

# CCDM *councils*

What is CCDM governance?

Safe Staffing & Healthy Workplaces Unit  
April 2018

# Session outline

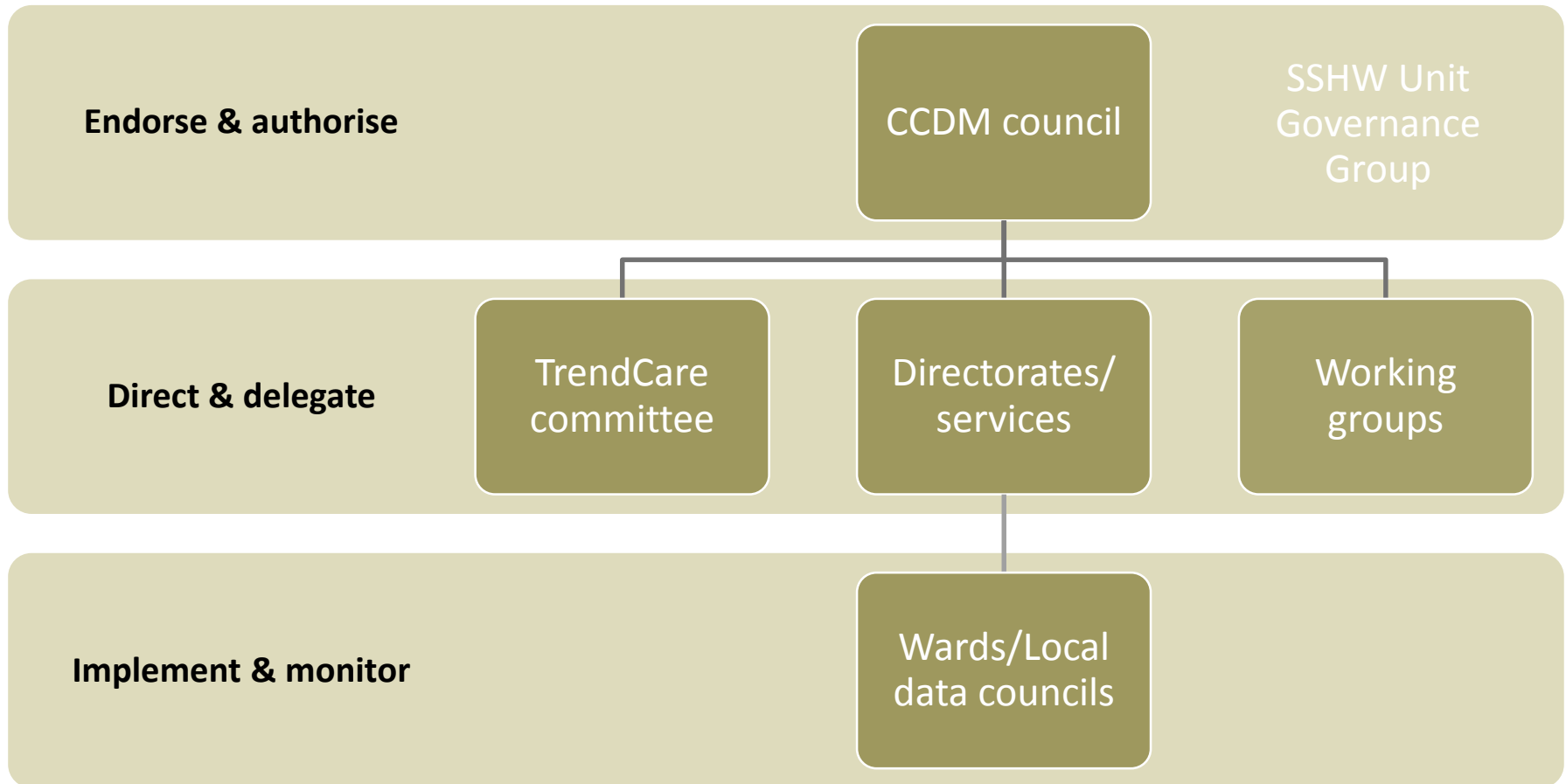
- What is CCDM?
- What is CCDM governance?
- Why have CCDM governance?
- Who needs to be involved?
- Stages of CCDM governance
- When does CCDM governance happen?
- How does CCDM governance occur?
- What's next?

