



# About CAHS

The Child and Adolescent Health Service (CAHS) is a board governed health service under the *Health Services Act 2016* and provides services throughout the community within Perth metropolitan area; running the State's only dedicated tertiary paediatric hospital; providing specialized state wide services; as well as providing support to other hospitals and health services across the state.

We aim to ensure that the children and young people of Western Australia get the best start in life through health promotion, early identification and intervention and patient-centred, family-focused care by providing a comprehensive service. In the 2016/17 financial year, we:

- provided care for 61,379 Emergency Department presentations;
- cared for 18,843 children through our child development services;
- conducted 108,327 child health checks;
- supported new parents across 3,544 parenting groups;
- saw 5,802 young people through our mental health service;
- performed 13,937 surgeries; and
- attended to 208,913 outpatient appointments.

We employ over 4000 people across a range of disciplines including:

- Nursing
- Medical
- Allied health and health science
- IT and communications
- Executive
- Administration / Corporate
- Support services
- Research



Our employees provide support to children and adolescents through:

**Perth Children's Hospital (PCH)** is a new purpose built facility located on the QEIIIMC campus in Nedlands. The hospital replaced Princess Margaret Hospital (PMH) in June 2018 as Western Australia's specialist paediatric hospital and trauma centre, providing outstanding medical care to children and adolescents up to 16 years of age.



PCH has 298 beds, the capacity for up to 12 operating theatres and features world class facilities specifically designed around the needs of children, adolescents, families and carers. PCH provides world-class care to children and families, with state-of the-art facilities including:

- 75 per cent single rooms
- a larger Emergency Department
- 12 multi-use theatres, including an intraoperative MRI and two interventional theatres
- parent beds in each standard inpatient room
- parent lounges on every floor
- green spaces and indoor and outdoor recreational areas
- retail food outlets
- co-location of all inpatient mental health services for under 16s
- increased outpatient and day-stay capacity
- entertainment facilities
- a Family Resource Centre and Aboriginal Family Lounge (Kulunga Moort Mia)
- helicopter landing pad for the QEII campus

PCH provides an extensive range of specialist paediatric medical and surgical services supported by our doctors, nurses, allied health, diagnostics and medical imaging technologists. For more information on PCH visit [www.pch.health.wa.gov.au](http://www.pch.health.wa.gov.au).

