

Role description

Position details

Title	Director - Allied Health (First Nations Peoples) (Aboriginal and / or Torres Strait Islander identified)	Location	Herston or other location in Queensland by negotiation
Salary range	\$5,290.10 - \$5,476.10 per fortnight + super	Classification	HP6
Division	Clinical Excellence Division	Branch/ Work Unit	Allied Health Professions' Office of Queensland
Reports to	Chief Allied Health Officer	No. Direct Reports	0
Status	Fixed – term Temporary full time	Leader Profile	Leader

The Department of Health

The Department of Health has a diverse set of responsibilities, and a common purpose of creating better health care for Queenslanders. The department is responsible for the overall management of the public health system in Queensland. We strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace.

To enable this vision, the Queensland Public Sector is transforming from a focus on compliance to a values-led way of working. The following five values underpin behaviours that will support and enable better ways of working and result in better outcomes for Queenslanders.



Customers First



Ideas into action



Unleash potential



Be courageous



Empower people

About Clinical Excellence Queensland

The Clinical Excellence Queensland (CEQ) mission is to partner with health services, clinicians and consumers to drive measurable improvement in patient care through continual pursuit of excellence.

CEQ is committed to a client-first approach. Through building strong relationships and understanding the needs and aspirations of our clients, we are best able to achieve our mission.



The division comprises:

- **Allied Health Professions' Office Queensland** – leads the development, implementation and evaluation of strategies to ensure an appropriately skilled allied health workforce meets the current and future health service needs of Queensland.
- **Centre for Leadership Excellence** – develops the leadership and management capabilities of Queensland Health clinicians to support improvement in healthcare teamwork, culture and service delivery.
- **Healthcare Improvement Unit** – is responsible for driving systems improvement and reform by working collaboratively with Statewide Clinical Networks, Hospital and Health Services and other system leaders to explore opportunities to improve access to healthcare.
- **Mental Health, Alcohol and Other Drugs Branch** – supports the state-wide development, delivery and enhancement of the specialist areas of mental health and alcohol and other drugs treatment in Queensland. This includes responsibility for administering the Mental Health Act 2016 and a comprehensive program of information management to support clinical care, service improvement, planning, purchasing and building the evidence base.
- **Office of the Chief Dental Officer** – provides expertise and strategic leadership in oral health and responsible for monitoring oral health services in Queensland to ensure high quality accessible care of Queenslanders.
- **Office of the Chief Nursing and Midwifery Officer** – provides overall professional and industry advice for nursing and midwifery. The office leads, advocates and supports nurses and midwives to provide quality, safe care for Queensland communities through policy, direction and regulation.
- **Patient Safety and Quality Improvement Service** – monitors and supports Hospital and Health Services in minimising patient harm, reducing unwarranted variation in health care and achieving high quality patient-centred care.

About the role

This role will provide high level strategic leadership to identify, manage, implement and evaluate state-wide workforce strategies and reform activities, including policy and regulatory change, to enhance the capacity and capability of the allied health workforce, to deliver services for Aboriginal and Torres Strait Islander people in Queensland. This will include providing expert, authoritative, professional and strategic advice on models of care, service continuity and sustainability, workforce, and education and training issues and strategies to meet the needs of Aboriginal and Torres Strait Islander consumers, with a particular focus on rural and remote communities and health system response to novel coronavirus (COVID-19).

Key responsibilities include

- Provide high level leadership and management in the initiation, development, implementation and evaluation of strategic workforce initiatives and reform in relation to complex factors impacting the health outcomes of Aboriginal and Torres Strait Islander people including providing advice on alternate models and approaches in service delivery, practice and education and training of multi-disciplinary teams.
- Lead the development of strategic changes in policy, regulation, industrial frameworks and professional and accreditation standards to enable changes in workforce capability and capacity and models of service that meet the needs of the community.

- Provide strategic leadership in statewide service and workforce reform, and clinical education and training strategies, applying high level knowledge of factors influencing Aboriginal and Torres Strait Islander consumers' access, engagement, and experience of allied health services and lead and advocate authoritatively for the development of new policy and strategic initiatives statewide and nationally to enhance the sustainability of allied health services, workforce and education pathways for allied health professions and other relevant workforce groups.
- Work collaboratively with the Aboriginal and Torres Strait Islander Health Division and other key stakeholders to co-design multi-disciplinary workforce reforms that enhance Aboriginal and Torres Strait Islander system leadership.
- Develop, manage and maintain effective partnerships with Hospital and Health Services, other Department Divisions, professional associations and industry partners, education providers including universities and registered training organisations, other government and non-government agencies including Aboriginal and Torres Strait Islander Community Controlled Healthcare Organisations and relevant peak bodies, and other jurisdictions to address recruitment, retention and workforce capacity and capability issues.
- Develop high quality reports, submissions, plans, frameworks and guidelines and consultative documents on a broad range of complex workforce strategies, service provision and management issues to meet the needs of diverse stakeholders at all levels of Queensland Health and external to the organisation at both a jurisdictional and national level.
- Represent Queensland Health on state and national committees, including representation for the Chief Allied Health Officer, in liaison, negotiation and consultation with internal and external stakeholders such as State and Commonwealth Government agencies, educational institutions, registration authorities, professional and industrial organisations on complex and sensitive health workforce, industrial and clinical education issues.
- Provide expert strategic advice and authoritative counsel to senior Departmental management including the Minister and Director General and other internal customers of Queensland Health regarding workforce planning and reform issues that have state-wide implications for Queensland Health and the State's health system generally.
- Administer, direct and control the resource and financial management of relevant cost centres containing allocated budget for relevant initiatives as required to exercise the approved financial delegation for the role.
- Supervise and manage staff in line with quality contemporary human resource practices and policies including workplace health and safety, ethical behaviour, equal employment opportunity and anti-discrimination as required to exercise the approved human resource delegation for the role.
- Fulfil the responsibilities of this role in accordance with Queensland Health's core values, as outlined above.

