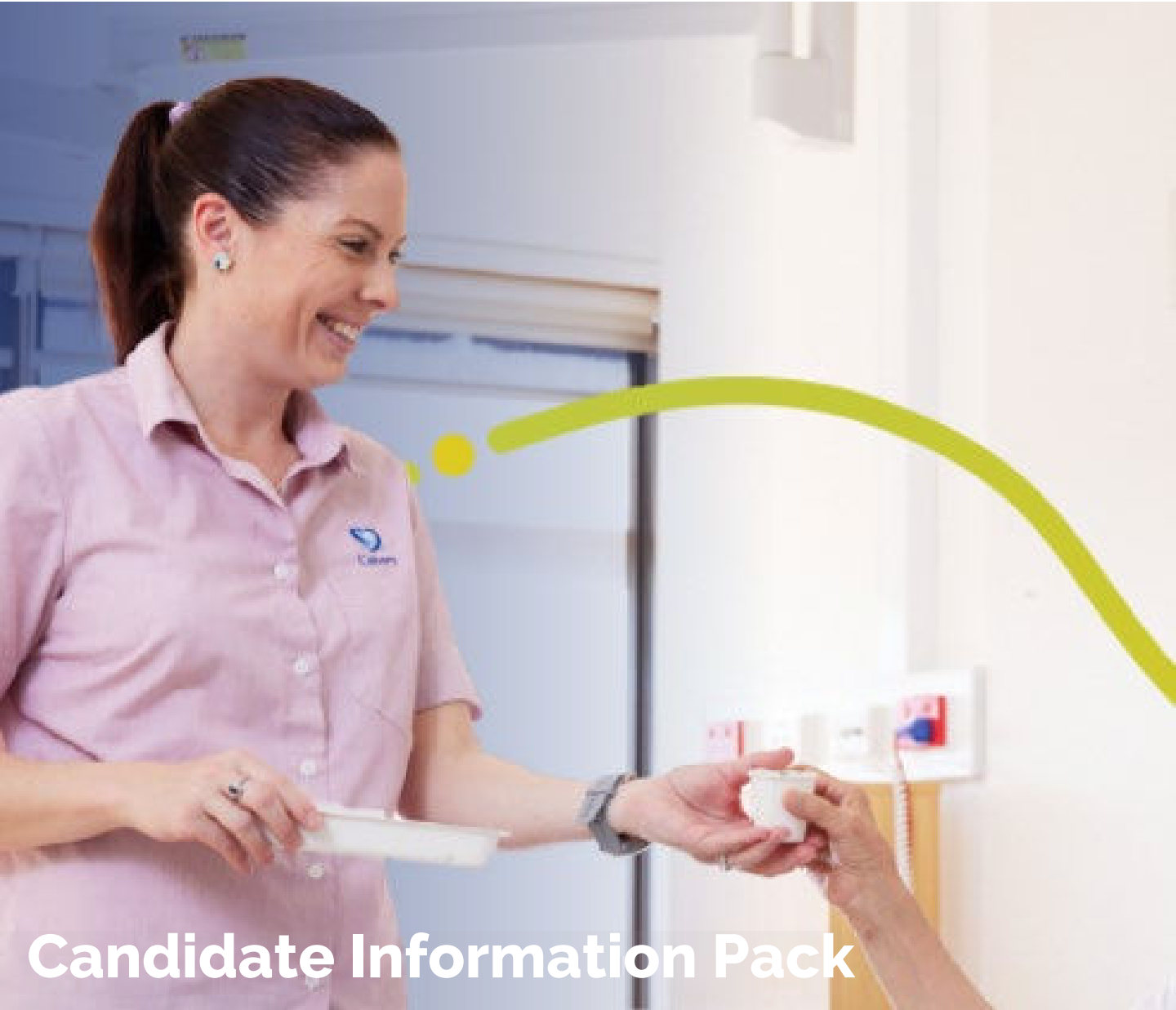




ACT
Government

ACT Health



Candidate Information Pack

Chief Allied Health Officer

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Directorate Overview

The ACT Health Directorate (ACTHD) is responsible for strategic direction and leadership of the ACT health system. ACTHD provides a strong policy and population health capability based on a foundation of world-leading health and medical research.

