



Candidate Information Pack

Chief Psychiatrist

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Contents:

03

Position Purpose

05

Department of Health (Vic)

06

Values and Behaviours

07

Mental Health and Wellbeing Division

08

Office of the Chief Psychiatrist

09

Key Accountabilities

10

Key Selection Criteria

12

Application Instructions



Position Purpose

The role of the Chief Psychiatrist, established under section 265 of the Mental Health and Wellbeing Act 2022 (Vic) (the Act) is to provide clinical leadership to clinical mental health service providers in Victoria and promote continuous improvement in the quality and safety of clinical mental health services. The Chief Psychiatrist is appointed by the Secretary of the Department of Health and is subject to the Secretary's general direction and control.

The Chief Psychiatrist has a range of powers, duties and functions conferred by the Act. Implicit in this is the responsibility to enhance the experience of consumers receiving assessment and treatment for mental illness and their carers within a recovery-oriented practice framework. Introduction of the Act expands the previous jurisdiction of the Chief Psychiatrist to include clinical governance and oversight in the delivery of mental health and wellbeing services in custodial settings in Victoria. Under the Act, the role of the Chief Psychiatrist is to:

- Provide clinical leadership and expert clinical advice to clinical mental health service providers
- Promote the highest standard of clinical practices and care in mental health and wellbeing services provided by clinical mental health service providers
- Promote the rights of persons receiving mental health and wellbeing services from clinical mental health service providers
- Provide advice to the Minister and the Health Secretary about the provision of mental health and wellbeing services by clinical mental health service providers.

A photograph showing a person's hands clasped together on a wooden railing, looking out over a dense, green forest. The person is wearing a brown sweater. The text 'Position Purpose (cont.)' is overlaid on the right side of the image.

Position Purpose (cont.)

The Chief Psychiatrist also provides high level, authoritative and expert clinical advice and input on implementation of recommendations made by the Royal Commission into Victoria's Mental Health System. The Chief Psychiatrist will support activity relevant to reform through:

- reform and sector leadership and engagement
- clinical and operational expertise
- collaboration with colleagues across the Mental Health and Wellbeing Division, Safer Care Victoria and the Department of Health
- collaboration with key external partners in the mental health and wellbeing system, other relevant service systems.



Department of Health (Vic)

At the Victorian Department of Health, we want a future where Victorians are the healthiest people in the world. A Victoria where our children and people thrive, where our workplaces are productive and safe, and where our communities are more connected.

We see it as our job to support Victorians to stay healthy and safe, and to deliver a world-class healthcare system that ensures every single Victorian can access safe, quality care that leads to better health outcomes for all.

For further information please visit <https://www.health.vic.gov.au/about>

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Values and behaviours

Department of Health employees are required to demonstrate commitment to:

The public sector values and behaviours

- Responsiveness
- Integrity
- Impartiality
- Accountability
- Respect
- Leadership
- Human rights

Recordkeeping – The department is committed to good record keeping and requires all staff to routinely create and keep full and accurate records of their work-related activities, transactions and decisions, using authorised systems.

Diversity – The department promotes diversity and equal opportunity in employment. If you are from a diverse background, are an Aboriginal or Torres Strait Islander applicant, or if you have a disability/condition, and require advice and support with the recruitment process, please contact our Inclusion Unit at inclusion@health.vic.gov.au.

For further information, please visit <https://www.health.vic.gov.au/about/our-values>



Mental Health and Wellbeing Division

Mental Health and Wellbeing Division provides active stewardship and leads reform to promote and support stronger mental health and wellbeing and AOD systems.

The Division:

- Leads promotion of good mental health and wellbeing in the Victorian community and the prevention and reduction of mental illness and harm associated with AOD use
- Oversees delivery of the Royal Commission into Victoria's Mental Health System recommendations
- Sets strategic direction and oversees performance and improvement of mental health and wellbeing and AOD services
- Leads reform of the AOD system, including its integration with the mental health service system.

Office of the Chief Psychiatrist

The Office of the Chief Psychiatrist (OCP) supports the Chief Psychiatrist to fulfill their statutory functions under the Act and is comprised of:

- Deputy Chief Psychiatrists
- A team of clinical advisers
- A team of project, policy and technical experts
- An administrative team.

The OCP works closely with service leaders and people with lived experience to undertake a range of statutory functions. It has a formal relationship with the Mental Health Improvement Unit within Safer Care Victoria, and with the Office of the Chief Mental Health Nurse, to ensure all quality and safety standards, guidelines and advisories provide clear and consistent direction on how services are expected to provide treatment, care and support.



