Goulburn Valley Area Mental Health Service
Recruitment Strategy

✔ Critical success factors

1. The development of partnerships with stakeholders in a view to ‘grow our own’
2. The development of recruitment groups – interns, undergraduates, postgraduates, basic, advanced, expert across all our workforce disciplines
3. Development of strategies for each group to ensure that we develop a skilled workforce who will assist in embedding the culture and leading the way forward to achieve a service based on Recovery Orientated Practice

✗ Inhibitors

1. A period of stabilisation and a focus on defining the clinical models of care.
2. Ensuring that the models of care inform education and training delivered by the service
3. Ensuring that stabilisation and an embedding of a positive, supportive culture is undertaken

Implementation ideas for other organisations:

- The Mental health Service Recruitment Strategy Plan is transferrable across all areas of health and can be implemented in departments or across who organisations. It has a 10 year plan to ‘grow own staff’ as well as national and international recruitment strategies.

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