



The Child and Adolescent Health Service (CAHS)

Information for Future Nursing Hero's -

Pride, compassion, and commitment are the qualities our people bring to work every day!

Having the right people doing their very best and being part of a team committed to realising their dreams and ambitions are key to CAHS providing world class paediatric care to children and families in Perth and across Western Australia.

It is our hope that the following information will encourage you to apply for a new role and start your journey with CAHS. We look forward to receiving your application and welcoming you to our great team.



Healthy kids, healthy communities

Compassion

Excellence

Collaboration

Accountability

Equity

Respect

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

We're Recruiting

Never has there been such a fantastic opportunity for candidates to choose their next employer and where they want to work. Travelling to and from work, onsite amenities and facilities including childcare, opportunities for personal development and growth as well as a Covid safe and bright work environment are all important components when considering your next move.

With a purpose built new hospital and a workforce of 6500 people across many different roles, CAHS has an opportunity for everyone.

Current areas of need and priority are:

Nursing

Nurses with paediatric experience are in high demand. Opportunities for experienced nurses with transferrable skills and experience wanting to transition from an adult environment and prepared to upskill to a paediatric setting are encouraged to apply.

CAHS has nursing educators and resources dedicated full time to growing and supporting our people.

[Belong - International workforce \(30 seconds\) - YouTube](#)

- ✓ ICU
- ✓ Theatre/Perioperative Care
- ✓ Hospital in the Home
- ✓ Oncology
- ✓ Haematology
- ✓ Mental Health including Inpatient and Eating Disorders
- ✓ Specialist Services – Respiratory, Neurology, Endocrinology

About CAHS

CAHS is Perth's only comprehensive trauma and paediatric service, a point of expertise and facilitator of childhood research. Our commitment is to lifelong health in children and adolescents.

[Research at CAHS - YouTube](#)



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Our Services

CAHS comprises four service streams:

- [Neonatology](#)

Our neonatology service provides state-wide tertiary services to the most unwell newborn babies and infants in Western Australia. Based at King Edward Memorial Hospital (KEMH) in Subiaco as well as onsite at Perth Children's Hospital (PCH) in Nedlands, CAHS has two Neonatal Intensive Care Units and Special Care Nurseries. Neonates also operates the Neonatal Emergency Transfer Service across the State of Western Australia, the Perron Rotary Express Milk Bank (PREM), outpatient and follow up programs and, is the Centre for Neonatal Research and Education.

- [Community Health](#)

A comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area is provided by Community Health. Services are delivered in a variety of settings including at home, local community health centres, child and parent centres and schools. Community Health is focused on child health assessment, screening, immunisation, support, and advice to new born children, children with developmental delay, Aboriginal families, refugee families and families requiring additional support.

- [Child and Adolescent Mental Health Services \(CAMHS\)](#)

CAMHS provides important and specialised mental health services to children and young people and their families across the Perth metropolitan area. Services include community based programs focused on complex attention and hyperactivity disorder, multisystemic therapies, Pathways for complex mental health in 6 to 12 year old's, day programs to support 12 – 17 year old's struggling with self-harm, an eating disorders service and gender diversity service. PCH also has Western Australia's only public paediatric mental health inpatient unit.

- [Perth Children's Hospital](#)

Perth Children's Hospital (PCH) is the specialist state-wide paediatric and trauma centre for Western Australia, caring for children up to 16 years of age. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State's Universities. Purpose built and comprising of 298 beds, 75% of which are single occupancy, PCH provides treatment for the most serious medical cases, as well as secondary services, including inpatient, outpatient and day stay care. PCH contains 12 multi use operating theatres, an interoperative MRI and two interventional theatres.



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Our Strategic Objectives

CAHS has five key objectives that align with our values to realise and achieve our vision of 'healthy kids, healthy communities.'

1. **Care for Children, young people, and families**
2. **Value and respect our people**
3. **Provide high value healthcare**
4. **Promote teaching, training, and research**
5. **Collaborate with our key support partners**

CAHS aims to ensure that children and young people get the best start in life through health promotion; early identification and intervention; and patient-centred, family-focused care.

Our Vision and Values

At CAHS we strive to exemplify six core values: compassion, collaboration, respect, equity, accountability, and excellence in all we do. Many of our decision, processes, policies, and care incorporate these principles.

