



HSS Registered

Nurse Director
Nurses and Midwives Agreement: RN SRN Level 10
Position Number: 113360
Service 1
Fiona Stanley Fremantle Hospital Group / South Metropolitan Health Service

Reporting Relationships

Chief Executive SMHS
 Position Number: 000001



Executive Director FSFHG
 HSO Executive Class 1
 Position Number: 110820



Nurse Director
RNM SRN 10
Position Number: 113360



Directly reporting to this position:

Title	Classification	FTE
<ul style="list-style-type: none"> • To be determined 		

← Also reporting to this supervisor:

- Medical Directors
- Service Directors
- Nurse Directors
- Director Corporate & Finance
- Director Allied Health
- Director Culture Innovation and Change
- Manager of the Office ED
- Executive Assistant

Key Responsibilities

As a member of the leadership triumvirate the directorate is jointly responsible and accountable for achieving the strategic and operational objectives defined by the Hospital.

Provides professional leadership and direction in all facets of nursing/midwifery service and practice within the directorate.

Collaborates with the Director of Nursing and Midwifery Services and supports Nurse Director colleagues to lead the ongoing development and implementation of Nursing practice and standards of care across the Fiona Stanley Fremantle Hospital Group (FSFHG).

Brief Summary of Duties (in order of importance)

1. Leadership

- 1.1 As a member of the leadership triumvirate works in partnership with the Medical and Service Directors to lead and manage the directorate including cross cover on all matters of business. The respective roles and responsibilities of the Triumvirate Directors will be documented in a Performance Agreement with the Executive Director.
- 1.2 Is responsible for coordinating the nursing and midwifery management of the human, financial and material resources in accordance with FSFHG strategic objectives and Activity Based Funding (ABF) budget for the directorate.
- 1.3 Responsible for the planning and implementation of day to day operational and demand management of the directorate to meet service requirements and performance indicators.
- 1.4 Ensures the provision of patient-centric, safe, effective and timely patient care for all patients.
- 1.5 Responsible for professional leadership and coordination of the nursing and midwifery service practice in areas under their responsibility.
- 1.6 Contributes to decision making about service issues, including the development and implementation of strategic and operational plans.
- 1.7 Takes an active leadership role within the interdisciplinary team to resolve delays in patient care within areas of responsibility.
- 1.8 Leads and promotes Nursing and Midwifery organisational culture in line with Fiona Stanley Hospital mission, vision and values.
- 1.9 Develops the Nursing/Midwifery clinical leadership capability to support the delegation of responsibility, accountability and authority of all staff.
- 1.10 Champions partnerships with patients and families to engage them in decisions regarding their care.
- 1.11 Participates in the affairs of the Hospital and represents the Hospital positively and effectively through participation in the affairs of the health industry, community and professional bodies.
- 1.12 Responsible for after-hours call leadership for clinical, corporate and emergency response activities.

2. Quality, Safety and Service

- 2.1 In partnership with the other health professional leaders, leads the establishment and maintenance of a culture of patient safety within the directorate and contributes to hospital wide initiatives.
- 2.2 Responsible with the Medical and Service Directors to drive improved patient experience across all services and demonstrate learning from complaints and incidents have been implemented.
- 2.3 Leads and is responsible for governance and risk management ensuring that approved frameworks are implemented and evidenced.
- 2.4 Initiates, promotes and facilitates the development of formal nursing and midwifery quality improvement and risk management projects and programmes, ensuring an evidenced-based outcome-focused culture of improving performance.
- 2.5 Promotes and facilitates nursing and midwifery compliance with the National Safety and Quality Health Service Standards and the EQulP National program.
- 2.6 Initiates, promotes and facilitates adherence to, and monitoring of Nurse/Midwife Sensitive Indicators for areas of responsibility.

3. Research and Performance

- 3.1 Researches issues of significance and maintains expert awareness of initiatives and innovations both internal and external to Fiona Stanley Hospital.
- 3.2 Serves as a resource and mentor of evidence-based practice through role modelling and supporting nursing and midwifery practice changes.
- 3.3 Incorporates Evidence-Based nursing and midwifery practice into patient care and leadership responsibilities.
- 3.4 Through strategic planning, monitors the internal and external environment and influences to ensure that nursing services, and other services under area of responsibility, are able to meet the changing needs of the health care industry.

4. Communication

- 4.1 Maintains open and collaborative communication with relevant key stakeholders demonstrating advanced written and verbal communication skills.
- 4.2 Establishes and maintains strong strategic and operational alliances with internal and external stakeholders.
- 4.3 Actively participates in Hospital Executive Committee and other peak committees.
- 4.4 Provides a public relations function for the area of responsibility including investigation and management of nursing and midwifery ministerial enquiries and patient complaints ensuring compliance with Department of Health and legal requirements governing Fiona Stanley Hospital.

5. Professional Accountability

- 5.1 Complies with legislation affecting nursing and midwifery practice including Nursing and Midwifery Board of Australia – Code of Conduct and Ethics, National Safety and Quality Health Service Standards.
- 5.2 Participates in own performance development with direct line supervisor and professional lead.
- 5.3 Undertakes performance development with staff under direct supervision.
- 5.4 Demonstrates a commitment to lifelong learning and ongoing professional development.

6. SMHS Governance, Safety and Quality Requirements

- 6.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 6.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 6.3 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 6.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 6.5 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 6.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

7. Undertakes other duties as directed.

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Extensive contemporary experience in a senior nursing management position in a teaching or acute care facility.
3. Demonstrated highly developed conceptual and analytical skills, including demonstrated ability to develop and evaluate policies and standards pertinent to nursing and midwifery and the application of research, best practice and risk management principles.
4. Demonstrated ability to work with complex team structures and effectively negotiate, influence and maintain cooperative working relationships towards targeted outcomes.
5. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

1. Knowledge of state and national health policy frameworks which impact on health service delivery in Western Australia.
2. Possession of, or significant progression toward, the attainment of a post graduate qualification in area of specialty.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Completion of 100 Point Identification Check.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

..... Manager / Supervisor Name Signature or HE Number Date
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..... Dept. / Division Head Name Signature or HE Number Date
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As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

..... Occupant Name Signature or HE Number Date
..... Effective Date			

HSS Registration Details (to be completed by HSS)

..... Created on Last Updated on He131744 17/01/18
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