



HSS REGISTERED October 2022

Area Director Nursing and Midwifery

Position Details

Position Number: 006287
 Classification: Health Executive Service Grade B – Health Professional
 Directorate: Sir Charles Gairdner Osborne Park Health Care Group (SCGOPHCG) /
 North Metropolitan Health Service (NMHS)
 Location: Sir Charles Gairdner Hospital, Nedlands

Reporting Relationships

This position reports to:

000001	Chief Executive NMHS
005827	Executive Director SCGOPHCG

Positions under direct supervision:

Nurse Director Patient Flow	SRN 10	1.0 FTE
Nurse Director Corporate Nursing	SRN 10	1.0 FTE
Nurse Director Research and Education	SRN 10	1.0 FTE
Manager Patient Support Services	HSO G-9	1.0 FTE

Other teams or positions under supervision:

SCGOPHCG role – Sir Charles Gairdner Hospital (SCGH) nursing positions, SCGH patient support service positions, Osborne Park Hospital (OPH) Site Lead, OPH Site Services

NMHS role – Western Australian Cancer and Palliative Care Network (WACPCN)

Primary Purpose of the Role

The Area Director Nursing and Midwifery is the Principal Nursing and Midwifery Officer of the North Metropolitan Health Service (NMHS) and the Principal Nursing Officer for the Sir Charles Gairdner Hospital (SCGH). As the principal nursing and midwifery advisor to the Chief Executive, this role provides strategic leadership and advice on professional, educational and research matters in the disciplines of nursing and midwifery for both NMHS and the Sir Charles Gairdner Osborne Park Health Care Group (SCGOPHCG). Develops, fosters and supports a nursing culture aligned to NMHS values that promotes and supports clinical excellence through education, professional development and research for the nursing and midwifery professions.

As a member of the North Executive Team (NET), contributes to decision making on NMHS whole of health issues and the achievement of SCGOPHCG and NMHS performance objectives through the development and implementation of strategic and operational plans, policies and service delivery strategies.



