



# Job Description Form



PILBARA

Landscape Photos: Tourism Western Australia

## Position Title

Position number: 615411

## 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 boarder 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: Clinical Nurse Manager	Position Number: 615411	Classification: SRN Level 4
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## Directorate overview

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.

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.

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](http://www.wacountry.health.wa.gov.au)

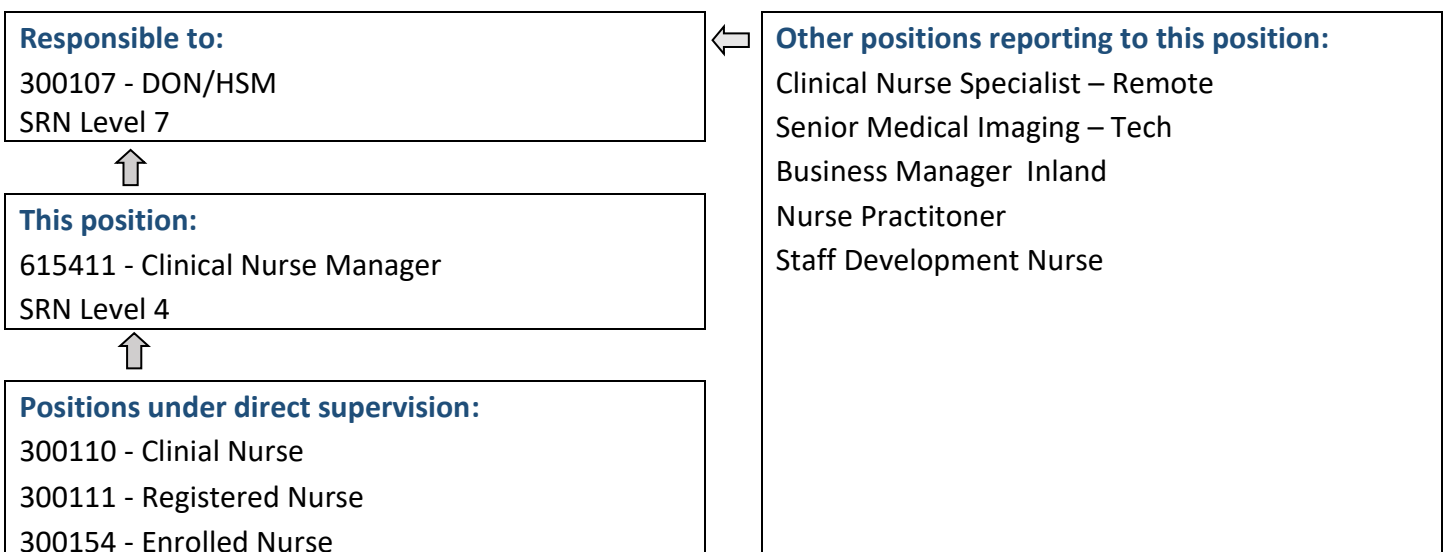
## Position Details

Position Number:	615411	Registration Date:	07 July 2022
Classification:	SRN Level 4	Location:	Newman Hospital, Inland Pilbara
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Nursing Services		

## Position Overview

Provides advanced clinical nursing practice and governance to ensure safe and quality patient care. Provides nursing leadership and management to ensure the provision of effective and efficient services. Supports the DON/HSM and regional management team in developing and implementing initiatives for including progression of the health reform strategy, continuous quality improvement and improving patient safety.

## Reporting Relationships



## Key Duties/Responsibilities

### 1. CLINICAL

- 1.1 Provide clinical leadership, expertise and consultancy to nursing, medical and allied health care professionals and providers in the area of responsibility.
- 1.2 Acts as a team leader in a multi-disciplinary approach to patient care.
- 1.3 Collaborate with multi-disciplinary team to ensure individual patient needs are met and continuity of care is maintained through effective discharge/transfer planning.
- 1.4 Assume responsibility for own professional development and up to date knowledge of best practice guidelines.
- 1.5 Coordinates nursing services and has overall responsibility for the effective allocation of staff.
- 1.6 Develops, promotes, evaluates and documents standards of nursing practice.
- 1.7 Acts as a clinical resource and provides advice on clinical practice and clinical governance.
- 1.8 Ensure nursing services are provided in a manner which are culturally appropriate to people of Indigenous and other culturally diverse backgrounds.

### 2. MANAGEMENT

- 2.1 Ensures an advanced level of managerial skills when establishing suitable systems to achieve the key performance indicators.
- 2.2 Manages performance of self and staff within the unit.
- 2.3 Responsible for efficient utilisation of human, financial and material resources.
- 2.4 Assists with the review and implementation of WACHS standards, policies and procedures and site specific guidelines.
- 2.5 Develops, implements, and evaluates business plans for the Nursing unit.
- 2.6 Recruit, select, interview and appoint staff in collaboration with Direct or Professional nursing line manager.
- 2.7 Responsible for monitoring the Nursing budget for the unit, and reporting variances within it.
- 2.8 Contribute to the development and implementation of orientation, in service and professional development in line with identified staff training needs and in collaboration with Staff Development.
- 2.9 Assists in data collection and interpretation to support program development and evaluation to help meet the strategic and operational needs of the unit.
- 2.10 Participates in relevant committees and special projects.
- 2.11 Responsible for ensuring all staff participate in performance development yearly.

### 3. CLINICAL GOVERNANCE

- 3.1 Co-ordinates quality improvement projects within the unit, ensuring outcome based customer focused service delivery.
- 3.2 Manage health care incident complaints and feedback systems utilising the WACHS Complaints Process Policy.
- 3.3 Leads clinical staff in the identification and management of clinical risk.



- 3.4 Takes a leadership role in implementation and maintenance of the Standards of the governing accreditation body.

#### 4. LEADERSHIP

- 4.1 Facilitates the development of positive working relationships with clients, peers, medical staff, allied health colleagues and members of the general public.
- 4.2 Maintain effective and efficient communication with all members of the multidisciplinary team, community and external agencies.
- 4.3 Role Models and promotes the ANMC Code of Professional Conduct for Nurses.
- 4.4 Role Models and promotes the philosophies, values and goals of WACHS.
- 4.5 Ensures unit compliance with the Aboriginal Cultural Respect Framework.
- 4.6 Support the development and establishment of the hospital as part of the regional health network.

#### 5. OTHER

- 5.1 Other duties as directed by the Director of Nursing / Health Service Manager/ Operations Manager/ Regional Director of Nursing and Midwifery.

The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.



## 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 clinical, managerial and leadership skills.
3. Demonstrated ability to co-ordinate and manage human and material resources and the achievement of agreed strategic outcomes.
4. Demonstrated high level communication and interpersonal skills including negotiation and conflict resolutionskills.
5. Demonstrated experience in the application of clinical governance principles including continuous qualityimprovement principles, managing change, clinical risk management and accreditation processes.
6. Demonstrated computer literacy and ability to utilise information systems.
7. Current knowledge of legislative and policy obligations for Nursing practice, Equal Opportunity, Public Sector Standards, Disability Services, Aboriginal Cultural Respect Framework and Occupational Safety and Health how these Impact on employment and service delivery.

### Desirable

1. Post graduate qualification in relevant specialty e.g. Clinical Nursing, Management
2. Knowledge and understanding of rural and remote issues related to nursing and service delivery.

## 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
- Evidence of a current C or C-A Class driver's licence

Where applicable - District Allowance, Annual Leave Travel Concession, one-week additional Annual leave for above the 26th parallel, air conditioning subsidy.

**WA Country Health Service  
Pilbara**

**7 July 2022**

**REGISTERED**

