

Position description

Position	General Manager Health Alliance		
Purpose	Reporting to the CEOs of the Metro North Hospital and Health Service (MNHHS) and Brisbane North PHN, this role will lead the Health Alliance between the two agencies. The Health Alliance provides the mechanism which both agencies would achieve improved integration of services and resources with the goal of improving health outcomes for the north Brisbane population. The Alliance would also function to trial and showcase connected models of care that can be generalised across services both within north Brisbane and across Queensland. Whilst this role will be employed through the Brisbane North PHN, it will have equal reporting relationships to both agencies.		
Approval date	24 July 2020	Approved by	Libby Dunstan

About the Health Alliance

The Health Alliance was established in 2017 by Brisbane North PHN and Metro North Hospital and Health Service (MNHHS) to address the complex challenges facing the North Brisbane health system.

The Alliance facilitates the relevant parts of the health sector in North Brisbane to work together to address issues that transcend the mandate of any one organisation or part of the sector.

The Health Alliance uses collaborative impact approach where participants develop a common agenda for change including a shared understanding of the problem and a joint approach to solving it through agreed upon actions.

Governance oversight is provided by a Joint Board Committee, drawing members from both the Brisbane North PHN and MNHHS Board as well as the two CEOs. The Joint Board Committee provides strategic advice and direction to the Health Alliance.

About Brisbane North PHN

Our vision is a community where good health is available for everyone.

Brisbane North PHN supports clinicians and communities in Brisbane's northern suburbs, Moreton Bay Regional Council and parts of Somerset Regional Council. It covers approximately 4,100 km² of urban, regional and rural areas, with a population of over one million.

We are one of 31 Primary Health Networks across Australia.

We work with local communities, consumers, carers, health professionals, hospitals and community providers to understand our community and their needs. We then engage stakeholders to design and commission programs and services to meet those needs.

Our PHNs goals:

- Be informed and led by community voice.
- Re-orient the health system toward care close to home.
- Build capacity of providers to meet health needs of our region

About Metro North Hospital and Health Service

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so that they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Please visit our website for additional information about Metro North. <http://metronorth.health.qld.gov.au/>

Our Vision

Changing the face of health care through compassion, commitment, innovation and connection

Our Values

- Respect
- Teamwork
- Compassion
- High Performance
- Integrity

Key outcome areas

To ensure the Alliance works effectively to achieve its annual business plan, each team member has responsibility for a range of activities and outcomes. These activities and outcomes are reviewed once a year formally and on an ongoing basis informally with team members and managers.

Key outcomes areas for the Health Alliance will include:

- Ensuring the ongoing operations of the Health Alliance between agencies;
- Reporting on the Health Alliance including on initiatives delivered under the Health Alliance, fulfilling Queensland Health/Government and Australian Government reporting requirements and reporting to respective boards and executives;
- Implementation and management of priority initiatives delivered under the auspices of the Health Alliance including:
 - Integrated models of subacute care
 - New models of care including GPs With Special Interest, alternative pathways for specialist/outpatient care, GP-Specialist advice lines
 - Children of Caboolture
- Implementation of the evaluation framework by which the Health Alliance can be assessed;
- Maintaining a Health Alliance team as necessary to manage the ongoing Alliance between the agencies;
- Working with funding partners to support sustainable funding of health service integration initiatives;
- Contributing to and further developing relationships with relevant funding agencies for the purposes of sustaining the Health Alliance and its headline initiatives.

Reporting relationships

Relationships

Reports to: CEO Metro North HHS and CEO Brisbane North PHN

Direct reports: Head of Strategy | Health Alliance; Development Lead | Health Alliance; Director of Operations | Health Alliance; Project Support Officer | Health Alliance; GPLO | Health Alliance

Level of delegation

(Per Delegation Matrix – CEO to staff)

Financial: 2 – Executive

Staffing: Nil

Key selection criteria

Within the context of the key outcome areas described above, the ideal applicant will demonstrate the following:

Qualifications and experience

- Tertiary qualifications and/or professional experience in a field of direct relevance to the position
- Proven experience in the analysis, development, implementation and evaluation of systems and programs
- Proven experience in leading organisational change in large complex organisations would be highly desirable.

Skills and attributes

- A “systems thinking” approach to health sector performance challenges
- Knowledge and/or experiences across key public health business domains – funding, clinical models of care, policy and planning, hospital and primary/community interfaces, workforce development, reporting to government, operational/project oversight.
- Proven ability and experience in transformational change – including working with executives across agencies to bring about innovations and major reforms in areas such as funding, commissioning, performance, service models.
- Strong skills and relationship building across services and agencies including executives and leaders across agencies.
- An “implementation science” view of bringing about health service and system improvements.

Capabilities

The Brisbane North PHN Leadership Capability Framework applies to all roles within the organisation. Applicants must address these capabilities.

- **leads self** - self-aware, proactive and adaptable; takes personal development opportunities and is resilient
- **engages others** at all levels with respect, collaboration and cultural sensitivity
- **achieves outcomes** in a high demand work environment with judgment and initiative
- **drives innovation** - contributes to our culture of continuous quality improvement
- **shapes systems** - works productively within internal and external systems and networks

- **bases decisions on available evidence.**

Other

A current driver's licence is desirable and use of a personal vehicle may be required, including travel between the PHN offices. Work-related mileage will be reimbursed at relevant rates.

You may be required to work flexible hours. The role may include evening/weekend commitments for which time off in lieu is provided.

(Please note: This position description is subject to adjustment within reason and in consultation with your manager to meet the deliverables of the organisation.)