



HSS Registered

Director Midwifery and Nursing

Position Details

Position Number: 00006195
Classification: Grade A
Agreement: Health Executive Grade A – Health Professional
Directorate: Corporate and Executive Services
Department: Corporate and Executive Services
Location: King Edward Memorial Hospital, Subiaco

Reporting Relationships

This position reports to:

00005575	Executive Director	Grade C
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Positions under direct supervision:

Coordinator Nursing & Midwifery Staff Development	SRN7	1.0
Coordinator Nursing & Midwifery Corporate/Patient Flow Unit	SRN7	1.0
Coordinator Nursing & Midwifery Corporate	SRN7	1.0
Clinical Product Advisor	HSO G-8	1.0
A/Professor of Midwifery	Curtin University	



Primary Purpose of the Role

The Director Midwifery & Nursing works in partnership to provide effective leadership, governance, strategic planning and operational management of Women and Newborn Health Service (WNHS). This position will be required to initiate, implement and operationalise strategies for the WNHS as part of North Metropolitan Health Service (NMHS) and Department of Health WA. In collaboration with Nursing/Midwifery Co-directors, provide strategic leadership, direction and professional advice relating to policy development on nursing, midwifery, patient care, service delivery issues including evidence based practice. Oversees the provision of infection control services, bed management, daily nursing and midwifery staffing requirements of the Hospital. As a tertiary teaching hospital, Service Co-Directors have a role to lead state-wide issues associated with women and newborn health. As part of the Executive team, this position will be jointly responsible for the clinical and corporate governance of the Health Service.