Key accountabilities

Drive service improvement and reliable high quality service delivery across Victoria through:

- Assisting mental health service providers to comply with the *Mental Health and Wellbeing Act 2022*, regulations and codes of practice
- Promoting cultural change around clinical practice to achieve the objects and principles of the Act
- Developing and assisting mental health service providers in complying with standards, guidelines and practice directions
- Monitoring the provision of mental health services in order to improve quality and safety including conducting clinical practice audits and clinical reviews.

Leadership and advice as the clinical leader in mental health in Victoria including:

- Providing advice to the Minister and Secretary about the provision of mental health services and mental health reform
- Analysing data, undertaking research and publishing information for the Victorian community about mental health services and treatment
- Provide expert advice and input to and support for mental health and wellbeing reforms recommended by the Royal Commission into Victoria's Mental Health System
- As a member of the divisional executive, participate effectively in the development of major divisional and departmental policies and corporate strategies, and disseminate and implement decisions appropriately.

Promote the rights of people receiving mental health services from mental health service providers.

Key Selection Criteria

Technical expertise

Mandatory Qualifications

- Registration as a medical practitioner in the specialty of psychiatry by the Australian Health Practitioner Regulation Agency.
- Fellowship of the Royal Australian and New Zealand College of Psychiatrists.

Specialist expertise

- Senior experience in clinical mental health service delivery at state or national level.
- Senior level experience in contemporary regulatory practice and regulation.
- Knowledge and understanding of current key mental health issues, public health response, delivery, and management of mental health programs.
- Knowledge and understanding of relevant legislation, including the Mental Health and Wellbeing Act 2022 and the Crimes (Mental Impairment and Unfitness to be Tried) Act 1997 and policy, or the ability to develop such an understanding.

Knowledge and skills

- Comprehensive experience in clinical practice in the public mental health system as a consultant psychiatrist.
- Sound and thorough understanding of National Safety and Quality Health Service Standards, National Standards for Mental Health Services, the quality cycle, risk management processes and clinical audit functions within the health care system.
- Demonstrated strategic capacity, thinking and acts with a long-term perspective, ensuring that plans and outcomes contribute to cross-department and government priorities.
- Well-developed understanding of the reform agenda for mental health in Victoria and the capacity to apply clinical knowledge and expertise to develop sound policy targeted to set and deliver reliable high quality care throughout the mental health system.
- A sophisticated understanding of the drivers of organisational change, the role of the department in initiating and supporting change including the levers that deliver changed practice within the health professionals workforce.

Key Selection Criteria (cont.)

Personal qualities

- 1. Relationship Skills** - experienced in complex and diverse stakeholder management. Demonstrates sophisticated interpersonal skills and builds productive relationships with people at all levels within and outside the department. Builds trust through consistent actions, values, and communication. Minimises surprises.
- 2. Conceptual and Analytical Skills** - deals with concepts and complexity comfortably and able to quickly understand complex issues and assess potential solutions. Uses analytical and conceptual skills to reason through problems.
- 3. Teamwork** - demonstrates capacity to work across a large, diverse organisation and to partner with others to achieve outcomes. Collaborates and shares information. Shows consideration, concern and respect for others' feelings and ideas. Accommodates and works well with the different working styles of others, encourages resolution of conflict within the group.
- 4. Drive and Commitment** - enthusiastic and committed. Demonstrates capacity for sustained effort and hard work. Sets high standards and performance for self and others. Enjoys a vigorous and dynamic work environment.
- 5. Decisiveness** - takes rational and sound decisions based on a consideration of the facts and alternatives; makes tough decisions, sometimes with incomplete information; evaluates rational and emotional elements of situations; makes quick decisions where required; commits to a definite course of action.





Application Instructions

To apply, please visit **fisherleadership.com** and choose 'APPLY ONLINE' from the menu. Submit your application quoting Fisher Leadership reference DOHpsy1123 and address your cover letter and resume to Liz Jones or Dani White, of Fisher Leadership.

Your application should include:

1. A brief covering letter clearly quoting DOHpsy1123
2. A complete and current CV.
3. A statement detailing your experience relevant to the position and in line with the Selection Criteria 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 **12 January 2024**

Please direct enquiries to Liz Jones or Dani White on 1300 347 437.

For more information visit:

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

Fisher Leadership

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Melbourne 3004

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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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