



Job Description Form



GREAT SOUTHERN
Landscape Photos: Tourism Western Australia

Position Title

Position number: 007826

Clinical Nurse Manager – Community Health

Regional Profile

The Great Southern is situated on Western Australia’s south coast and covers 39,007 square kilometres. The Great Southern is unmatched for the scale, diversity and accessibility of its natural attractions, including rugged coastline, white sandy beaches, forests, wildflowers and the highest peaks in southern Western Australia. The region boasts robust tourism and primary production industries which provide the backbone of the economy. The town of Albany is central to WACHS Great Southern and is located alongside the historically rich and picturesque Port of Albany. The Regional Health Service offers one main health facility at Albany which is widely supported by a network of smaller Multi-Purpose Service (MPS) sites at Bremer Bay, Denmark, Gnowangerup, Jerramungup, Katanning, Kojonup, Plantagenet, Ravensthorpe and Tambellup.

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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Directorate overview

The Great Southern Population Health Directorate combines the services of Public Health along with a range of Nursing, Allied Health and Aboriginal Health services which are based in the community.

The aim of Population Health is to prevent disease and injury, as well as maintain and improve the health status through prevention, promotion and intervention strategies and programs that empower the individual and community to make choices which lead to a better health outcome. As many of the factors which determine health outcomes lie outside of the health system, a guiding principle for all Population Health staff is to work in partnership with other organisations.

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:	007826	Registration Date:	
Classification:	SRN level 3	Location:	Great Southern
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Great Southern Population Health – Community Health Service – Nursing		

Position Overview

Provides professional leadership with a strong emphasis on innovative change in order to optimise effectiveness and efficiency.

Acts as a consultant and team leader to provide clinical support and guidance to the school health nursing team. Is responsible for the standard of nursing practice within a designated program area.

Manages human and physical resources and provides leadership in policy development, planning, and service evaluation.

Collaborates with and promotes the service to internal and external stakeholders to facilitate a high quality of service delivery.

Reporting Relationships

Responsible to:		←	Other positions reporting to this position:	
008051	Regional Manager Public and Primary Health HSO Level G-9		007641	Clinical Nurse Manager-Community Health SRN L3
↑			007721	Clinical Nurse Manager- Communicable Disease Control SRN L3
This position:			614882	Regional Health Promotion Coordinator HSO LG-7
007826	Clinical Nurse Manager – Community Health SRN Level 3		007876	Clerical Officer HSO G-1/2
↑				
Positions under direct supervision:				
007654	Clinical Nurse RN L2			
007655	Clinical Nurse RN L2			
007827	Clinical Nurse RN L2			
007943	Clinical Nurse RN L2			
614998	Clinical Nurse RN L2			



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615121	Registered Nurse RN L1			
615406	Staff Development Nurse RN L2			

Key Duties/Responsibilities

1. CLINICAL MANAGEMENT/ LEADERSHIP

- 1.1. Effectively leads, manages and assists staff within the School health program to implement service delivery in accordance with WACHS strategic direction.
- 1.2. Acts as a consultant and clinical resource person for Community Nurses and other community health staff.
- 1.3. Maintains effective communication with the Line Manager, staff, community, internal and external agencies.
- 1.4. Disseminates information appropriately to relevant staff on all aspects of nursing practice.
- 1.5. Facilitates the development, coordination, implementation and evaluation of quality improvement and best practice projects.
- 1.6. Leads the implementation of state wide policies and programs in partnership with the Community Health Nurses Leadership group and the Line Manager.
- 1.7. Represents and contributes to the achievement of the objectives of the organisation through participation in relevant committees and project teams both local and state-wide.
- 1.8. Collates and monitors relevant data to identify and facilitate planning for future service development and management of the clinical setting.
- 1.9. Responsible for equipment acquisition and maintenance.
- 1.10. Participates in clinical service delivery and utilises best practice approaches.

2. HUMAN RESOURCE MANAGEMENT

- 2.1. Responsible for the recruitment, orientation and training of new staff.
- 2.2. Manages human resources within the requirements of the relevant awards, legislation and public sector standards.
- 2.3. Facilitates conflict resolution to assist staff to work productively and as part of a team.
- 2.4. Manages staff allocation, leave functions and rosters.
- 2.5. Ensures that accidents/incidents are appropriately investigated in conjunction with OS&H representatives and ensures that interventions are initiated and followed through.
- 2.6. Assist the Regional Public and Primary Health Manager to review and make recommendations regarding human and physical resources for annual budget requirements.

3. STAFF AND PROFESSIONAL DEVELOPMENT

- 3.4. Manages the performance development of Community Nurses and other community health staff and acts to address performance related matters.
- 3.5. Coordinates, delivers and contributes to the orientation, preceptorship and mentorship of students, community nurses and other health professionals.
- 3.6. In collaboration with staff development nurse Identifies and facilitates education and training opportunities that meet individual and clinical needs of community health staff.
- 3.7. Manages the allocation of students to suitable preceptors in conjunction with Tertiary institutions.
- 3.8. Supports nursing and other health research by facilitating staff involvement in projects.
- 3.9. Sets performance related goals, evaluates own achievements and actively participates in own performance development

4 OTHER

- 10.1 Other duties as required.



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. Advanced nursing knowledge, experience and skills relevant to community nursing and demonstrated understanding of the Principles of Primary Health and their application to practice.
3. Demonstrated effective clinical leadership skills, (organisational, staff management and advanced problem solving skills, caseload management)
4. Demonstrated high level of experience in applying knowledge and understanding of primary health care principles and the social determinants of health to community nursing services
5. Demonstrated high level skills in communication, conflict resolution and working with a multidisciplinary team
6. Demonstrated knowledge and understanding of regional, rural and multicultural health issues including those pertaining to indigenous populations
7. Current 'C' class drivers license and ability travel within the region
8. 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 current Immunisation Certificate
2. Previous management experience including management of human and fiscal resources
3. Demonstrated computer skills and knowledge of relevant IT systems

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
- Evidence of a current C or C-A Class driver's licence or other specialised licence class

**WA Country Health Service
Great Southern**

2 November 2023

REGISTERED

