



Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

Position Title

Position number: 400240

Clinical Nurse Manager

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.

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| Position Title: Clinical Nurse Manager | Position Number: 400240 | Classification: SRN Level 3 |
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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. The Pilbara region includes Hedland Hospital, Karratha Hospital, Newman Hospital, Roebourne, Onslow, Tom Price and Paraburdoo Hospitals, Marble bar and Nullagine Health Centres as well as a range of Aboriginal Community Health Clinics, Community and Public Health Nursing services, Mental Health and Drug Services. Nursing in rural and remote areas can be rewarding and challenging. 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.

Our Directors and Coordinators of Nursing and Nursing/Midwifery service Managers and Regional Nurse Managers are key people who are accountable for overseeing the highest standard of care and professional conduct. These roles are there to support you in your practice and in your professional development and I encourage you all to participate actively in your own development, and that of others. 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

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|-------------------------|--|--------------------|--------------------|
| Position Number: | 400240 | Registration Date: | 24 August 2022 |
| Classification: | SRN Level 3 | Location: | Roebourne, Pilbara |
| Award / Agreement: | Nurses and Midwives Agreement | | |
| Organisational Context: | Nursing and Midwifery – All Services/ Variety of Wards/Units/departments | | |

Position Overview

The Clinical Nurse Manager position provides management and clinical leadership within Roebourne Hospital to ensure safe effective and efficient service provision. The position provides a consultation, liaison and community engagement service to internal and external customers.

Provides operational management, support and accountability across all areas of service delivery including acute and, emergency services, outpatients, residential aged care and community based services.

Reporting Relationships

Responsible to:

District Director of Nursing and Midwifery
615093
SRN Level 7



This position:

Clinical Nurse Manager
400240
SRN Level 3



Positions under direct supervision:

Clinical Nurses/Midwives
Registered Nurses/Midwives
Enrolled Nurses



Other positions reporting to this position:

Clinical Nurse Manager
Clinical Nurse Manager – Inpatient
Clinical Nurse Manager – After Hours
Clinical Nurse Manager – Outpatients
Clinical Nurse Manager – ED
Clinical Midwife Special



Key Duties/Responsibilities

1. LEADERSHIP/MANAGEMENT

- 1.1. Lead and manage a multifaceted, multi-disciplinary team.
- 1.2. Provides the single point of accountability for clinical and management leadership to Nursing/Midwifery, medical, allied healthcare professionals and providers in a complex environment within the hospital.
- 1.3. Provide advanced, complex patient care and local resource management as well as expert consultancy and guidance both within and external to the hospital.
- 1.4. Develops and implements operational plans and strategies to facilitate effective utilisation of allocated human, financial and physical resources consistent with WA Country Health Service and regional priorities.
- 1.5. Analyses relevant research to determine clinical and management best practice, initiates, implements and evaluates best practice activities that supports the delivery of appropriate clinical care and management within and external to the hospital.
- 1.6. Maintains excellence in interpersonal skills and leadership to engage and guide the multi-disciplinary team and external customers to deliver effective patient care and service delivery.
- 1.7. Manages allocation of staffing/rosters with optimal use of available resources to meet clinical needs and ensures clinical services are provided in a culturally appropriate and sensitive manner.
- 1.8. Provide a public relations function for the area including where relevant investigation and report preparation for ministerial enquiries and consumer complaints.
- 1.9. Responsible for ensuring that professional and practice concerns are communicated in a timely manner to the line manager and the Regional Director of Nursing & Midwifery.
- 1.10 Coordinate the recruitment, selection and orientation of staff.

2. QUALITY AND PERFORMANCE INNOVATION

- 2.1. Develop innovative techniques for complex problem solving within and external to the hospital.
- 2.2. Develop implement and promote evidence-based standards and policies that are compliant with relevant professional, industrial and legislative requirements, which influence patient care both internal and external to the hospital.
- 2.3. Implement and maintain performance management systems that support ongoing development of staff.
- 2.4. Ensure education and training resources are congruent with nursing and midwifery developmental frameworks.
- 2.5. Initiates and develops quality improvement, risk management and change management strategies to improve practice both within and external to the hospital.
- 2.6. Review performance through the collection, assessment and reporting of Performance Indicator data.

3. PROFESSIONAL DEVELOPMENT

- 3.1. Set goals and accept responsibility for own professional development through continuing education.
- 3.2. Participates in an annual employee development review and undertakes performance development review of staff under their supervision.
- 3.3. Ensures adherence to WACHS corporate and clinical policies and procedures.

4. OTHER

- 4.1. Identify and report asset maintenance or replacement requirements, inclusive of medical equipment replacement, and assist with the preparation of capital and minor work requests along with other funding submissions.
- 4.2. Undertake other duties as directed by the line manager and the Regional Director of Nursing and Midwifery.



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 leadership and management skills that influence and progresses clinical care, policy and collaboration.
3. Demonstrated well developed skills and experience in quality improvement and the development of new systems of care.
4. Demonstrated digital capability across clinical systems which contribute to the provision of quality care.
5. In partnership with the multidisciplinary team leads the establishment and maintenance of a culture of patient safety within their area of specialty and contributes to the Service wide initiatives.
6. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Work Health & Safety, and how these impact on employment, people management and service delivery.
7. Possession of a current C or C-A Class drivers licence.

Desirable

1. Possession of or working towards an appropriate post graduate qualification.
2. Knowledge and understanding of delivering innovative models of services in rural and remote communities that improve access for country people and provides specialised support for the workforce.

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.
- Successful WA Health Integrity Check.
- Successful Working With Children Check.
- Completion of training for Mandatory Reporting of Child Sexual Abuse.

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

**WA Country Health Service
Pilbara**

24 August 2022

REGISTERED