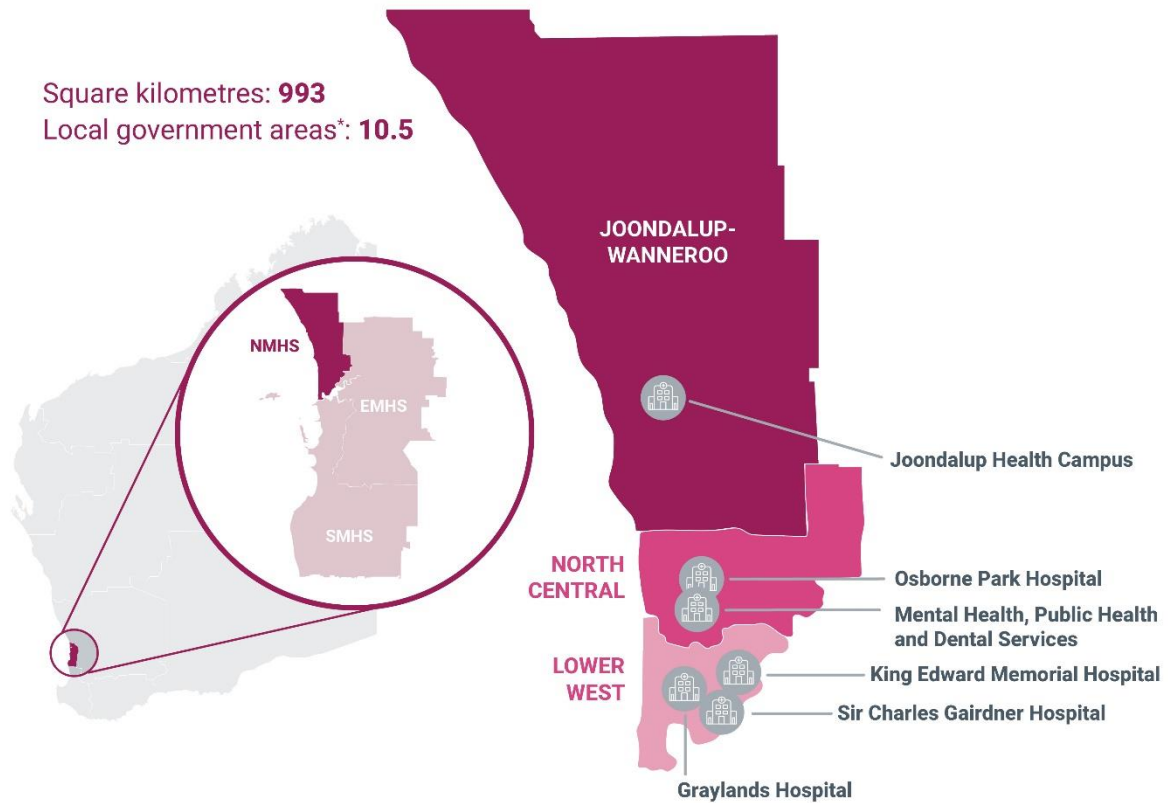
Vision

A trusted partner, delivering excellent health care for our people and our communities.



Mission

To promote and improve the health of our people and our communities.



North Metropolitan Health Service

Since our establishment in 2016, NMHS has embraced best practice to deliver improved clinical outcomes in the face of rising challenges for all healthcare providers. With a budget of \$2.16 billion and 8,917 full-time equivalent (FTE) staff, we serve a population of 736,907 people (about 28% of Western Australia’s total population) within a catchment area of almost 1,000 square kilometres. The population we serve is projected to increase by 17% between 2021 and 2031, and the number aged 65 years and older will increase by 41% over the same period. NMHS provides a comprehensive range of adult specialist medical, surgical, mental health and obstetric services in WA, delivered across three tertiary hospitals and two secondary hospitals, all fully accredited. NMHS oversees the provision of contracted public health care from Joondalup Health Campus operated under a public–private partnership. A range of statewide, highly specialised multidisciplinary services is offered from several NMHS hospital and clinic sites.



Our values



Care

We show empathy, kindness and compassion to all.



Respect

We are inclusive of others and treat everyone with courtesy and dignity.



Innovation

We strive for excellence and are courageous when exploring possibilities for our future.



Teamwork

We work together as one team in a spirit of trust and cooperation.



Integrity

We are honest and accountable and deliver as promised.

Please refer to [NMHS Values – Organisational/Individual Behaviours](#) for information on individual behaviours that reflect the organisation's values.

Our strategic priorities

We are focussing on six strategic priorities for the 2020-2025 period:



Enabling healthy communities

We build healthy and engaged communities



People-centred care

We will place our consumers' and their carers' best interests and experience at the core of all we do



Integration and connection

We will build strong connections and partnerships



Innovation and adaptive models of care

We will use research and technology to improve outcomes



Trusted, engaged and capable people

We will invest in our people and our culture



Sustainable and reliable

We will reduce harm, waste and unwarranted variation



Key Accountabilities

1. Sir Charles Gairdner Hospital

- 1.1 As Principal Nursing Officer advises the Executive Director SCGOPHCG on the operations and continuing development of nursing services and on professional, educational and research matters in the discipline of nursing.
- 1.2 Oversees the professional practice of nursing within SCGH to ensure professional standards of nursing practice and standards of patient care are met.
- 1.3 Directs the activities of SCGH Patient Support Services.
- 1.4 Is accountable for the efficient management of resources and implementation of strategies and controls to achieve budget and service outcomes.
- 1.5 Participates as an effective member of the SCGH Executive.

2. North Metropolitan Health Service

- 2.1 Advises the Chief Executive on the development and implementation of strategic and operational policies and plans for NMHS nursing and midwifery services, inclusive of SCGOPHCG, the Women and Newborn Health Service (WNHS), and Mental Health, Public Health, and Dental Services (MHPHDS).
- 2.2 Advises the Chief Executive on professional, educational and research matters in the disciplines of nursing and midwifery.
- 2.3 Monitors and facilitates the compliance of the nursing workforce employed by NMHS with the Health Services Act, Health Practitioner Regulation National Law, nursing and midwifery standards, other statutory requirements and the policies and priorities of Government and the Western Australian health system (WA Health).
- 2.4 Promotes the education and continuing professional development of nursing staff.
- 2.5 Contributes to decision making on whole of health issues for NMHS, actively promotes, guides and facilitates high standards of nursing practice within NMHS, actively leads and promotes organisational change.
- 2.6 Leads other NMHS service requirements as directed by the Chief Executive.

