



Frontline Leadership Model

Recruitment Plan Draft (For Consultation)

Executive Summary

We are introducing a Frontline Leadership Model (FLM) to help leaders better serve their teams and enable an uplift in delivering high-quality patient care. The FLM provides capacity and clarity across frontline leadership positions and will offer further career opportunities for current and future leaders.

The new model redefines the current Duty Operations Manager and Station Officer positions into four new frontline leadership positions - Clinical Team Leader, Clinical Manager, Senior Clinical Manager, and Group Manager.

In preparation for the implementation of the new FLM we are starting the process to recruit staff into these leadership positions. The process has been broken down into three stages:

Stage 1	Direct Appointment	<ul style="list-style-type: none"> • DOMs are mapped to their current position • Interviews are conducted for contested positions
Stage 2	Mobility	<ul style="list-style-type: none"> • Opportunity for movement to new Zones/Sectors
Stage 3	Promotion	<ul style="list-style-type: none"> • Remaining vacant positions open for application

An overview of these stages is provided below, along with further details on the application process

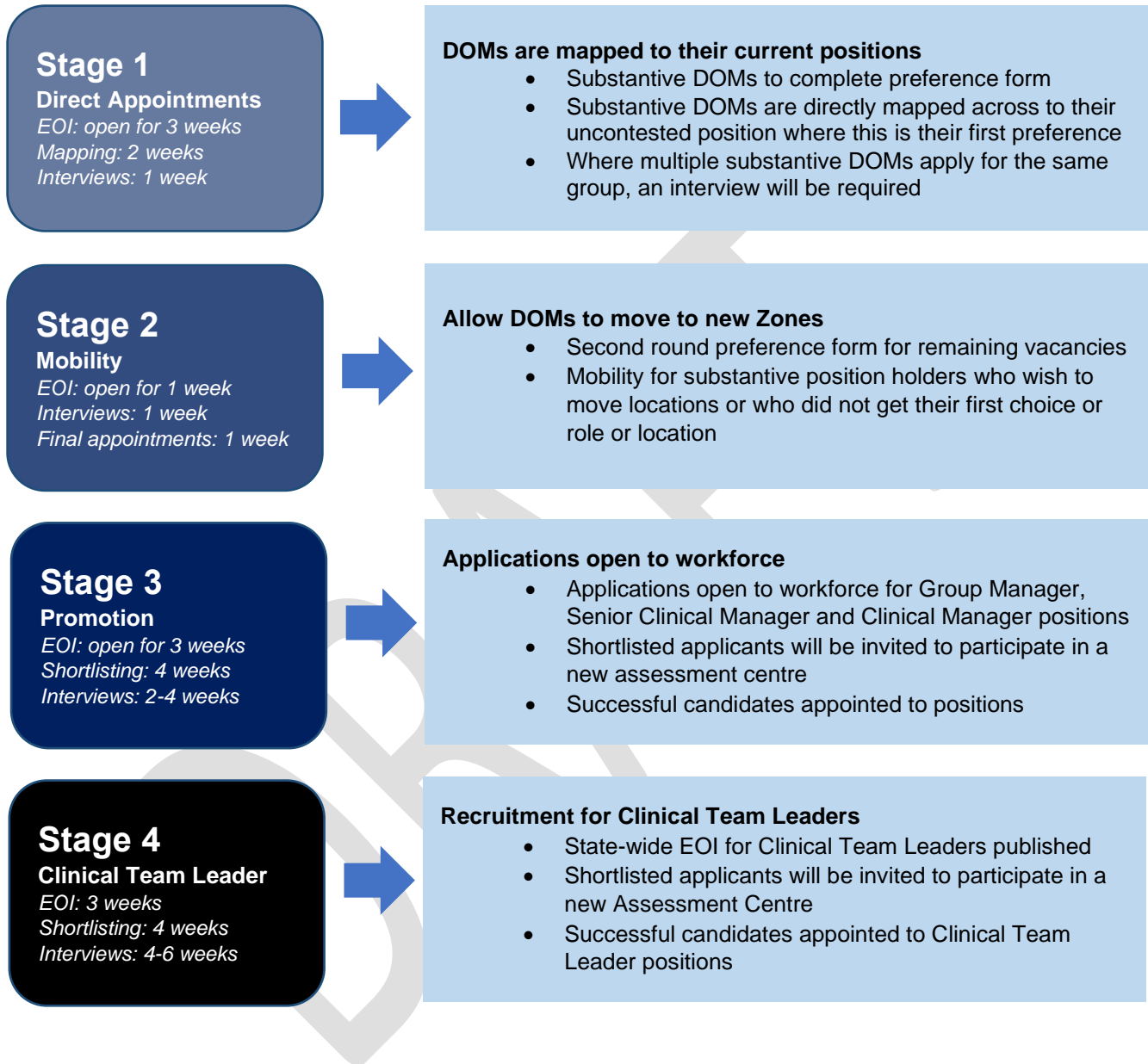
EOI and Preferences

A preference form will be released in conjunction with the EOI for substantive DOMs. This will provide current substantive DOMs with the opportunity to select location preferences and identify preferred positions.



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Recruitment Process





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To apply for a Frontline Leadership position

Steps	Description
Step 1	A formal EOI will be released advertising the new Group Manager and Senior Clinical Manager positions. An online preference form will be sent to all current substantive DOMs. Each DOM will have the opportunity to identify location and position preferences.
Step 2	<p>Stage 1 – Direct Appointment</p> <ol style="list-style-type: none"> 1. A Substantive DOM has indicated their first preference is in their current location 2. There are no other substantive DOMs within that group of stations who wish to contest that position <p>These individuals will be mapped directly to the new Group Manager or Senior Clinical Manager role of that group. No interview will be required.</p>
Step 3	<p>Stage 1 – Direct Appointment</p> <p>When multiple substantive DOMs have applied for the same group position within which they already hold a position, this is considered a contested position and merit-based interviews will be required.</p>
Step 4	<p>Stage 1 – Direct Appointment</p> <p>Substantive position holders are appointed to their first preference of location and position following direct mapping for uncontested positions or successful interview for a contested position.</p> <p>Unsuccessful applicants are appointed to remaining vacancies within their current Zone.</p>
Step 5	<p>Stage 2 – Mobility</p> <p>Remaining vacancies identified across all Sectors.</p> <p>All substantive DOMs given opportunity to choose a vacancy instead of their initial appointment in Step 4 through a new preference form.</p>
Step 6	<p>Stage 2 – Mobility</p> <p>Contested vacancies will go to interview. Applicants can keep their interview results from Step 3 or opt to re-interview if desired.</p> <p>Successful applicants will be re-appointed to their new locations or positions. Unsuccessful applicants will keep their initial appointment.</p>
Step 7	<p>Stage 2 – Mobility</p> <p>If any previously contested positions from <i>Stage 1</i> become available, the original unsuccessful applicant will be contacted and offered the previously contested position, or they can opt to keep their initial appointment from <i>Stage 1</i>.</p> <p>All applicants will be advised of their final appointments following completion of <i>Stage 2</i>.</p>



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	Stage 3 – Promotion
Step 8	Following the placement of all substantive position holders the next stage of recruitment will begin. This stage will recruit any unfilled Group Manager and Senior Clinical Manager roles, and all new Clinical Manager roles.
Step 9	Stage 3 interviews will be conducted at an Assessment Centre.
	Stage 4 – Clinical Team Leaders
Step 10	The final stage of recruitment will see a state-wide EOI published advertising the Clinical Team Leader position. Shortlisted applicants will be invited to attend an Assessment Centre.

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