

About our health service

The Child and Adolescent Health Service (CAHS) is a comprehensive service that supports and treats children from around Western Australia, and is committed to programs that promote lifelong health in children and adolescents.

CAHS is made up of four service streams:

- **Neonatology:** Neonatology provides state-wide tertiary neonatal services to the sickest newborn babies and infants in Western Australia.
- **Community Health:** a comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area. Services are provided in a variety of settings including at home, local community health centres, child and parent centres and schools.
- **Child and Adolescent Mental Health Services (CAMHS):** provide mental health services to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs, inpatient care at Perth Children's Hospital and specialised services for children with complex mental health conditions across the State.
- **Perth Children's Hospital (PCH):** is the specialist State-wide paediatric hospital and trauma centre for Western Australia, caring for children up to the age of 16. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State's universities.

Our vision

Healthy kids, healthy communities

Our vision of 'healthy kids, healthy communities' sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

Our objectives



Care for children, young people and families



Provide high-value healthcare



Collaborate with our key support partners



Value and respect our people



Promote teaching, training and research

Our values drive us

CAHS promotes a values based workplace culture and all employees are expected to translate our values into action by providing high quality care through:

Compassion

I treat others with empathy and kindness

Excellence

I take pride in what I do, strive to learn and ensure exceptional service every time

Collaboration

I work together with others to learn and continuously improve our service

Accountability

I take responsibility for my actions and do what I say I will

Equity

I am inclusive, respect diversity and aim to overcome disadvantage

Respect

I value others and treat others as I wish to be treated

Summary of accountabilities

Practices in accordance with the Nursing and Midwifery Board Australia Professional Codes and Guidelines in particular, the Nursing and Midwifery Board Australia Registered Nurse standards for practice.

- Works as directed by the Nurse Educator to deliver clinical education to meet identified learning needs at a local or strategic level.
- Plans, develops, facilitates, implements and evaluates training and education in response to identified learning needs from formal Education and Training Committee requests or strategic nursing direction.
- Delivers or contributes to the training sessions for core clinical skills within the Nursing and Aboriginal Health Worker Orientation Program as required in collaboration with the Learning and Development team.
- Performs clinical skills competency assessments in the workplace and supports the ongoing development of clinical competence. Provides support and feedback to preceptors during the orientation period of new nurses and Aboriginal Health Workers.
- Communicates effectively with all members of the nursing, multi-disciplinary health team in a collaborative approach to service provision.
- Maintains appropriate and accurate records to document education and training activities and team planning. Identifies emerging trends to inform clinical nursing education needs and provide reports as required.
- Provides clinical development as requested by the Clinical Nurse Manager-Community Health for nursing staff with identified learning needs.
- Promotes and participates in team building and contributes to decision making, team meetings and planning and review of documents.
- Engages in continuing professional development/education and participates in evidence based clinical research activities where applicable

3. CAHS governance, integrity, safety and quality requirements

- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct; the CAHS Vision and Values; and CAHS commitment to protecting children and promoting their safety.
- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Undertakes duties to an agreed performance standard to support safe, high-quality health care with a focus on continual improvement, efficiency, effectiveness and sustainability.



- Directly or indirectly supports the delivery of safe patient care and the consumers' experience ensuring services are family centred.
- Contributes to continuous quality improvement activities by identifying, facilitating or participating in practices in accordance with the requirements of the National Safety and Quality Health Service (NSQHS) Standards, health service strategic direction and the WA Public Sector.
- Completes mandatory and core requirement training as relevant to the role and service.
- Performs duties in accordance with WA Public Sector, WA Health, CAHS and other specific service policies and procedures and applicable legislative obligations under *Public Sector Management Act (WA) 1994*, *Health Services Act (WA) 2016*, *Work Health and Safety Act (WA) 2020*, *Disability Services Act (WA) 1993* and the *Equal Opportunity Act (WA) 1984*.
- Actively contributes to the development of the health service by undertaking other duties as directed including additional tasks or projects in line with continual improvement, collaboration and sustainable health initiatives.



Work related requirements

The following criteria should be considered in the context of the CAHS Vision, Objectives and Values.

Essential selection criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated clinical knowledge and experience in the delivery of evidenced based nursing care within area of speciality and ability to act as a clinical resource in the development of others.
3. Demonstrated knowledge and experience in the application of adult learning principles in relation to the development, facilitation implementation and evaluation of education and training for groups or individuals.
4. Demonstrated interpersonal, negotiation and conflict resolution skills and effective written and verbal communication including use of Information Technology.
5. Evidence of participation in and commitment to continuous quality improvement principles; nursing research and evidence-based practice, and professional development of self and others.

Desirable selection criteria

1. Possession of or substantial progress towards a Certificate IV TAE40116 in Workplace Training and Assessment.
2. Post graduate qualification in area of speciality.

Appointment to this position is subject to the following:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- Evidence of current and valid driver's licence.
- Provision of the minimum identity proofing requirements in line with the standards set by the National Security Strategy.
- Successful criminal record screening clearance.
- Successful pre-employment integrity check.
- Successful pre-employment health assessment.



Certification

Created on	Last Reviewed	HSS Registered
17/05/2022	22/11/2023	15/05/2023

I verify that the details in this document are an accurate reflection of the requirements of the position.

Julie Branley	HE19719	11/07/2024
Manager / Supervisor	Signature or HE Number	Date

As an Occupant of this position, I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Occupant Name	Signature or HE Number	Date
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