3. Strategic Leadership and Accountability

- 3.1 As the principal nursing officer of SCGOPHCG:
 - Provides advice to the Executive Director SCGOPHCG on strategic nursing, patient experience and patient support service related matters, including patient care, clinical priorities and workforce models within a dynamic and complex organisation.
 - Contributes to the development and implementation of the organisation's strategic and operational plans in alignment with the vision and guiding principles of the hospitals as well as with the NMHS and WA Health directions.
- 3.2 As the principal nursing and midwifery advisor to the Chief Executive:
 - Provides advice to the Chief Executive and Executive Directors on strategic nursing and midwifery related matters, including patient care, clinical priorities and workforce models within a dynamic and complex organisation.
 - Leads the development and evaluation of nursing and midwifery policy and practice, and standards of nursing and midwifery care throughout NMHS.
 - Leads the NMHS nursing and midwifery leadership group, contributing to the development and implementation of NMHS wide nursing and midwifery strategies, policies and service improvements.



4. NMHS Values: *Care, Respect, Innovation, Teamwork, Integrity*

4.1 Reflect the NMHS values in the way they work, behave and make decisions.

5. NMHS Governance, Safety and Quality Requirements

5.1 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.

5.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.

5.3 Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.

5.4 Completes mandatory training (including safety and quality training) as relevant to role.

5.5 Performs duties in accordance with Government, WA Health, NMHS and Departmental / Program specific policies and procedures.

5.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

6. Undertakes other duties as directed.

6.1 Develops and maintains effective working relationships with internal and external stakeholders.

6.2 Undertakes liaison and coordination with the Department of Health and the Chief Nursing and Midwifery Officer.

6.3 Undertakes other duties as directed.



Work Related Requirements

The following criteria should be considered in the context of the NMHS Vision, Mission and Values.

Essential Selection Criteria

Criteria	Skill
Role Specific	<ul style="list-style-type: none"> • Eligibility for registration with the WA Board of the Nursing and Midwifery Board of Australia. • Extensive nursing and midwifery management and leadership experience at a senior level. • Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.
Shapes and Manages Strategy	<ul style="list-style-type: none"> • Inspires a sense of purpose and action to achieve strategic direction. • Shows forward thinking, judgement, intelligence and common sense. • Directs policy development within a public policy environment. • Directs the implementation of operational reforms. • Harnesses information and opportunities.
Achieves Results and Operational Excellence	<ul style="list-style-type: none"> • Builds organisational skill and shapes culture. • Steers and implements change and deals with uncertainty. • Delivers intended results. • Ensures delivery of high quality services. • Manages all resources in a constrained environment. • Demonstrates leadership in workforce and succession planning.
Builds Productive Relationships	<ul style="list-style-type: none"> • Builds and nurtures internal and external relationships. • Facilitates cooperation and partnerships. • Values individual differences and diversity. • Guides, coaches and develops people.
Communicates and Influences Effectively	<ul style="list-style-type: none"> • Communicates clearly. • Listens, understands and adapts to audience. • Negotiates and advocates persuasively.
Exemplifies Personal Integrity and Self Awareness	<ul style="list-style-type: none"> • Demonstrates professionalism, probity and accountability. • Ability to work within and promote the values of NMHS. • Exhibits personal commitment to customer service. • Engages with risk.

Desirable Selection Criteria

<ul style="list-style-type: none"> • Tertiary qualifications in Nursing and Midwifery at degree or higher level. • Sound knowledge of the national and state health policy framework impacting on health service delivery in WA generally.
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Appointment Prerequisites

Appointment is subject to:

- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager/Supervisor

Name:
Signature/HE:
Date:

Dept./Division Head

Name:
Signature:
Date:

Position Occupant

Name:
Signature:
Date:

