

# Mental Health Services Proposed Leadership Structure Changes

## Feedback and Next Steps

The key themes distilled from feedback provided by teams and individuals on the Mental Health Services Proposed Leadership Structure changes were:

Key Theme	Summary of feedback theme	Comment / Activity
Organisation chart	The feedback identified several incorrect reporting lines and incorrect function names on the organisation chart.	Continue to consult to develop an organisation chart that correctly reflects reporting lines and naming of functions and ensure this will flow into StaffLink.
Consultation Process	Received feedback that people felt the consultation process was too short in time frame, As mentioned, consultation will continue on some aspects of the proposed structure.	The consultation period was extended by a week and a half and will continue for some aspects of the proposed structure changes.
General Manager Role	The feedback received understood the need and approach for the new General Manager role. There were queries in relation to further understanding of the functions of this role and the relationship to clinical decisions and accountability.	Clarification provided that this role will not necessarily be filled by someone with a clinical background. It is also clarified this role will have accountability for Mental Health Services as an overall function. There is the requirement for strong linkage and reliance on the lead Medical professionals for any clinical decision making aspects.
Executive Medical Director Role	Feedback received that this role is required to be a psychiatrist.	This was omitted from the draft position description for consultation. It has been clarified that it is required to be a psychiatrist and will be included in the position description.

Key Theme	Summary of feedback theme	Comment / Activity
Executive Medical Director functional teams	Feedback received regarding the decision to have only the Director Perinatal, Child and Youth reporting into it. The feedback received was well informed and effective in its consideration of alternative approaches to strengthen the clinical leadership and governance across Mental Health Services. Feedback received provided multiple alternatives to the role of the Executive Medical Director and the functions it should lead and how it would gain greater impact for the clinical governance across Mental Health Services.	As a result of the feedback, it has been identified that a more informed structure across the clinical functions should be considered and that further consultation on the proposed clinical functional team changes is required.
Reporting Line additional layers	Feedback received regarding the reporting line change of Mental Health Services from the Chief Executive to the Executive Director Operations. Feedback also received regarding adding a layer of reporting line for the impacted clinical functions aligned with the Executive Medical Director role.	As clarified through consultation, the change in reporting line is to align Mental Health Services more closely with the facilities and services across WSLHD.

The key outcomes and next steps are:

- The General Manager Mental Health Services position will be created, reporting to the Executive Director Operations, and the position will be advertised in the coming days.
- The role of Director Finance will change to the Director Finance and Corporate Services and recruitment for this role, due to the current vacant status, will likely commence in the coming weeks.
- The other reporting line changes related to the delimiting of the Executive Manager role, or changes for the Director Finance portfolio will not occur until the General Manager appointment is in place.
- As initially proposed the Executive Director of Mental Health Services will be redesigned to an Executive Medical Director role and report directly to the new General Manager role.
- Following consultation, it is newly proposed to realign the Director of Perinatal, Child and Youth, the Director of Clinical Services, and the Director of Community Mental Health to report to the redesigned Executive Medical Director role. This is based on the feedback received to strengthen and align these clinical functions.
- Following consultation, it is newly proposed to move Old Person’s Mental Health to the current function for Perinatal, Youth and Child portfolio and rename this function to Specialist Services.

As a result of the updated proposed structure for the clinical functional areas mentioned a consultative committee will be established to discuss this portion of the newly proposed structure. More information about this committee will be forwarded in this coming week. A new proposed organisation chart will be shared in line with the committee’s first meeting.

The current organisation chart will be reviewed in partnership with the HR Director for Mental Health Services and the Mental Health Services Executive Team to ensure we have a correct organisation chart that is reflective of the structure today which will ensure smooth transition to new structure movements.