advance the uptake and growth of HITH at Mater	<ul style="list-style-type: none">• Universities and professional colleges• Professional bodies• Government, non-government and statutory agencies• Internal and external auditors• Represent the organisation in appropriate external forums and groups as appropriate• Other key external stakeholders and bodies as appropriate

SELECTION CRITERIA

Qualifications

Essential

- Registrable as Specialist with the Australian Health Practitioner Regulation Agency (AHPRA)

Desirable

- A higher degree (MD or PhD).

Skills, knowledge and experience

- Demonstrated ability to review, analyse and evaluate patient care for the identification of appropriate treatment and investigations.
- Comprehensive experience as a specialist in Hospital in the Home/Emergency Medicine/General Medicine/Infectious Diseases.
- Dual trained specialties desirable
- Experience in maintaining high standards of care to patients and ability to respond to emergency or urgent situations impacting upon patient care.
- Health Service improvement methodology including contemporary models of care, clinical standard process audits and/or virtual care models.
- Ability to foster a harmonious and collegiate team environment for medical, nursing/midwifery and allied health, and non-clinical colleagues
- High standard of communication skills.
- Ability to liaise with, mentor and direct other clinical staff as required.
- Capacity to work harmoniously with others in a team.
- Experience in directing and managing a Department desirable.

THE POSITION WITHIN OUR ORGANISATIONAL STRUCTURE

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WHY WORK FOR US?

We offer salary packaging, career progression, flexible working hours and leading training and skills development.

As an equal opportunity employer, we value diversity and are committed to fostering a workplace that is respectful, welcoming and inclusive; where people are supported to draw strengths from their identity, culture and community. We value the integral dignity of each person and we encourage all applications.