# What is CCDM governance?

Permanent structure, processes and tools for achieving safe staffing and effectively caring for patients.

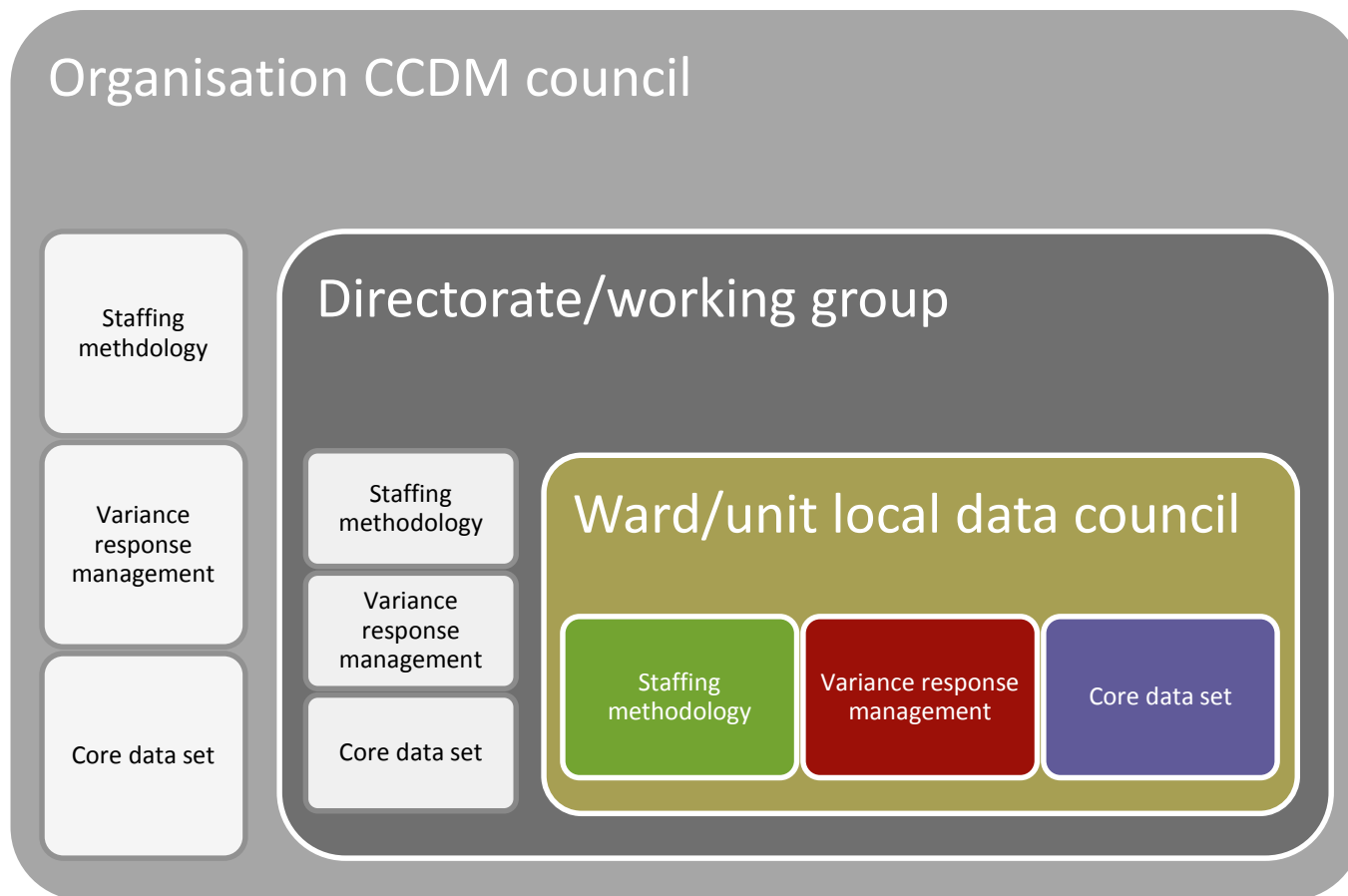


# What is the CCDM governance structure?



# What is CCDM governance?

- Implementing the programme



# What is CCDM governance?

What it is	What it is not
<p>Joined up</p> <p>Deliberate &amp; focused</p> <p>Working in partnership</p> <p>Leadership</p> <p>Building capability</p> <p>High engagement, high performance</p> <p>Innovation &amp; continuous improvement</p> <p>Joint decision making</p> <p>With you for you</p>	<p>Fire fighting</p> <p>Last minute</p> <p>Status quo</p> <p>For the sake of peace</p> <p>Write another policy</p> <p>‘Doing to’ people/staff</p> <p>Re-inventing the wheel</p> <p>Exclusive</p> <p>A quick fix</p>

# Why have CCDM governance?

Staff staffing healthy workplaces

Mechanism for accountability

Decision making and direction

Professional responsibility

Continuous improvement

Public accountability

Provide leadership

Staff engagement

Good practise

Joint problem solving

Action & monitoring

# Who needs to be involved?

The CCDM council **endorse, authorise** and includes:

- Chief Executive Officer (sponsor)
- Director of Nursing, health union (Co-chairs)
- Chief Operating Officer
- Representation from multi-disciplinary team
- TrendCare & CCDM Site Coordinator
- SSHW Unit
- Nursing leader, operations &/or service manager, clinical manager
- Others as required
  - Human resources, communications & management accountant





# Who needs to be involved?

The TrendCare committee **direct, delegate** and includes:

- Director of Nursing/Chief Operating Officer
- Health union
- Operations centre manager
- Duty nurse manager
- Representation from allied health
- TrendCare & CCDM Site Coordinator
- Nursing leader, operations &/or service manager, clinical managers



# Who needs to be involved?

The directorate/service **direct, delegate** and includes:

- Operations &/or service manager
- Nursing leader & clinical managers
- Health union
- Senior medical leader, junior medical representation
- Allied health
- Administration
- Others as required
  - TrendCare & CCDM Site Coordinator