ACTHD develops strategies and sets the direction to ensure that services meet community needs and expectations, deliver improved health outcomes, and that the health system is innovative, effective, and sustainable now and in the future.

Business Unit Overview

The Office of the Chief Allied Health Officer is within the Office of Professional Leadership and Education, and reports to the Deputy Director-General, Policy and Transformation, ACT Health Directorate. The Office works closely with state and territory jurisdictional counterparts on strategic issues affecting the health care workforce and allied health professions and has strong partnerships with a range of internal and external stakeholders.

The Office is responsible for providing professional and strategic leadership and high-level advice on a broad range of allied health issues including clinical governance and professional practice, regulation of practice, policy, workforce development, reform and innovation, continuous quality improvement, research, and education.

Division Overview

The Office of Professional Leadership (OPLE) strives to inspire the whole health system toward excellence. They do this by leading teams to collaborate across the ACT and region to improve health care, advocating for the clinical workforce into the future and delivering reform and improvement in the system that no one else can do.

OPLE consistently provides professional advice and leadership across the ACT health system to help achieve safe, appropriate and effective health care for the ACT community.

The following profession leads are the executive within OPLE – the Chief Allied Health Officer, the Chief Medical Officer and Chief Psychiatrist, the Chief Nursing and Midwifery Officer, and the Chief GP and Primary Care Advisor.

OPLE's key roles are to:

- Provide strategic professional leadership and policy direction for the ACT health system in the areas of allied health, general practice, medicine, nursing and midwifery and psychiatry,
- Undertake workforce planning and drive workforce reforms,
- Contribute professional and clinical expertise to support the achievement and maintenance of a safe, high quality health system for the ACT,
- Support excellence in professional development, training and education of health professional staff,
- Represent the ACT Government on national and international forums relevant to professional areas and clinical expertise, and
- Strengthen and develop health care services through supporting innovative models of care and driving continuous improvement across the health system.

Position Overview

The Chief Allied Health Officer (CAHO) is responsible for the provision of professional and strategic leadership, innovation and governance for allied health professions at all levels in the ACT health system. They act as the principal reference point for informed advice on strategic policy issues pertaining to allied health professions within ACT inclusive of the whole health system and whole of government inclusive of education and community services division. The CAHO is an expert in their field and is a catalyst for leadership and continuous improvement for the professions and the role of clinicians within the complex health environment locally and nationally.

As a leader within OPLE, the CAHO has responsibility and lead areas of common interest with clinicians across the whole region such as in integrated care, national workforce initiatives and that maximise progress towards desired health outcomes. Working with colleagues in OPLE, the CAHO will demonstrate interdisciplinary working with an eye on the needs of the future health system. The position is responsible for overseeing the Directorate's Workforce Strategy for the ACT health workforce, including the provision of support for the Health Workforce Taskforce.

The successful applicant will model our values of respect, integrity, collaboration and innovation.



What you will do

Under the broad direction of the Deputy Director-General, Policy and Transformation you will have the following responsibilities:

- Provide strategic and professional leadership on a broad range of issues in Allied Health, including workforce planning and reform, recruitment and retention; regulation, quality and best practice; education, training and scholarships; and research.
- Work collaboratively with the professional leadership in Community Services Division on workforce matters.
- Establish and maintain effective collaborative relationships with relevant stakeholders to support and inform an expert awareness of emerging trends, clinical reform issues and strategic workforce initiatives.
- Represent ACT Health Directorate about Allied Health with an interdisciplinary mindset at local and national forums, including:
 - Pursuing cross-jurisdictional opportunities for collaboration or reform
 - Translating emerging national or 'big picture' issues back into an ACT context
 - Identifying initiatives being pursued in other jurisdictions that have application within the ACT health system.



What you will do (Cont).

- Operate collaboratively with clinicians and consumers to continuously improve the care provided to people in the ACT.
- Provide high level, informed and timely advice to the Deputy Director-General, Director-General and Minister for Health.
- Maintain knowledge of current and emerging allied health issues at local, state, national and international levels.
- Work in partnership with the OPLE professional leads and across the ACT Health Directorate to ensure that there is a consistent and a whole of system approach to patient centred health care.
- Contribute to the creation and maintenance of effective clinical governance policy in relation to allied health in accordance with professional standards, codes of conduct, legislative requirements, and cultural responsiveness.
- Provide proactive and innovative policy advice, including coordinating, developing, implementing and evaluating health professional policy within the ACT health system.
- Lead and participate in the strategic and continuous improvement of allied health practice to improve clinical and health system outcomes and drive system wide improvement across the ACTPS and the ACT health system.

What you will do (Cont).

Proactively identify and pursue approaches and opportunities to engage health service stakeholders/clients, resolve issues and facilitate improved service delivery outcomes.

Engage Allied Health leadership and staff in addressing strategic workforce issues and reform opportunities.

Shape strategic thinking in connection to the whole health system.

Act as an authoritative escalation point for professional/technical matters related to area of technical expertise.

Provide highly critical advice to inform regulatory, governance and risk management models and activities in the ACT health system, within the field of expertise.

Lead the evaluation of the effectiveness of regulatory policies, operational frameworks and guidelines for the Directorate, of relevance to the profession and the health system.

Make major contributions to decision making affecting the initiation, continuation, development and conduct of health programs in the ACT.

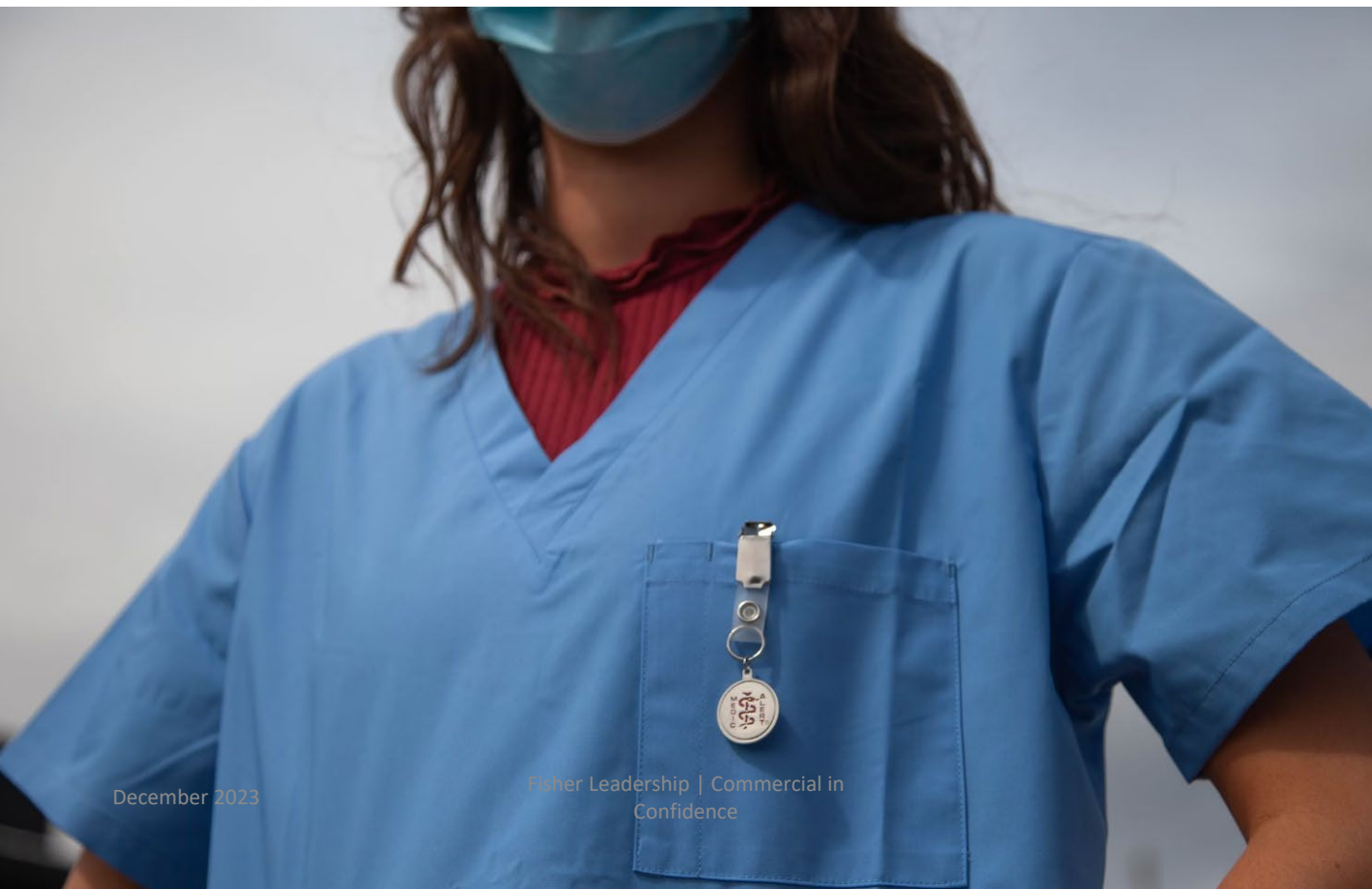
Undertake other duties appropriate to this level of classification that contribute to the Directorate.



