



Government of **Western Australia**
Department of **Health**

Clinical Senate: Setting the Scene

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September's Clinical Senate

*Clinician Engagement in the Brave New World –
Health Services Boards*

Clinical Senate Summary Points

First Clinical Senate since the passage of the *Health Service Act 2016*

All five Health Service Boards represented

The **start of an important conversation** between Health Service Boards, System Manager, Health Service executives and clinicians

Suggestions provided to each **Health Service Board** for development of clinical engagement strategies

Three recommendations provided to the **System Manager** on statewide clinician engagement

ALL ENDORSED

Clinical Senate Recommendation 1



Rec 1

Endorsed

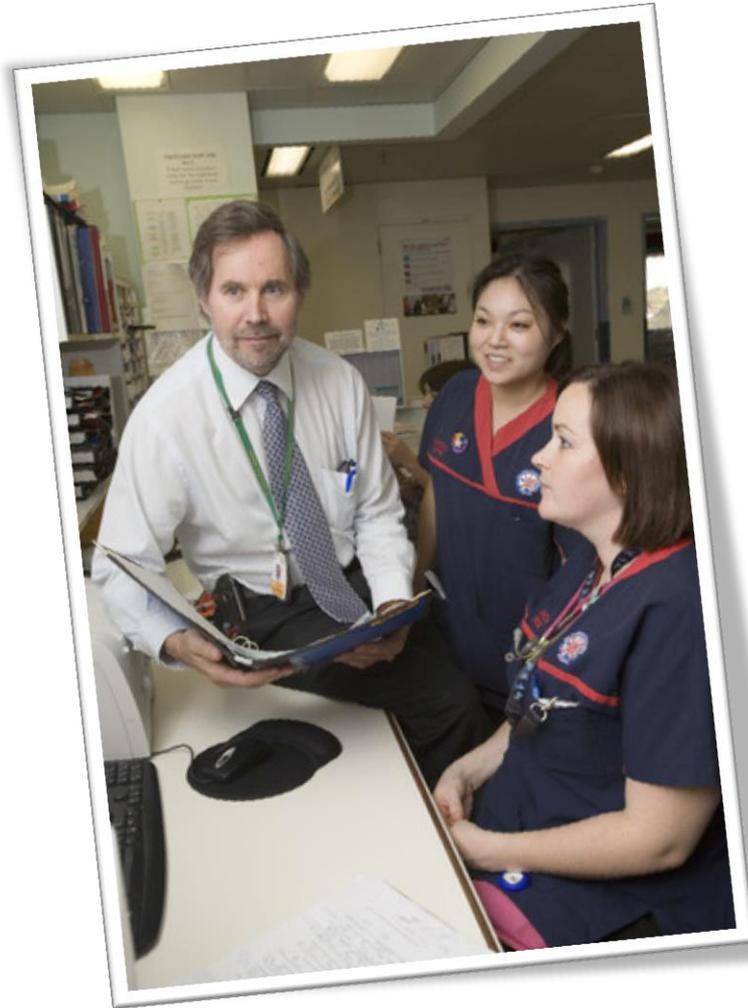
The System Manager develops (within 12 months) a policy framework on clinician engagement that incorporates:

- Key Performance Indicators (KPIs) as part of Health Service Performance Reporting
- an expectation that Health Service Boards will have a clinical engagement strategy.

Elements of a clinical engagement strategy should include:

- measuring clinical engagement (using the KPI tool in Recommendation 2)
- shared values across the system
- common principles
- transparency
- investment in leadership e.g. Institute for Health Leadership programs.

Clinical Senate Recommendation 2



Rec 2

Endorsed

Adopt a 'measurable KPI' (using an identical tool across all HSBs) for clinical engagement and include it in safety and quality outputs within HSB agreements, linking the score to a performance bonus/penalty.

Results (after an introduction phase of one to two years) must be transparent and published so all internal and external stakeholders can see and compare outcomes across WA Health.

Clinical Senate Recommendation 3



Rec 3

Endorsed

That the System Manager, when considering or developing a direction or policy that has operational impacts, ensure a broad range of clinicians from all Health Service Providers are consulted, engaged and recorded.