

## POSITION DESCRIPTION

# NSW Pathology - Director Clinical Governance (Patient Safety)



Health  
Pathology

**our values**  
respect integrity  
teamwork excellence



Organisation	NSW Health
Local Health District / Agency	NSW Health Pathology
Position Classification	Health Mgr Lvl 5
State Award	Health Managers (State) Award
Category	Clinical Operations   Quality & Risk
Website	<a href="http://www.pathology.health.nsw.gov.au">www.pathology.health.nsw.gov.au</a>

## PRIMARY PURPOSE

The Director Clinical Governance (Patient Safety) reports to the Chief Executive and is a participant in the multi-disciplinary team of Executives who work together to develop innovative ways to deliver high quality, sustainable services that meet required performance outcomes for all stakeholders and is responsible for:

- Leading and coordinating the implementation of NSW Health Pathology's (NSWHP) clinical governance framework and the overall clinical governance function to drive quality improvement, standardisation and adoption of evidence based best practice across NSWHP.
- Overseeing the management of patient safety initiatives across all NSW Health Pathology (NSWHP) services

The role requires a superior knowledge of clinical governance requirements and strong leadership, people management, and organisational reform capabilities coupled with high-level influence and stakeholder management skills. That contribution may be enhanced by Registered Health Professionals, those holding certification as Medical Laboratory Scientists and those who have worked in a complex networked Pathology environment.

## ESSENTIAL REQUIREMENTS

- National Police Check
- Service check register
- Pre-employment health assessment

## KEY ACCOUNTABILITIES

- Provide strategic leadership and management of clinical governance functions and structures
- Encourage ethical and transparent management accountability and embed a risk management-based approach across clinical services including Forensic and Analytical Sciences (FASS)
- Ensure that the NSWHP Clinical Governance Framework is dynamic and reflects all current and relevant legislation, Standards and evidence for best practice
- Contribute to strategic planning to ensure that plans are informed by high quality clinical governance advice



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- Work in close consultation with the Corporate Governance to ensure the delivery of consistent, robust governance and risk management approaches that are centred on patient care and maintaining public trust/accountability
- Lead the provision of high-level independent clinical governance advice and support to the NSWHP Board, relevant Board sub-committees, Executive, Clinical Streams and Services and Clinical Operations
- Build and maintain collaborative relationships with Local Health Districts, Specialty Health Networks, NSW Health Pillars and other national public pathology providers to drive improvement and champion patient safety initiatives
- Provide strategic leadership and management of clinical governance capability building across NSWHP
- Lead the provision of high quality and timely responses to the Health Care Complaints Commission.
- Lead and manage the NSWHP system for managing safety recalls, alerts and notifications.

Champion across all management levels:

- The successful implementation of the NSWHP Clinical Governance Framework
- Ongoing improvement of NSWHPs clinical governance structures and systems
- Statewide approaches to patient safety systems and processes
- The use of data to enable continuous improvement, early identification of and action in relationship to unwarranted variation
- Timely and effective identification, escalation, and resolution or management of significant clinical risks and compliance gaps
- An environment with just culture that delivers high reliability, personal commitment, safety and wellbeing and sustainable patient centred services

## KEY CHALLENGES

- Harnessing support for the implementation of key patient safety and service configuration strategies and standards where competing interests and priorities exist.
- Developing a positive culture throughout the organisation that promotes and supports a transparent and open approach to clinical governance and service performance.
- Promoting enhanced clinical governance awareness and knowledge across a geographically dispersed organisation with multiple different legacy systems and practices.

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## KEY RELATIONSHIPS

Who	Why
Chief Executive, other Executive staff, NSWHP Quality and Clinical Safety Board sub-committee, Corporate Portfolios, Clinical Operations, Streams and Services and direct reports.	To work co-operatively to successfully implement the NSWHP Clinical Governance Framework. Collaborate with and share information related to patient safety to support clinical safety outcomes, ensuring consistency in approach to clinical governance strategy across NSWHP.
Chief Pathologist, Director of Medical Services and Chief Medical Scientist / Director Scientific and Technical Strategy	Engage collectively and effectively to deliver good clinical governance, provide clinical advice to the Chief Executive and influence positive change and grow a culture of safety and quality improvement in the organisation.
NSW Ministry of Health, Local Health Districts, Specialty Health Networks, Health Care Complaints Commission, Clinical Excellence Commission, Agency for Clinical Innovation other health and government	This role will be responsible for building effective relationships and strategic partnerships and ensuring NSWHP has a strong clinical governance framework with associated systems and processes in place to meet all statutory and organisational accountability requirements.

## SELECTION CRITERIA

1. Demonstrated record of success at an executive level in leading and managing clinical governance functions in a large and complex service environment, including relevant tertiary qualifications and/or experience.
2. Demonstrated experience in stakeholder management in large complex organisations including the capacity to engage and influence across all levels, manage cultural change, systems review, risk assessment and management.
3. Demonstrated high level negotiation, consultative, and interpersonal communication and relationship management skills with ability to influence others and work collaboratively to make decisions including at an Executive and Board level.
4. Demonstrated ability and proven success in leading the building and sustaining of a continuous improvement culture within a large and diverse organisation.
5. Effective leadership skills and the ability to motivate and develop staff.