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I treat others with empathy and kindness	I take pride in what I do, strive to learn and ensure exceptional service every time	I work together with others to learn and continuously improve our service	I take responsibility for my actions and do what I say I will	I am inclusive, respect diversity and aim to overcome disadvantage	I value others and treat others as I wish to be treated

Equity Diversity and inclusion

CAHS fosters an open and inclusive workplace culture where diversity is valued and the cultural backgrounds and uniqueness of all employees, volunteers, consumers, families, and visitors are respected.

Working in partnership with community groups and other public authorities, CAHS aims to support the inclusion of people with disabilities, through improved access to its information, services, and facilities.

Aboriginal Health and Wellbeing

CAHS is strongly committed to developing and increasing further employment opportunities for Aboriginal people. We strongly encourage job applications from Aboriginal people.

It is recognised that Aboriginal employees bring a diverse range of skills to the health sector, including a valuable cultural perspective and an ability to break down barriers to access services. A workforce that is proportionate to the Aboriginal population will increase our cultural capability and responsiveness and will provide better access to culturally appropriate care leading to improved health outcomes for Aboriginal people.

[Journey of health and wellbeing - YouTube](#)



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Join our Team!

CAHS provides a fantastic work environment and promotes a safe workplace that is inclusive, innovative, and service driven, where our shared values and vision set the standard for our personal behaviours, actions, and decisions.

Employee Benefits

- Flexible and Family Friendly working arrangements including part-time, or job share employment, casual employment, telecommuting and hybrid work, breastfeeding breaks.
- Generous allowances including qualification allowance, on-call allowance, study, and various shift penalties.
- Leave benefits including paid personal leave, 13 weeks long service leave for every 10 years of continuous service followed by 7 years as per the relevant industrial agreement.
- 4 weeks paid annual leave plus an additional 3.5 days in lieu of leave loading, additional leave and leave in lieu of Public Holidays for shift workers
- 12 accrued days off (ADO's) per annum in additional to other leave.
- Deferred salary scheme or phased retirement scheme and provision to purchase additional leave.
- Opportunities for career growth and personal development.
- Employee recognition and rewards programs
- Professional development opportunities and access to leave for education, training, and research.
- Superannuation of 10% contributed by employer into a fund of your choice.
- Uniforms that reflect the colour of the WA sky – blue.

Full employment conditions are available at [Awards and Agreements \(health.wa.gov.au\)](https://www.health.wa.gov.au/awards-and-agreements)

Salary Packaging

Access to salary packaging arrangements including Fringe Benefits Tax (FBT) concessional benefits up to a maximum grossed up taxable value of \$17,000 per year. CAHS employees may use this cap to package items such as general living expenses, mortgage repayments, rent and credit card payments. Visit [Smartsalary](https://www.smartsalary.com.au) and [About \(paywise.com.au\)](https://www.paywise.com.au) for more information from within WA Health's salary packaging providers. It is recommended that you seek advice from your financial advisor.

Corporate Rates on Health Insurance

CAHS employees and their families have access to corporate rates for health insurance with several providers.

Support for Employees

CAHS employees and their families have 24/7 access to an Employee Assistance Program for free confidential counselling both for personal and work related matters as well as access to staff wellness programs and onsite support.



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Relocation from Interstate or Overseas

Generous relocation allowances are currently available [Relocation Expenses CAHS Policy](#)
Information for international health professionals is available: [Information for International Health Professionals](#)

Perth Western Australia – *One of the World's Greatest and Safest Cities*

Boorloo (the Noongar name for 'Perth WA') is truly one of the most beautiful and sunniest cities in the World. Home to approximately 2 million people and nestled between the Indian Ocean and the Swan Valley, Perth boasts a lifestyle like no other. Centred around Elizabeth Quay, a new waterfront precinct on the banks of the Swan River, Perth residents enjoy a Mediterranean climate and relaxed lifestyle in a beautiful, clean, and spacious city.

With fantastic beaches, boating, easy access to national parks and wineries, affordable living, great schooling, and easy transport, Perth has something for everyone.

For more information about Perth visit:

[The lifestyle city | City of Perth](#)



For more information

Visit our website cahs.health.wa.gov.au for more information about working at CAHS.



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