

# Charter

## NSW Health Medical Leadership Group

### BACKGROUND

When people are engaged with their work and organisation they are more likely to perform well, this is particularly important in the context of health. In health, engagement has been shown to improve the efficiency and effectiveness of services, reduce staff absenteeism and turnover, increase patient satisfaction and improve patient safety. Special Counsel Peter Garling in his inquiry [Final Report of the Special Commission of Inquiry](#), Acute Care Services in NSW Public Hospitals in 2008, noted that the role of clinical leaders is absolutely vital; to provide a link between clinicians and management, to drive reform and to performance manage doctors. To assist the engagement and leadership of Medical staff within NSW Health, the NSW Health Medical Leadership Group has been established. The NSW Health Medical Leadership Group is comprised of Medical Leaders across NSW Health Services who are aligned to the shared goal of improving the quality and safety of care. The group involves Medical Leaders across the state in partnership with the Clinical Excellence Commission.

### OBJECTIVE OF THE CHARTER

The objective of the charter is to provide a framework for defining the goals of the group and to outline the strategic direction in promoting and supporting effective medical engagement and leadership across the NSW health system.

### STRUCTURE AND COMPOSITION OF THE GROUP

#### MEMBERSHIP

The group membership is comprised of Executive Medical / Clinical Directors, Directors of Medical Services, Heads of Departments and services, Staff Specialists, and Visiting Medical Officers.

#### GOVERNANCE

The group is governed by the NSW Health Medical Leadership Executive Group, and will provide feedback and updates on progress to the Chief Executive, Clinical Excellence Commission.

#### FORUM FREQUENCY

The NSW Health Medical Leadership Executive Group will organise 3 – 4 forums per annum.

#### SUBGROUPS

- To achieve the goals of the group, subgroups may be established to collaborate on a particular objective for a specified period.
- Each subgroup will have a chairperson, who is a member of the NSW Health Medical Leadership Executive Group.
- Membership of the subgroup will be voluntary.

- Progress reports from each subgroup will be presented at each forum until the objective is met.

## ROLES AND RESPONSIBILITIES

1. The role of the NSW Health Medical Leadership Group is to provide leadership and strategic guidance for NSW Health services including the Ministry of Health, Local Health Districts, Specialty Networks and the Clinical Excellence Commission.
2. To provide regular opportunities in the form of forums for members to network and exchange ideas, learnings and experiences.
3. To actively explore opportunities to improve the primary drivers of Medical Engagement and Leadership including: organisation culture and commitment, appropriate governance, effective management-doctor relationships, empowerment of medical leaders and medical leadership development.
4. Advise on strategies to engage doctors, in the development of programs to improve the safety and quality of health services in New South Wales.
5. Advise on the development, communication and implementation of the Commission's programs.
6. Review the strategic solutions to systemic safety and quality issues developed by the Commission.
7. To act as advocates across the NSW health system about the importance and benefits of a State-wide approach to improving safety and quality.
8. Advise on strategies to actively support doctors in the local environment.
9. Consider matters referred to the NSW Health Medical Leadership Forum as required.

## CONTACT AND COMMUNICATION

Contact should be made through the NSW Health Medical Leadership Executive Group chair Dr James Mackie, SESLHD Medical Executive Director,  
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