



Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

Position Title

Position number: 613225

Regional Director of Nursing & Midwifery

Regional Profile

The Pilbara is WA's second most northern region, defined by the Indian Ocean to the west and the Northern Territory board 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 507,896 sq km (including offshore 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: Regional Director of Nursing & Midwifery	Position Number: 613225	Classification: SRN Level 10
--	-------------------------	------------------------------

Directorate overview

WACHS Pilbara Nursing Services 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. The head office for Pilbara Nursing Services is situated within the Regional Office WACHS Pilbara in South Hedland. There are several sites serviced by Nursing Services staff throughout the Pilbara region including Port Hedland, Karratha, Newman, Roebourne, Onslow, Tom Price and Paraburdoo, Marble Bar and Nullagine.

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:	613225	Registration Date:	19 May 2022
Classification:	SRN Level 10	Location:	WACHS Pilbara
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Nursing Services		

Position Overview

Provides executive level clinical and strategic nursing and midwifery leadership, management and governance within the region, including further development of the regional health network, progression of the health reform strategy, continuous quality improvement and improving patient safety.

Reporting Relationships



Key Duties/Responsibilities

1. PATIENT SAFETY, & QUALITY

- 1.1. Leads the implementation of nursing and midwifery clinical governance in the region, including the development and monitoring of performance indicators, identification and management of clinical risk. Participates in the review of sentinel events and root cause analysis of incidents.
- 1.2. Implementation and review of safety, quality and risk initiatives.
- 1.3. Implements new models of patient care consistent with WACHS Policies and DoH Clinical Network directions.
- 1.4. Drives clinical nursing and midwifery professional and educational development to maintain a competent nursing and midwifery workforce.
- 1.5. Maintains In collaboration with the Regional Executive team the development and actioning of Regional National Safety and Quality Health Service Standards plans, and Corporate Accreditation requirements.
- 1.6. Monitor clinical risks and performance as reported in the WACHS Business and Performance Dashboards and Regional risk treatment plans.
- 1.7. Develop risk mitigation strategies to ensure patient outcomes are achieved.

2. PROFESSIONAL LEADERSHIP AND GOVERNANCE

- 2.1. Actively promotes and role models the objectives and values of WA Country Health Service.
- 2.2. Principal advisor to the Regional Director (RD) on nursing and midwifery governance, performance and professional management issues.
- 2.3. Participates in the area of nursing and midwifery governance and performance function under the leadership of the Executive Director of Nursing and Midwifery Services (EDONMS).
- 2.4. Ensures the provision of nursing and midwifery mentorship, leadership and professional guidance to all nurses and midwives within the region.
- 2.5. Is responsible for promoting and ensuring professional standards of nursing and midwifery practice across the regional health network.
- 2.6. Member of the WA Country Health Service (WACHS) Senior Nurses and Midwives Leadership Forum and works with other Nursing and Midwifery Directors and the EDONMS to develop, implement, monitor and evaluate strategic professional nursing and midwifery initiatives.
- 2.7. Maintains an expert awareness of nursing and midwifery industry trends, issues and developments.
- 2.8. In collaboration with the EDONMS and RD develop and maintain relationships with external bodies to ensure the professional management of nursing and midwifery issues in the region and where indicated from a state perspective.
- 2.9. In collaboration with the EDONMS and RD progresses the development of nursing and midwifery services.
- 2.10. Manages strategic nursing and midwifery initiatives and projects as required by the RD for the region.
- 2.11. Lead the investigation of serious issues relating to professional nursing and midwifery practice.
- 2.12. Chairs and manages a region-wide professional nursing and midwifery forum.
- 2.13. Ensure the provision of ongoing professional development and training for nursing and midwifery staff in key strategic areas of service provision and/or in response to performance management and training needs analysis.
- 2.14. Works collaboratively with regional health service executive members to ensure effective leadership of clinical services and professional matters.
- 2.15. Represents WACHS on key regional, state and national nursing and midwifery forums.



3. MANAGEMENT

- 3.1. Demonstrates high level leadership and interpersonal skills and manages reporting regional nursing and midwifery departments as effective and integrated elements of a comprehensive health service.
- 3.2. Provides effective day to day management of reporting staff and systems and ensures effective budget management, performance development planning and review, and continuous quality in service delivery.
- 3.3. In support of regional health service leadership:
 - Advises on nursing and midwifery services budget issues.
 - Advises on the management of nursing and midwifery service issues.
 - Provides professional nursing and midwifery input into the management of consumer complaints relating to clinical service delivery.
 - Leads the establishment of mechanisms to ensure effective patient flow.
 - Participates where required in the performance development and review of nursing and midwifery staff.

4. Nursing and Midwifery Workforce and Resource Management

- 4.1. Advises and assists regional health leadership in establishing and reporting nursing and midwifery workload and the deployment of regional nursing resources.
- 4.2. Monitors nursing and midwifery workload within the region.
- 4.3. Accountable for the development and implementation of regional nursing and midwifery recruitment and retention initiatives.
- 4.4. Collaborates and fosters relationships with relevant Educational Institutions internally and externally.
- 4.5. Nursing professional development for the continued development of nursing skills and competencies.

5. Clinical Leadership

- 5.1. In collaboration with the RD and regional health leadership develop business cases to support service enhancements and configuration of nursing and midwifery services.
- 5.2. In collaboration with other Regional Executive members participate in the development of the strategic direction and plans for WACHS and the region.

6. Other

- 6.1. Other duties as directed by the Regional Director.



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 substantial leadership experience in Nursing and Midwifery practice and management.
3. Demonstrated contemporary knowledge of professional issues and trends, with a particular focus on rural and remote service delivery and health reform.
4. Demonstrated advanced interpersonal, verbal and written communication skills.
5. Demonstrated advanced strategic management and project management skills.
6. Demonstrated experience in the application of continuous quality improvement principles including managing change and the implementation and evaluation of integrated clinical governance strategies.
7. Demonstrated experience in the management of physical, human and financial resources.
8. Current knowledge of legislative obligations for Nursing and Midwifery, Equal Opportunity, Disability Services and Occupational Safety and Health and how these impact on employment and service delivery.

Desirable

1. Relevant Post Graduate qualification.
2. Significant experience in rural and remote nursing management and practice.
3. Eligible for registration as a Registered Midwife by the Nursing and Midwifery Board of Australia.
4. Understanding of the WA Health Aboriginal Cultural Learning Framework.

Appointment Pre-requisites

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
- Successful WA Health Integrity Check
- Successful Working with Children Check
- Evidence of a current C or C-A Class driver's licence
- Ability to travel within the Pilbara region as required including overnight stays including the ability to travel in light aircraft.

**WA Country Health Service
Pilbara**

19 May 2022

REGISTERED