  - Human resources, management accountant, business analyst



# Who needs to be involved?

The working group **direct, delegate, implement, monitor** and includes:

- Operations &/or service manager
- Nursing leader & clinical managers
- Health union
- TrendCare & CCDM Site Coordinator
- SSHW Unit
- Others as required
  - Human resources, management accountant, business analyst, IT



# Who needs to be involved?

The ward/local data council **implement, monitor** and includes:

- Ward/unit nurses and health care assistants
- Health union delegates and/or Organiser
- Ward medical and allied representatives
- Quality manager, data analyst, human resources
- Clinical manager
- Nursing leader and/or service manager
- Others as required:
  - TrendCare/CCDM coordinator
  - SSHW Unit



# Stages of CCDM governance

Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Pre-team climate	Foundational	Transitional	Operational	High performing
Learning what CCDM governance is and how it works	Establishing the structure and norms	Demonstrating progress	Joint leadership, improved performance	Full collaboration and measurable success

# When does CCDM governance happen?

- Every day, every week, every month, annually
- At every meeting (and in between)
  - Ward
  - Directorate/service
  - Operations
  - Between direct reports and manager
  - Quality
  - TrendCare committee
  - CCDM council

# How does CCDM governance occur?

- At all levels of the organisation
- Conducted through
  - Leadership
  - Aligning staff activities with the vision & strategy
  - Performance management
  - Assessments, planning, monitoring & reporting
  - Joint problem solving
  - Hardwiring
  - Meetings

# What's next?

1. Agree participants
2. Arrange meetings
3. Elect chair and agree terms of reference
4. Complete partnership assessment
5. Further training on tools & processes
6. Jointly agree overall workplan
7. Communicate, communicate, communicate



# Questions?

Look closely at the  
present you are  
constructing.  
It should look like  
the future you are  
dreaming.  
–Alice Walker

[curiano.com](http://curiano.com)

Quality patient care.  
Quality work  
environment.  
Best use of health  
resources.  
– CCDM