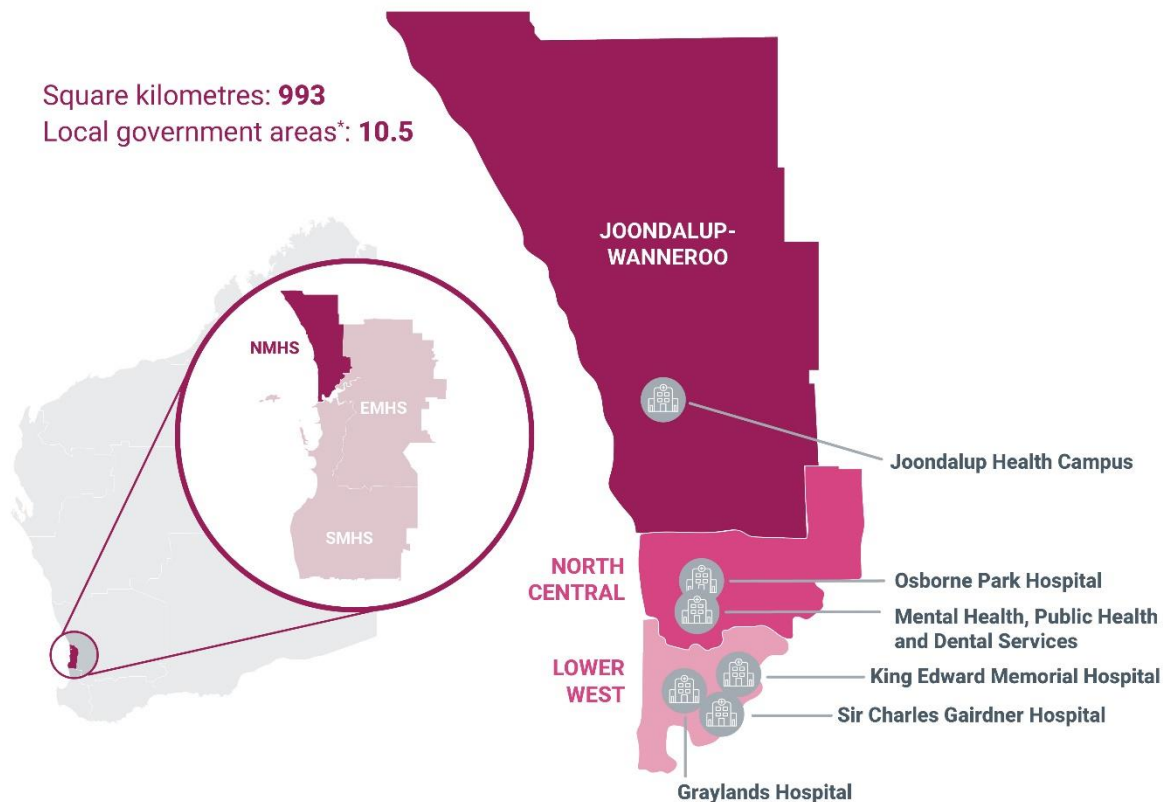
Vision

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. Duties

- 1.1 Accountable to the Executive Director WNHS, the Director Midwifery & Nursing as part of the WNHS executive team, will provide professional nursing and midwifery leadership across the WNHS. Promote, support and facilitate the development and application of the highest standards of clinical practice, clinical and corporate governance in nursing and midwifery.
- 1.2 Leads and promotes organisational culture in line with WNHS & NMHS strategic goals, vision and values.
- 1.3 Lead and direct the operations, and performance of the corporate midwifery and nursing services to provide a comprehensive and responsive service delivering safe, high-quality, cost efficient and effective services that are managed within budget and resource allocations.
- 1.4 Accountable for the safe and high quality standards of clinical practice and the management of clinical and corporate risk within the WNHS.
- 1.5 Ensures evidence based practice and research form the foundation of advances in clinical care and in clinical care systems.
- 1.6 Leads the development and implementation of strategic and operational plans for the WNHS in alignment with the vision and operational imperatives of the hospital/Health Care Group.
- 1.7 Initiates and leads improvement agendas across the Directorate, working closely with all stakeholders. Challenges conventional approaches and drives change when needed, with a commitment to continuous improvement.
- 1.8 Works closely and collaboratively with all members of the executive to establish and manage safe, efficient and effective patient care across the WNHS in an Activity Based Funding (ABF) environment.
- 1.9 Responsible for the management of relevant service targets and resources within an ABF environment.
- 1.10 Ensures staff within the areas of responsibility is managed within relevant policy and public sector standards in a work environment that recruits, retains and supports quality staff.
- 1.11 In collaboration with the NMHS Area Director , Nursing & Midwifery Services, lead the strategic and operational development of standards and requirements for the nursing and midwifery profession for WNHS and ensure programs integrate effectively with State and area wide programs.
- 1.12 Lead and foster quality and cultural improvement and best practice initiatives in nursing, midwifery and women's health policy. Promotes awareness of and ensures compliance with all Clinical and Corporate Governance Requirements.

2. Communication & Consultation

- 2.1 Promotes a clear focus on caring for patients and including them in decision making regarding their care, throughout the Directorate.
- 2.2 Promotes an interdisciplinary team environment with a focus on leadership development across the Directorate. Ensures multidisciplinary team meetings are a cornerstone of patient management.
- 2.3 Promotes clinical education including multidisciplinary forums within WNHS.
- 2.4 Actively participates in Health Service Executive activities, including contributing to the development of state-wide standards, policy and requirements related to nursing and midwifery, peak committees including WA Health Nursing and Midwifery advisory council and representing and/or advocating for WNHS at state/national conferences
- 2.5 Establishes and maintains strong strategic and operational alliances and working relationships with internal and external stakeholders including education providers.
- 2.6 Leads and participates in forums and discussions related to the strategic and operational planning for WNHS.



2.7 Meet and consult regularly with Co –directors, Finance and Business Officers, Heads of Department and nursing/midwife leaders for effective performance of the service.

3. Specific Position and/or Operational Responsibilities

- 3.1 Ensures integration between clinical and non-clinical services.
- 3.2 Undertakes business continuity and contingency management for the Service including emergency planning.

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

- 4.1 Reflect the NMHS values in the way you 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, North Metropolitan Health Service 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.



Work Related Requirements

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

Essential Selection Criteria

ESSENTIAL:	
Criteria	Skill
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 • 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.
Role Specific	<ul style="list-style-type: none"> • Eligible for registration in the categories of Midwife and Registered Nurse by the Nursing and Midwifery Board of Australia • Knowledge and understanding of national and international trends, and issues affecting the delivery of nursing and midwifery services, including the recruitment and retention of nurses. • Knowledge and understanding of the legislative, policy and education frameworks which applies to the planning and delivery of nursing and midwifery services. • Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.



Desirable Selection Criteria

1. Sound knowledge of national and state health policy frameworks which impact on health service delivery in WA.
2. Management experience in a public teaching hospital.

Appointment Prerequisites

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 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:

HSS registered

Created November 2021

Last updated March 2024

