



Job Description Form



GOLDFIELDS

Landscape Photos: Tourism Western Australia

Position Title

Position number: 601548

Clinical Nurse Manager – Mental Health

Regional Overview

The Goldfields region of the WA Country Health Service covers the Goldfields-Esperance Region of Western Australia. The region is located in the south eastern corner of Western Australia and covers 770,488 sq km (including offshore islands). The WA Country Health Service Goldfields consists of two main health campuses located in Kalgoorlie & Esperance, and three smaller hospitals located in Laverton, Leonora and Norseman. The Goldfields is a culturally rich region with a number of Aboriginal communities spread out across the region, 16 distinct Aboriginal language groups and an Aboriginal population that represents 12.3 per cent of our total population, with 1 in 10 people, on average, identifying as Aboriginal – this in comparison to the state average of 3.6 per cent. The region supports a wide range of industry, including mining, agriculture, aquaculture and tourism. Mining is the predominant sector in the central and northern parts of the region, with a well-established agricultural sector in the south.

About the WA Country Health Service

Our Strategic Priorities



Our Vision

To be a global leader in rural and remote healthcare.

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 Mission

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

Position Title: Clinical Nurse Manager – Mental Health	Position Number: 601548	Classification: SRN Level 4
--	-------------------------	-----------------------------

Directorate Overview

This team provides specialist mental health services to the Goldfields Region for all age groups. The service aims to deliver a comprehensive range of high quality community focused mental health services to residents of and visitors to the Goldfields Region. Locally based, multi-disciplinary teams are located in regional centres; regular visits are made within the region to meet community needs.

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:	601548	Registration Date:	January 2023
Classification:	SRN Level 4	Location:	Kalgoorlie
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Mental Health Inpatient Services		

Position Overview

The Clinical Nurse Manager provides leadership and direction to the multidisciplinary team of the Mental Health Inpatient Service, including consultation and liaison services. The position is accountable for improving and maintaining standards, developing solutions and delivering outcomes consistent with service and organisational imperatives and targets. As a key leader the Clinical Nurse Manager will ensure that the Mental Health Inpatient Unit meets the requirement for delivery of a patient centred service against key performance indicators: quality, budget and human resource. The position provides clinical expertise and clinical leadership for mental health services to relevant internal and external customers.

Reporting Relationships

Responsible to:

601358: Regional Manager Mental Health



This position:

601548: Clinical Nurse Manager – Mental Health
SRN Level 4



Positions under direct supervision:

601038: Clerk – Mental Health Inpatient Unit
601555: Registered Nurses
601556: Clinical Nurses
601591: Patient Care Assistants
615810: Aboriginal Mental Health Officer
615814: Occupational Therapist
615815: Social Worker



Other positions reporting to this position:

601582: Clinical Psychologist
601593: Team Leader (Kalgoorlie)
601754: Team Leader (Esperance)
613431: Director Clinical Services Mental Health
614173: Aboriginal Mental Health Coordinator
614716: Team Leader Mental Health Child and Adolescent
615206: Mental Health Quality and Safety Officer
615412: Business Manager – Mental Health
615656: Consultant - Psychiatrist



Position Title: Clinical Nurse Manager – Mental Health	Position Number: 601548	Classification: SRN Level 4
--	-------------------------	-----------------------------

Key Duties/Responsibilities

1. LEADERSHIP AND MANAGEMENT

- 1.1. Provides a single point of accountability for management leadership within the Mental Health Inpatient Unit (the unit) and other mental health services led by the unit.
- 1.2. Provides an expert consultancy service for a broad range of stakeholders, internal and external to the Hospital.
- 1.3. Responsible for the management of the allocated/available budgets and achieving national targets for the area of responsibility within an ABF/ABM environment reporting against the agreed KPIs working in partnership with the Regional Manager and Clinical Director.
- 1.4. Develops and implements business plans and strategies in partnership with the Regional Manager and Clinical Director to facilitate effective utilisation of human, allocated financial and physical resources within the clinical unit, division and organisational priorities.
- 1.5. Recruits, selects and facilitates orientation to new staff as necessary and in collaboration with the Regional Manager and Clinical Director.

2. CLINICAL LEADERSHIP

- 2.1. In collaboration with the Regional Clinical Director, holds clinical accountability within the unit and other mental health services led by the unit.
- 2.2. Facilitates the provision of advanced and complex patient care within the area of speciality at a Hospital and Health Service level working in a leadership role with the interdisciplinary team members and external providers.
- 2.3. Provides leadership to nursing, medical, allied health professionals and patient support services within and external to the WACHS Mental Health Inpatient Unit.
- 2.4. Allocates staff mix according to analysis of clinical needs promoting optimal use of available resources within best practice guidelines.