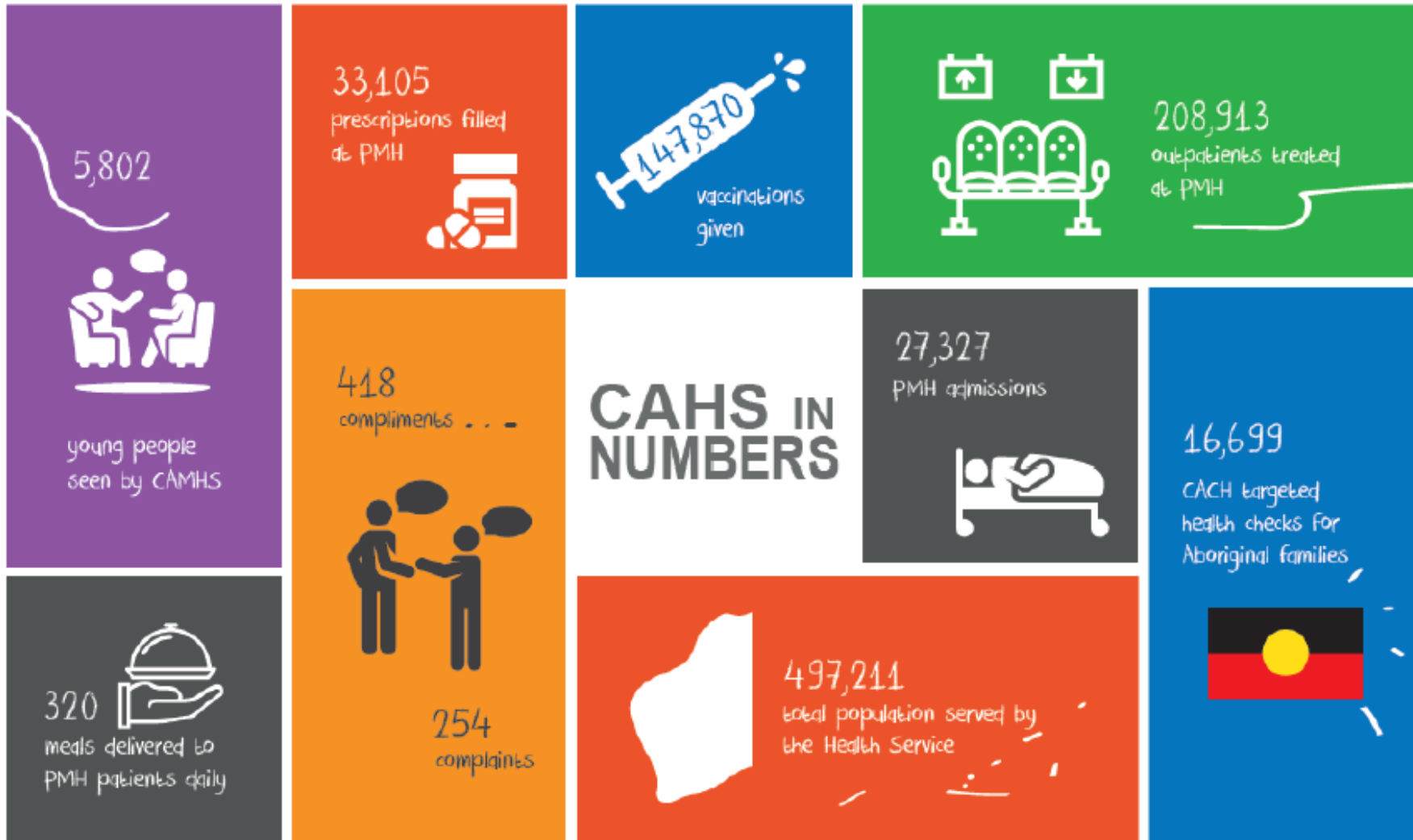
**Community Health** offers a comprehensive range of health promotion and early identification and intervention services to children and families in the Perth Metropolitan area, covering 7,250 square kilometres. Services are provided in a variety of settings including homes, local community health centres, child and parent centres and schools.

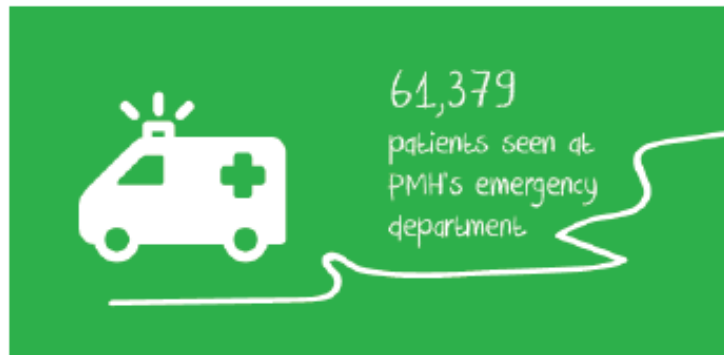
**Mental Health** provides support to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs as well inpatient care and a range of specialised services for children with complex mental health conditions across the state.

For more information on CAHS and its' services visit <http://ww2.health.wa.gov.au/cahs>



# CAHS snapshot: 2016/17







## Why work for CAHS?

CAHS promotes a workplace that is inclusive, innovative and service driven. To make us a great place to work we:

### 1. Offer a Variety of Employment Arrangements

Flexibility for our employees is a priority; and CAHS aims to create a work environment that promotes a balance between employee's work, personal and community commitments. A variety of flexible work arrangements are available as well as leave options depending on the conditions of your employment. Options that may be available to you include:

- part time employment or job share arrangements
- flexible working hours
- deferred salary scheme or purchased leave arrangements
- phased retirement
- a variety of leave to support your personal or community activities

### 2. Offer a Competitive Salary with Attractive Salary Packaging

CAHS offers all employees a competitive salary as well as the opportunity to participate in flexible remuneration (salary) packaging. Salary packaging is an Australian Tax Office approved means of maximising take-home salary through restructuring income to receive salary as a combination of approved benefit items that are paid from an employee's pre-tax salary and cash. Financial advice should be sought as individual circumstances may vary.

