

## Position description – Faculty Member

### ***Safety for all: Improving Sexual Safety in Mental Health Inpatient Units***

The Royal Commission (the Commission) into Victoria’s mental health system recommended that Safer Care Victoria (SCV) establish a Mental Health Improvement Program (MHIP) to focus on four improvement initiatives in the mental health sector. One of these improvement projects is to address the unacceptable rates of gender-based violence in inpatient settings.

Recommendation 52 from the Commission states that the MHIP will collaborate with individuals with a lived experience of mental ill health and the mental health workforce, providing leadership and awareness in the improvement of service quality and safety of services. A faculty is being established by SCV comprising representatives from health services, clinicians, consumers and carers with lived experience of mental health inpatient units to ensure these voices are at the forefront of this work.

This initiative is a pilot program that aims to improve sexual safety in participating mental health inpatient units by 30 December 2024.

Faculty members provide an important interface between those with lived experience, the clinical and non-clinical workforce and Safer Care Victoria to provide critical perspectives and advice to our improvement work. This faculty role is a unique opportunity for those passionate about improving the safety of mental health inpatient units in Victoria to provide their leadership and expertise to the *Safety for all: Improving Sexual Safety in Mental Health Inpatient Units* project.

## Safety for all: Improving sexual safety in mental health inpatient units

### Faculty Member

<b>Engagement type</b>	Subject Matter Expert – lived experience (consumer / carer / family / support person, clinical and non-clinical workforce, academics)
<b>Team, unit</b>	Safer Care Victoria, Improvement Partner
<b>Work location</b>	Hybrid: Remote working/ Level 27, 50 Lonsdale St, Melbourne where required.
<b>Duration</b>	March 2023 to May 2024.
<b>Availability requirements</b>	Typical time commitment: average of 4 hours per fortnight inclusive of meetings and preparation time. Will be dependent on material to be reviewed & phase of project. Meetings to be scheduled during business hours. Additional attendance at our SCV sexual safety workshops/learning sessions desirable.
<b>Remuneration</b>	Consumer and carer members and private practitioners will be eligible for remuneration for times not covered by employment contract with health services.
<b>Position reports to:</b>	Project Lead/ Project Manager, Mental Health Improvement Partner
<b>Further information:</b>	Amber O'Brien, Manager, Mental Health Improvement Program <a href="mailto:amber.obrien@safercare.vic.gov.au">amber.obrien@safercare.vic.gov.au</a> Kellie Griffin, Clinical Fellow & Project Lead, Mental Health Improvement Program <a href="mailto:kellie.griffin@safercare.vic.gov.au">kellie.griffin@safercare.vic.gov.au</a>
<b>Closing date:</b>	06/03/2023

### Organisational environment

Established in January 2017, Safer Care Victoria (SCV) is the state's healthcare quality and safety improvement agency. SCV is an administrative office of the Department of Health, here to help health services prevent and learn from patient harm, identify and deliver service improvements and engage with consumers.

We achieve this through delivering on our key responsibilities state-wide, including:

#### Safety

Reviewing information and intelligence from the system to recognise quality and safety signals.

Providing insights and knowledge to support learning across the system.

#### Improvement

Delivering targeted improvement initiatives and partnerships to improve health outcomes for Victorians.

Building a sustainable network of improvement experts (both healthcare workers and lived experience experts) to enable continuous improvement and innovation.

## Engagement

Working together with consumers, carers, clinicians, health services and thought leaders through purposeful and systematic approaches to ensure quality and safety improvement is a key agenda for SCV.

Embedding quality and safety skills and knowledge across the sector through broad capability development.

## Purpose

Faculty members will provide expertise, direction and strategic advice for an initial period of 12 months at which time membership will be reviewed.

## Responsibilities

### Faculty members:

- Provide subject matter and lived experience leadership and expertise to ensure the project is underpinned by clinician, consumer and carer insights and best practice.
- Support the SCV project team in making decisions and co-designing key tools and resources.
- Review and contribute to technical documents developed for the initiative with guidance on language, approach, and suitability of ideas from a consumer, carer and clinician perspective.
- Take opportunities to support design and facilitate delivery of content for workshops and coaching calls.
- Identify and act on opportunities to ensure activities are person-centred and grounded with consumer, carer and clinician perspectives.
- Contribute to linking with subject matter experts within the sector as may be required for different components and phases of the work
- Support dissemination of learnings to other services within participating health services and more broadly across the Victorian healthcare system.
- Demonstrate a growth mindset in influencing positive outcomes contributing to reform in the mental health space.

## Selection criteria

### Knowledge and skills

#### Leadership

- Communicates in a positive way that generates enthusiasm and commitment.
- Identifies potential issues and setbacks and guides team to optimise outcomes.
- Models the behaviour expected of others.
- Demonstrates success in leading widespread change in the healthcare sector.