Organisational fit






The Department of Health recognises that organisational success is driven by excellence in leadership and management.

All Leaders at the Department of Health are committed to providing values-based and transformational leadership.



The five success factors below have been identified as most relevant to success within the Department of Health.

Leaders are expected to embrace and model behaviours that achieve these success factors and develop an organisational culture enables the Department of Health to meet its current and future strategic objectives.

 <p>PERFORMANCE</p>	 <p>CONNECTEDNESS</p>	 <p>CLARITY</p>	 <p>RESPECT</p>	 <p>CAPABILITY</p>
<p>Aspiring to high performance and supporting excellence</p>	<p>Connecting with each other, our community and the system</p>	<p>Understanding our role and the contribution we all make</p>	<p>Respecting other and valuing diversity</p>	<p>Continually developing our own capability and others</p>

Role fit

The essential requirements for this role are:

- For this job it is a genuine occupational requirement that it be filled by an Aboriginal and/or Torres Strait Islander person as permitted and arguable under Sections 25 and 104 of the Queensland *Anti-Discrimination Act 1991*.
- Comprehensive knowledge of issues and priorities for Aboriginal and Torres Strait Islander health and wellbeing at a national and state level, and an understanding of rural and remote health service, workforce and education and training challenges and opportunities including those relevant to novel coronavirus (COVID-19).
- Demonstrated expert knowledge and skills in the management of diverse and/or multi-disciplinary allied health services and workforce development initiatives including high-level understanding of professional scope of practice, regulatory and policy frameworks, training and practice requirements for the allied health professions.
- Demonstrated high level ability to initiate, research, interpret and influence system-level workforce and service issues and to provide leadership and authoritative, professional and strategic advice to contribute to reform agenda.
- Demonstrated high level oral and written communication skills, including demonstrated ability to prepare briefings and reports of a substantial and complex nature and highly effective negotiation, conflict management and consultation skills with multiple stakeholders within Queensland Health, other government departments, university providers, professional associations, Aboriginal and Torres Strait Islander healthcare organisations, peak bodies and consumer and advocacy groups, non-government agencies and the commonwealth to achieve strategic outcomes regarding professional workforce and education issues.

A mandatory requirement of this role is a formal qualification in an allied health profession from a recognised tertiary institution which will permit registration with the relevant professional registration board, or eligibility for membership/accreditation with a professional association.

Allied health qualifications refers to one of the following Health Practitioner qualifications:

- Audiology
- Clinical Physiology
- Clinical Perfusion
- Dietetics & Nutrition
- Exercise Physiology
- Medical Radiation Professions
- Music Therapy
- Occupational Therapy
- Optometry
- Orthoptics
- Pharmacy
- Physiotherapy
- Podiatry
- Prosthetics & Orthotics
- Psychology
- Rehabilitation Engineering
- Social Work
- Sonography
- Speech Pathology

Post graduate qualifications in management, Aboriginal and Torres Strait Islander studies/health, clinical education and training or research or policy would be highly desirable.

Specific working conditions

Travel within Queensland and inter-state may be required occasionally as part of this position.

Occupational Health and Safety

The Department of Health aims to maintain a safe, healthy and secure work environment for all employees, clients, visitors and contractors. Achieving this aim is the responsibility of all.

Disclosure of any pre-existing injury or medical condition

Applicants may be required to disclose any pre-existing injury or medical condition of which they suspect would be aggravated by performing the role. Details are available in section 571 of the Workers' Compensation and Rehabilitation Act 2003

(<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1>)

Respect in the Workplace

The Department of Health values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of the Department must show respect for each other, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. The Department of Health is an equal opportunity employer.

To demonstrate support for a safe, secure and supportive workplace, the Department of Health is a White Ribbon Australia accredited workplace.



Human Rights Act

We are committed to building inclusive cultures in the Queensland public sector that respect and promote [human rights](#) and [diversity](#).

Additional information

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.

This role is designated as Indigenous Identified. Under s.25 of the Anti-Discrimination Act 1991 (Qld), it is a genuine occupational requirement for the incumbent to be an Aboriginal and/or Torres Strait Islander person. To allow the panel to confirm that you are eligible to be considered for this Indigenous Identified role, the panel may either:

- accept your written assertion that you are of Aboriginal and/or Torres Strait Islander descent; or
- obtain from you, as part of your formal application, documentary evidence attesting to your Aboriginal and/or Torres Strait Islander descent. Full details and a Statutory Declaration is available here: <https://www.forgov.qld.gov.au/documents/guideline/evidence-attribute-aboriginal-and-or-torres-strait-islander-identified-roles>

Discover more about employment at the Department of Health, our people and opportunities to join our team at the [Queensland Health](#) webpage. This page also provides information on how we meet our privacy obligations. To reflect the diversity within the communities and people we support and serve, we seek to hire a workforce that is both representative and diverse. With a focus on inclusion, accessibility and flexibility, we are committed to supporting you in your career with us.