### 3. Promote Safety, Innovation and Service Improvement

CAHS are committed to the pursuit of healthier lives of children and young people, and to enable us to do this we encourage and promote innovation and service improvement in our day-to-day operations. Ideas are encouraged from all employees in all areas.

We also have a Speaking Up for Safety program which provides a framework that supports every single staff member across our service to speak up for safety as we strive to maintain excellence in patient care and be a wonderful place for all our staff to work. We have a strategic partnership with the Cognitive Institute; an international not-for-profit organisation that works with health services to ensure there is a culture that supports safe and high quality care. For more information about the Cognitive Institute visit <http://www.cognitiveinstitute.org/>.



## 4. Promote Career Growth and Development

To build performance, develop capability and share expertise across our workforce, CAHS supports our workforce to continually grow by offering a number of learning opportunities including but not limited to professional development leave, education and training programs, career development plans, on-the-job opportunities, secondments and other research and special projects.

## 5. Recognise and Reward Our Employees

CAHS acknowledges the crucial role employees and teams undertake in service delivery, service improvement and ongoing commitment to our vision, mission and values through a range of formal and informal mechanisms. Employees are recognised through a number of awards at a health service level, WA Health system wide level, and at a local team based level, with all employees encouraged to identify and recognise individual or team excellence.

## 6. Encourage and Embrace Diversity

We are committed to ensuring an open and inclusive workplace culture where diversity is valued and the cultural backgrounds of all employees are respected. A diverse workforce can broaden workplace knowledge and experience, generate new ideas and enhance service delivery. For all employees, it means supporting the endeavours of CAHS in promoting equity and diversity as both a responsibility and an opportunity to show respect and support for our colleagues and the community. Our recruitment processes aim to encourage applications from Aboriginal and Torres Strait Islander peoples, people from culturally diverse backgrounds and people with disabilities.

## 7. Provide Additional Benefits through Corporate Discounts and through the PCH Social Club

CAHS employees are able to access discounted health insurance with a number of health insurance funds by supplying their employee number – even if you are an existing member you can apply the discount once you commence with CAHS.

The [PCH Social Club](#) is a volunteer run club that offers a range of social, health and wellness services and benefits for all CAHS staff including:

- Monthly member raffles
- Discount tickets to movies and other experiences, including golf, tennis, dry cleaning
- Events from sundowners to sport days
- Access to the QEII site gym and fitness classes including yoga and Pilates.

## Other Important Information

### Child protection at CAHS

It is important that you are aware that CAHS is committed to the care and protection of children and young people. This commitment is reflected in all elements of our work, including our recruitment and selection processes. Rigorous referee checking and criminal record screening are undertaken as a pre-requisite to every appointment to assist in ensuring potential employees are of good character and suitable for employment at CAHS. The checks will include approaches to previous employers to confirm information in regard to your claims against the selection criteria and request for comment about your merit, diligence and conduct. All checks undertaken will be carried out confidentially and information gained will be used solely in connection with the assessment of your suitability for the position and for employment with CAHS. If you proceed with your application for this position you are indicating your acceptance to these checks.

For more information about either Working with Children screening or Criminal Record Screening can be found in the Applicant Information Package provided with the advert.

### Smoke-free workplace

We are proud to advise that we have a non-smoking policy and strategy as part of our commitment to the health and wellbeing of our employees and the community we serve. Our environment is totally smoke-free and smoking is not permitted in any CAHS building, vehicle, carpark or grounds.

### Applying for positions at CAHS

Health Support Services (HSS) manages the job application process for CAHS. To help you in preparing your application, HSS have developed the document titled “Applicant Information Package” which is attached to the advert. This includes information on how to apply for a vacancy, how to lodge an application and relevant details about the Public Sector Standards. For further information about the application process view the HSS website.

[www.healthcorporatenetwork.health.wa.gov.au](http://www.healthcorporatenetwork.health.wa.gov.au)

Applicants should consider the work related requirements of the advertised position which is included in the Job Description attached to the advert. CAHS encourages applicants to consider the role as well as the values of the organisation, and we provide a contact person for every advertised position to answer any questions applicants may have.

We encourage applicants to visit our website [www.cahs.health.wa.gov.au](http://www.cahs.health.wa.gov.au)