



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 specialised state wide services; as well as providing support to other hospitals and health services across the state.

CAHS is made up of Neonatology, Community Health, Child and Adolescent Mental Health Services (CAMHS) and Perth Children's Hospital (PCH). We treat children from around Western Australia and are committed to programs that promote lifelong health in children and adolescents.

In the 2018/19 financial year there were;

- **67,592** patients seen at PCH's Emergency Department;
- **75,874** presentations to a school health nurse;
- **42,081** attendances at child health 'drop-in' centres;
- **144,487** occasions of service delivered by CAMHS;
- **15,071** operations performed; and
- **227,337** outpatients treated at PCH.

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.



Healthy kids, healthy communities

Compassion

Excellence

Collaboration

Accountability

Equity

Respect

Neonatology | Community Health | Mental Health | Perth Children's Hospital

Our year at a glance

501,738

children and young people eligible for service by CAHS



67,592

patients seen at PCH's Emergency Department



29,773

PCH admissions

15,071

operations performed



227,337

outpatients treated at PCH



64,612

radiological appointments

73,898

prescriptions filled PCH



6,319

young people seen by CAMHS



26 DAYS

median access time to Community CAMHS

144,487

occasions of service delivered by CAMHS



54,543

Screens for post-natal depression

75,874

presentations to a school health nurse, including

9,560

mental health presentations



26,456

School Entry Health Assessments

75,874

presentations to a school health nurse, including

42,081

attendances at child health 'drop-in' centres



1,260

children screened through the Aboriginal School Ear Health Program

Perth Children's Hospital (PCH) is a purpose built facility located on the QEIIIMC campus in Nedlands. The hospital is 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

Neonatology provides state-wide tertiary neonatal services to the sickest newborn babies and infants in Western Australia and encompasses the following services:

- Neonatal Intensive Care Unit and Special Care Nurseries – located at King Edward Memorial Hospital (KEMH)
- Neonatal Intensive Care Unit located at Perth Children's Hospital (PCH)
- Neonatal Emergency Transport Service (NETS WA)
- Perron Rotary Express Milk Bank (PREM Bank) – located at KEMH
- Neonatal Follow-Up Program
- Outpatient services
- Centre for Neonatal Research and Education.

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.



Our vision

Healthy kids, healthy communities



Our values



Accountability

I take responsibility for my actions and do what I say I will.



Respect

I value others and treat others as I wish to be treated.



Excellence

I take pride in what I do, strive to learn and ensure exceptional service every time.



Compassion

I treat others with empathy and kindness.



Collaboration

I work together with others to learn and continuously improve our service.



Equity

I am inclusive, respect diversity and aim to overcome disadvantage.

Why work for CAHS?

We are an energetic, skilled and innovative team working to achieve our vision of healthy kids, healthy communities. Within CAHS we have six values that we bring to life in all we do:

Compassion, Collaboration, Equity, Respect, Excellence and Accountability

To ensure our strategic priorities are met as an organisation we are aligning our operations and our values to be one great CAHS. We value and respect our people and aim to develop the organisation into a thriving community that celebrates and recognises the contribution all individuals make to make CAHS a great place to work.

Our values set a solid foundation of core principles guiding decision-making, actions and establishing a sense of community within the organisation. We also:

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 and purchased leave arrangements;
- phased retirement; and
- 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 is 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 employees 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.

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 have in service delivery, service improvement and ongoing commitment to our vision 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. The Stars of CAHS Awards recognise employees who go above and beyond to provide exceptional care and service in line with the CAHS values. Nominations can be made by staff members and consumers. Award presentations are held quarterly.

6. Encourage and embrace diversity; and

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 CAHS 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 [CAHS 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. Click [here](#) for further information about the application process.

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.