#### Influence, negotiation and interpersonal

- Builds productive and meaningful partnerships with key stakeholders.
- Identifies and seeks connection with potential partners and stakeholders to maximise the success of the collaborative.
- Uses interpersonal, team building and facilitation skills in their work within the collaborative where appropriate.

- Actively promotes and drives change using coaching and influencing skills to overcome barriers and gain support.

### **Systems thinking**

- Formulates potential courses of action to achieve objectives based on an in-depth understanding of the health sector and its systems.
- Demonstrates an integrated perspective of health service delivery and identifies leverage points that will add value.

### **Strategic planning**

- Helps formulate potential courses of action to achieve objectives based on an in-depth understanding of the healthcare environment and its systems.

### **Stakeholder management**

- Identifies and manages a range of complex and often competing needs.
- Identifies issues in common for one or more stakeholders and uses them to build mutually beneficial partnerships.
- Finds innovative solutions to resolve stakeholder issues.

### **Change management**

- Gains commitment by communicating the reasons for the change and the risks of not changing.
- Actively promotes and drives change using broad influencing skills to overcome barriers and gain support.

### **Personal qualities**

#### **Conceptual and analytical ability**

- Deals with concepts and complexity comfortably.
- Uses analytical and conceptual skills to reason through problems.
- Has creative ideas and can communicate how these align to achieving the collaborative aims.
- Exercises emotional intelligence in relational ways of working.
- Demonstrates self-awareness with a strong understanding of strengths, weaknesses and motivations.
- Displays strong social skills and empathy in workplace relationships.

#### **Creativity and innovation**

- Generates new ideas.
- Draws on a range of information sources to identify new ways of doing things.
- Self-discipline  
Maintains a consistent and sensible pattern of behaviour under pressure.
- Recognises own limitations and works with others to ensure plans are achieved.

#### **Specialist expertise**

- Content expertise aligned to the Safety for all: Improving Sexual Safety in Mental Health Inpatient Units project.

## Availability

Engagement required will be in the form of meetings, workshops and coaching sessions. The typical time commitment of a faculty role would be approximately one day per month. However, this may fluctuate according to the stage of the initiative. It is anticipated in the first 3 – 4 months of the project there will be a concentrated period requiring faculty input while developing the project theory of change. Individuals may be asked to be involved in specific tasks due to their area of expertise.

For individuals employed as health service clinicians, it is expected that the member is given release time by their employer to undertake the faculty role. However, the project team acknowledges that many faculty members hold positions within the health sector and face demands such as staff shortages. Therefore, we understand if members are unable to attend every session.

## Safety screening

All competitive applicants are subject to a satisfactory National Police History Check as part of the recruitment assessment process.

Applicants who have lived overseas for 12 months or longer during the past 10 years are required to provide the results of an international police check. Applicants should contact the relevant overseas police force to obtain this and submit as part of their application. Details of overseas police agencies are available on the Department of Immigration and Border Protection website (<http://www.border.gov.au/>) under 'Character and Police Certificate Requirements – How do I obtain a police certificate?'.

## Remuneration

Consumers, carers who are participating in their own time will be able to receive remuneration for their time in line with the Tandem – VMIAC payment scale. Private practitioners will be eligible to receive remuneration for their time in line with Victorian Government Appointment and remuneration guidelines. Other faculty members may be eligible on a case-by-case basis.

## Conditions and benefits

People who work for Safer Care Victoria must comply with the Code of Conduct for Victorian Public Sector Employees 2007 and agree to work according to our values of quality, Collaborative relationships, responsibility, client focus, professional integrity, and respect.

Safer Care Victoria promotes diversity and equal opportunity in employment. If you are an Aboriginal or Torres Strait Islander applicant, or if you have a disability, and require advice and support with the recruitment process, please contact our Diversity Unit on [DiversityInclusion@dhhs.vic.gov.au](mailto:DiversityInclusion@dhhs.vic.gov.au).

## Mandatory Vaccination Policy

The department is committed to providing and maintaining a working environment which is safe and without risk to the health of its workers and clients. As it is an essential element of any role within the department that employees be able to attend work onsite and to do so safely, employees are required to be fully vaccinated against COVID-19 as a condition of their employment. This requirement applies unless they have a medical condition which means they cannot be vaccinated against COVID -19. Therefore, the department will ask any prospective employee, who has been identified as the preferred candidate for a role within the department, to provide proof of their COVID-19 vaccination status prior to any offer of employment being made. If a prospective employee has a relevant medical



condition which means they cannot be vaccinated against COVID-19, they should contact the department to discuss their individual circumstances.