3. GOVERNANCE, SAFETY AND QUALITY

- 3.1. Ensures as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 3.2. Actively engages in quality improvement initiatives.
- 3.3. Ensures that any practice or professional concerns relevant to the Inpatient Service are communicated in a timely manner to the Regional Manager and Clinical Director.
- 3.4. Supports the delivery of safe patient care and the consumer 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.
- 3.5. Adheres to the performance framework for procurement and contract management and oversees and promotes to other staff this process and function in accordance with WACHS Policy and the Delegations and Authorisations Schedule.
- 3.6. Completes mandatory training (including safety and quality training) as relevant to role.
- 3.7. Performs duties in accordance with the WACHS Vision and Values, WA Health Code of Conduct, Mental Health Act, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, Office of the Chief Psychiatrist, WA Health, and WACHS policies and procedures.
- 3.8. Provides expertise in the implementation of the Western Australia Mental Health Act (2014) and maintains standards of practice at the level defined by Office of the Chief Psychiatrist, National Standards for Mental Health.



Position Title: Clinical Nurse Manager – Mental Health	Position Number: 601548	Classification: SRN Level 4
--	-------------------------	-----------------------------

4. INFORMATION, COMMUNICATION AND TECHNOLOGY

- 4.1. Maintains excellence in interpersonal skills and leadership to engage and guide the multi-disciplinary team and external customers to deliver effective patient care in relation to area of speciality.
- 4.2. Maintains open and collaborative communication with relevant key stakeholders demonstrating advanced written and verbal skills.
- 4.3. Responsible for addressing patient complaints ensuring compliance with legal requirements governing WACHS.
- 4.4. Provides a public relations function for the area including investigation and management of Nursing ministerial enquires.
- 4.5. Works with information management systems, records and provides relevant information and statistical data as required, and ensures reporting staff meet information recording and reporting requirements.

5. PROFESSIONAL ACCOUNTABILITY

- 5.1. Practices in accordance with the Nursing and Midwifery Board of Australia – Code of Conduct and all other relevant legislation, standards and policies.
- 5.2. Participates in professional development including professional supervision, performance management, further education and training and keeping up to date with new developments in nursing care practice.
- 5.3. Provides clinical supervision to nominated nursing personnel.

6. RESEARCH, PERFORMANCE AND INNOVATION

- 6.1. Undertake research, analysis, and assessments in relation to the planning and provision of health services authorised by the Regional Manager and prepare detailed planning and implementation strategies, reports, papers, documents, and correspondence.
- 6.2. Analyses relevant research to determine clinical and management trends, initiates and implements best practice that supports the delivery of evidence based clinical care and management in area of speciality.
- 6.3. Through strategic planning, monitors the internal and external environment and influences to ensure that nursing services, and other services under area of responsibility are able to meet the changing needs of the health care industry.
- 6.4. Provide leadership and facilitate change consistent with WACHS strategic direction and plans.
- 6.5. Develops, implements and evaluates education and training programs.

7. OTHER

- 7.1. Undertakes other duties as directed by the Regional Manager Mental Health.



Position Title: Clinical Nurse Manager – Mental Health	Position Number: 601548	Classification: SRN Level 4
--	-------------------------	-----------------------------

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 significant knowledge, experience and leadership in acute mental health, including demonstrated knowledge application of the Mental Health Act 2014 (WA)
3. Highly developed verbal, written, interpersonal and negotiation skills, including the ability to manage all team members, and liaise and consult with people in a variety of contexts.
4. Well-developed conceptual, analytical, and evaluation skills, including the ability to provide innovative solutions to complex and sensitive problems.
5. Demonstrated commitment to self-development and the review and development of the performance of team members.
6. Demonstrated significant knowledge & application of research & best practice principles and experience undertaking activities utilising the quality review cycle and aligned with the National Safety and Quality Health Services Standards.
7. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

Desirable

1. Possession of, or significant progression toward the attainment of a post graduate qualification in mental health, health leadership, management or administration or other relevant area of specialty.
2. Previous experience in the management and leadership of a mental health team.
3. Previous experience working in a rural or remote setting.

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
- Completion of training for Mandatory Reporting Of Child Sexual Abuse
- Evidence of a current C or C-A Class driver's licence or other specialised licence class

WA Country Health Service –
GOLDFIELDS

9 January 2023

REGISTERED
Job Description Form

