



**HSS REGISTERED**

## Area Director Nursing and Midwifery Health Executive Grade B - Health Professional

**Position Number: 113020**  
**South Metropolitan Health Service**

### Reporting Relationships

Chief Executive  
 South Metropolitan Health Service  
 Position Number: 000001



**This Position**



Directly reporting to this position:

Title	Classification	FTE
• Nurse Director Research	SRN L9	1.0
• Nurse Director Education	TBD	1.0
• Executive Assistant	HSO G-4	1.0
Professional reporting to this position		
• Director of Nursing FSFHG	HES Grade A	1.0
• Director of Nursing RKPG	SRN L10	1.0
• Director of Nursing PHC	SRN L10	1.0

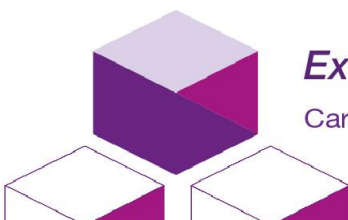
Also reporting to this supervisor:

- Area Director Clinical Services
- Executive Director Fiona Stanley Fremantle Hospitals Group
- Executive Director Rockingham Peel Group
- Executive Director Transformation
- Executive Director Corporate and Finance
- Executive Director Safety and Quality and Consumer Engagement
- Executive Director Contract Management
- Executive Director Clinical Service Planning & Population Health
- Executive Director Peel Health Campus
- Executive Director Mental Health
- Director Office of the Chief Executive



### Key Responsibilities

The Area Director Nursing and Midwifery is the Principal Nursing Officer in South Metropolitan Health Service (SMHS). As the principal nursing and midwifery advisor to the Chief Executive SMHS, this position provides strategic leadership and professional advice on all matters relating to the delivery of nursing and midwifery services and issues affecting patient care. Develops, fosters and supports a nursing and midwifery culture aligned to SMHS values that promotes and supports clinical excellence through education, professional development and research for the nursing and midwifery profession. Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the South Metropolitan Health Service (SMHS) Vision of Excellent health care, every time, and values.



*Excellent health care, every time*

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

## SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



## **Brief Summary of Duties (in order of importance)**

### **1. Strategic leadership and accountability**

- 1.1 As SMHS Principal Nursing and Midwifery Officer advises the Chief Executive and SMHS Board:
  - on the development and implementation of strategic and operational policies and plans for SMHS nursing and midwifery services
  - on professional, educational and research matters in the discipline of nursing.
- 1.2 Monitors and facilitates the compliance of the nursing and midwifery workforce employed by the SMHS with the Health Services Act 2016 (WA), the Health Practitioner Regulation National Law (WA) Act 2010, nursing and midwifery standards, other statutory requirements and the policies and priorities of Government and the WA health system.
- 1.3 Promotes the education and continuing professional development of nursing and midwifery staff, including building leadership capacity by developing nurses and midwives at all levels to act as leaders in ensuring high quality patient care.
- 1.4 Provides leadership to support the advancement of nursing and midwifery research and development. This includes liaison with educational institutions and serving on relevant committees/panels/boards and professional organisations.
- 1.5 Provides strategic leadership and professional support to the Directors of Nursing across SMHS
- 1.6 Develops an environment that enhances recruitment and retention of nurses and midwives to ensure the maintenance of appropriately qualified, and competent workforce for SMHS.
- 1.7 Contributes to decision-making on whole of health issues for SMHS; actively promotes, guides and facilitates high standards of nursing and midwifery practices within SMHS; and actively leads and promotes organisational change.
- 1.8 Participates as an effective member of the SMHS Area Executive Group.
- 1.9 Leads other SMHS service requirements as directed by the Chief Executive.

### **2. Stakeholder Engagement**

- 2.1 Develops and maintains effective working relationships with internal and external stakeholders.
- 2.2 Undertakes liaison and coordination with the Department of Health and the Chief Nursing & Midwifery Officer.

### **3. SMHS Governance, Safety and Quality Requirements**

- 3.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 3.2 Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 3.3 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 3.4 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.
- 3.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 3.6 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures, and applicable

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legislative obligations under the Public Sector Management Act, the Health Services Act, Work Health and Safety Act, the Disability Services Act and the Equal Opportunity Act.

**4. Undertakes other duties as directed.**

## **Work Related Requirements**

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the role and the SMHS Values.

### **Essential Selection Criteria**

1. Eligibility for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Extensive nursing and/or midwifery management and leadership experience at an executive level, with a proven ability to:
  - Shape and manage strategy by inspiring a sense of purpose and direction toward achieving a strategic vision.
  - Achieve results and operational excellence by building organisational skills and shaping organisational culture.
3. Direct nursing and/or midwifery operational experience and a successful track record of delivery in a major acute public / metro tertiary hospital.
4. Demonstrated high level competency in:
  - Managing physical, financial and human resources in a constrained environment.
  - Providing leadership in a complex, professional work environment and influencing the achievement of required outcomes in areas of professional responsibility.
  - Actively promoting organisational values and implementing strategic change to facilitate workforce effectiveness.
  - Building and maintaining positive working relationships with diverse groups of people within the health sector and wider community.
  - Achieving a high level of customer focus by setting and monitoring standards and promoting an ethos of excellent customer service.
  - Seeking and accepting opportunities to innovate and improve the effectiveness of patient care services.
  - Exceptional communication and interpersonal skills, with a proven ability to negotiate and advocate persuasively.
5. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work Health and Safety, and how these impact on employment and service delivery.

### **Desirable Selection Criteria**

1. Tertiary qualification in management or leadership.
2. Sound knowledge of the national and state health policy framework impacting on health service delivery in Western Australia generally.

### **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.

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