Behavioural Capabilities

The information below describes the capabilities that are required to perform the duties and responsibilities of the position.

1. Demonstrated whole system leadership skills and understanding, with senior leadership reputation in Allied Health or an Allied Health discipline.
2. Demonstrated knowledge of contemporary clinical practice and governance; sound understanding of professional standards and guidelines, government processes, system-wide policy and change management to facilitate safe patient care.
3. Proven strong and effective communication skills, including the ability to liaise and negotiate effectively with a broad range of stakeholders.
4. Demonstrated ability to lead positive team culture and to maintain initiative, curiosity, shared team vision, to deliver outcomes in a complex and variable work environment.
5. Display behaviours that are consistent with the ACTPS values of Respect, Integrity, Collaboration and Innovation.
6. Shapes strategic thinking in connection to the whole health system



What you require

The information below describes the capabilities that are required to perform the duties and responsibilities of the position.

1. Leads and values people

Relevant capabilities:

- Motivates and develops people
- Values diversity and respects individuals
- Builds a culture of improving practice

1. Shapes strategic thinking

Relevant capabilities:

- Inspires a sense of purpose and direction
- Encourages innovation and engages with risk
- Thinks broadly and develops solutions

1. Achieves results with integrity

Relevant capabilities:

- Develops organisational capability to deliver results
- Manages resources wisely and with probity
- Progresses evidence-based policies and procedures
- Shows sound judgement, is responsive and ethical

1. Fosters collaboration

Relevant capabilities:

- Listens and communicates with influence
- Engages effectively across government
- Builds and maintains key relationships

1. Exemplifies citizen, community and service focus

Relevant capabilities:

- Understands, anticipates and evaluates client needs
- Creates partnerships and co-operation
- Works to improve outcomes

Executive Capabilities are a way of describing the behaviours that characterise successful ACT Public Service executives and the values and personal attributes that support these behaviours. They also provide an integrated and consistent means of assisting executives to identify developmental needs and achieve significant and measurable growth in areas such as leadership, strategic vision and effective management.



Compliance Requirements/Qualifications

- Prior to commencement, the successful candidate will be required to undergo a pre-employment National Police Check.
- Tertiary qualifications in an allied health discipline and eligibility for membership of the appropriate peak professional body, or unconditional Registration with the Australian Health Practitioner Regulation Agency (AHPRA) are a mandatory requirement.
- A postgraduate qualification in a related field is required.
- This position does not require a Working with Vulnerable People Check.



Application Instructions

To apply, please visit **fisherleadership.com** and choose 'APPLY ONLINE' from the menu. Submit your application quoting Fisher Leadership reference ACTaho1223 and address your cover letter and resume Dani White, of Fisher Leadership.

Your application should include:

1. A brief covering letter clearly quoting ACTaho1223
2. A complete and current CV.
3. A statement detailing your experience relevant to the position and in line with the requirements of the position outlined, citing evidence to support your claims.

Please ensure that you receive an email acknowledgement confirming receipt of your application.

The closing date for applications is **21 January 2024**

Please direct enquiries to Dani White on 1300 347 437.

For more information visit:

<https://www.health.act.gov.au/>

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*"Your value will
be not what
you know, it
will be what
you share."*

– Ginni Romitty, CEO IBM –

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