



Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

Position Title

Position number:400664

Clinical Nurse Manager – After Hours

Regional Profile

The Pilbara is WA's second most northern region, defined by the Indian Ocean to the west and the Northern Territory border to the east. The Kimberley Region lies to its north across the Great Sandy Desert and the Pilbara's southern reaches border the Midwest and Goldfields regions. The region covers a total area of 507,896sq km (including off shore islands). Most of the inhabitants are located in the western third, whereas the eastern third is largely desert with few inhabitants. Today the Pilbara economy is crucial to the State, providing 2 of the State's largest export revenue earners – iron ore and liquefied natural gas.

About the WA Country Health Service

Our Strategic Priorities



Our Values

Community

We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion

We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality

We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity

We bring honesty, collaboration and professionalism to everything that we do.

Equity

We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity

We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

Our Vision

To be a global leader in rural and remote healthcare.

Our Mission

To deliver and advance high quality care for country WA communities.

Position Title: Clinical Nurse Manager- AH	Position Number: 400664	Classification: SRN Level 2
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Directorate overview

The Pilbara Nursing and Midwifery Service is committed to the care of our patients and the improvement of the health of our community despite the many challenges of their remoteness and isolation. Employing a large number of registered nurses/midwives, enrolled nurses, nurse practitioners, clinical nurse specialists, assistants in nursing, Aboriginal Health Workers and Aboriginal Health Practitioners; we value our workforce and are committed to creating opportunities for continuous learning, mentorship, skills specialisation and career progression within staff development, nursing and midwifery research and nursing management and leadership.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au

Position Details

Position Number:	400664	Registration Date:	05 August 2022
Classification:	SRN Level 2	Location:	Karratha Health Campus
Award / Agreement:	ANF Registered Nurses, Midwives, Enrolled (Mental Health) and Enrolled (Mothercraft) Nurses - Industrial Agreement 2020		
Organisational Context:	Nursing and Midwifery		

Position Overview

To manage and coordinate a multi-disciplinary team ensuring the provision of safe high-quality clinical care and appropriate use of resources within the Karratha Health Campus. Management of human and material resources and environmental safety for the provision of safe and cost-effective care after hours. Is the designated local coordinator of Emergency Management for the hospital after hours until the designated local response coordinator arrives.

Reporting Relationships

Responsible to:

District Director of Nursing & Midwifery
SRN Level 7
615093



This position:

Clinical Nurse Manager- After Hours
SRN Level 2
400664



Positions under direct supervision:

Nil

Other positions reporting to this position:

Clinical Nurse Manager
Clinical Nurse Manager - Inpatient



Key Duties/Responsibilities

Clinical:

1. Provides clinical leadership, expertise, and consultancy to nursing, medical, and allied health care professionals and providers in Karratha Health Campus, Roebourne & Onslow.
2. Supervises the clinical practice delivered by nursing staff at Karratha Health Campus.
3. Coordinate the hospital operations and is responsible for effective allocation of staff after hours.
4. Ensure nursing services are provided in a manner that is culturally appropriate to people of indigenous and other culturally diverse backgrounds.
5. Ensures Karratha Health Campus nursing division complies with relevant legislation, policies, and guidelines.
6. Collaborate with a multi-disciplinary team to ensure individual patient needs are met and continuity of care is maintained through effective admission, discharge, and transfer planning.

Management:

7. Ensures advanced level of managerial skills and escalates issues appropriately as per WACHS and WACHS-Pilbara guidelines.
8. Manages performance of self and staff within the nursing division in conjunction with the unit coordinator.
9. Recognise, utilises, and promote opportunities for clinical teaching of clinical and registered nurses/midwives, Enrolled Nurses, and Nursing/Midwifery students.
10. Responsible for efficient utilisation of human, financial and material resources for the hospital.
11. Recruit, select, interview, and appoint staff in collaboration with a Direct or Professional nursing line manager.
12. Contribute to the development and implementation of orientation, service and professional development in line with identified staff training needs and collaboration with Staff Development.
13. Assists in data collection and interpretation to support program development and evaluation to help meet the strategic and operational needs of the unit.
14. Participates in relevant committees and special projects.
15. Assists in ensuring all staff have performance appraisals conducted at least yearly.
16. Ensures attendance of self and staff at all compulsory programs and annual updates in line with WACHS Pilbara policy and guidelines.
17. Acts as local health emergency coordinator as outlined in the Karratha Health Campus.
18. Emergency Management and Response procedures in the absence of the Clinical Nurse Manager.
19. Escalates matters outside of the Nurse Manager delegation appropriately.



20. Works within the WACHS delegation schedule.

Information Systems:

21. Provides relevant information and statistical data as required and has an accurate understanding of Nursing Hours per patient day.

22. Demonstrates ability to use available resources to promote best practices.

Continuing Quality Improvement:

23. Assists with the review and implementation of WACHS standards, policies and procedures, and site-specific guidelines.

24. Participates in operational planning and goal setting for the unit in consultation with unit staff.

25. Participates in Quality Improvement audit program and implementation and maintenance of EQUIP standards.

26. Assists with the management of incidents and complaints utilising the WACHS Complaints Process Policy and Clinical Management Incident System.

Leadership:

27. Communicates effectively, and appropriately and provides positive relations with all members of the health care team, external agencies, and the general community.

28. Promotes effective leadership by facilitating, empowering, and mentoring all nursing staff.

29. Promotes values and behaviours which reflect the Nurse's Code of Conduct.

Other Duties:

Other duties as directed.



Work-Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated well-developed clinical, managerial, and leadership skills.
3. Demonstrated ability to coordinate and manage human and material resources and the achievement of agreed strategic outcomes.
4. Demonstrated effective communication (written and verbal) and interpersonal skills; including negotiation, problem-solving and conflict resolution skills.
5. Demonstrated advanced clinical knowledge and experience in the delivery of evidence-based nursing care within the relevant practice setting.
6. Current knowledge of legislative obligations for Equal Opportunity, Disability Services, and Occupational Safety and Health, and how these impact employment, people management, and service delivery.
7. Demonstrated understanding of the Medicines and Poisons Act 2014, Medicines and Poisons Regulations 2016, and the Health Practitioner Regulation National Law Act 2010.
8. Demonstrated experience in the application of clinical governance principles including continuous quality improvement principles, managing change, clinical risk management, and accreditation processes.

Desirable

9. Post-graduate qualification in relevant specialty e.g. Emergency Nursing, Management.
10. Knowledge of current health issues and the organisational culture of rural health services.

Appointment Pre-requisites/Allowances

Appointment is subject to:

- Evidence of current Registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Health Assessment (including vaccination status)
- Successful WA Health Integrity Check
- Successful Working with Children Check
- Successful Aged Care Criminal Record Clearance – if applicable for working area
- Evidence of a current C or C-A class driver's licence and ability to travel within the region as required including overnight stays

Allowances where applicable: District Allowance, Annual Leave Travel Concession, one-week additional annual leave for above the 26th parallel, air-conditioning subsidy.

**WA Country Health Service
Pilbara**

5 August 2022

REGISTERED