



Nurse Director

Position details

Position Number: 00019714
 Classification: SRN Level 10
 Agreement: Nurses and Midwives Agreement
 Directorate: CAHS Nursing Services
 Department: Nursing Services
 Location: Perth Children's Hospital, QEII Campus, Nedlands

Reporting relationships

This position reports to:

00013961 Executive Director, Nursing Services Level HES Grade B

Positions under direct supervision:

00012549	Coordinator of Nursing	SRN 7	1.0 FTE
00016517	Coordinator of Nursing, Infection Prevention and Control	SRN 7	1.0 FTE
TBC	Coordinator of Nursing, Digital Health	SRN 7	1.0 FTE
TBC	Senior Project Officer	HSO 8	1.0 FTE

Position with professional reporting line:

00016512	Clinical Nurse Specialist – After Hours	SRN 3	1.4 FTE
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Key Responsibility

The Nurse Director is responsible and accountable for delivering Child and Adolescent Health Services (CAHS) Nursing Services corporate, strategic and operational objectives and provides advanced coordination, integration and direction to optimise nursing practice and nursing workforce outcomes across CAHS. In addition, this position provides professional leadership and direction for the demand management strategies and initiatives at Perth Children's Hospital (PCH), a tertiary paediatric healthcare facility incorporating paediatric critical care, neonatology and an extensive range of clinical specialties.



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

1. Leadership

- Provides effective leadership, direction, and management of the CAHS Nursing Services portfolios incorporating nursing workforce, corporate and clinical support, capacity and access, special projects and practice improvement in accordance with the values, policies, objectives and goals of the organisation.
- Is accountable to the Executive Director of Nursing Services for the management of human, financial and material resources within the allocated budget for the areas of responsibility.
- Promotes and facilitates the provision of cost effective and efficient health service consistent with hospital and health service operational and strategic objectives. Is accountable for leading the planning, coordination, and evaluation of models of care and services; and develops processes to ensure professional nursing practice and standards of patient care are met and advanced.
- Leads and develops policies and monitors compliance with relevant standards in accordance with evidenced-based practice, legislation and regulatory requirements for nursing.
- Is responsible and accountable for the demand management strategies to meet service delivery and performance measures for Perth Children's Hospital.
- Comprehensively analyses health service needs in area of specialty / service and uses effective change management strategies to improve practice both within and external to the hospital / health service.
- Participates as an effective member of the Hospital Executive by providing professional leadership and ensuring a strong focus on the corporate outcomes for the Hospital and Health Service.
- Represents the Hospital and Health Service positively and effectively, as a delegate of the Executive Director, Nursing Services, through participation in affairs of the health industry, community and professional bodies relevant to the Hospital and Health Service role and vision.
- Represents the organisation as required on internal and external committees relevant to PCH operations and nursing services portfolios.
- Chairs and participates in relevant committees.
- Is accountable for monitoring and reviewing clinical practice and protocols which impact on patient care services and recommends and drives change to practice in accordance with best practice principles.
- Through strategic planning, monitors the internal and external environment and influences to ensure that nursing learning practice meet the changing needs of the health service.
- In partnership with the other health professional leaders, leads the establishment and maintenance of a culture of patient safety within their area of responsibility and contributes to hospital wide initiatives.
- Initiates, promotes and facilitates the development of formal nursing quality improvement and risk management projects and programs, ensuring an evidenced-based outcome-focused culture of improving performance.
- Liaises as required with the Executive Director Medical Services and Executive Director of Nursing Services on strategic issues affecting hospital operations and patient flow.



- Maintains open and collaborative communication with relevant key stakeholders including liaison with other health services, health providers and stakeholders within the scope of responsibility and represents CAHS at forums and committees as required.
- Facilitates the professional development of staff under direct supervision and promotes the ongoing development of all nursing staff within the Hospital.

2. Quality, Safety and Service

- In partnership with the other health professional leaders, leads the establishment and maintenance of a culture of patient safety within their area of responsibility and contributes to hospital wide initiatives.
- Initiates, promotes and facilitates the development of formal nursing quality improvement and risk management projects and programs, ensuring an evidenced-based outcome-focused culture of improving performance.
- Champions partnerships with patients and families to engage them in decisions regarding their care.
- Actively addresses patient and family concerns and complaints and ensuring a positive family experience.
- Ensure a reporting culture for clinical incidents and actioning of recommendation from RCAs etc.
- Supports the delivery of safe patient care and the consumers' experience ensuring services are family centred. This includes 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. Research and Performance Innovation

- Research issues of significance and monitors the internal and external environment and influences to ensure that nursing services, and other services under area of responsibility, are able to meet the changing needs of the health care industry.
- Serves as a resource and mentor of evidence-based practice through role modelling and supporting nursing practice changes, incorporating it into patient care and leadership responsibilities.
- Is responsible for facilitating research and education programs for nursing staff within area of responsibility.
- Identifies, analyses and evaluates trends and activity in nursing workforce and key nursing performance metrics.

4. 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.
- Ensures as far as practicable, the provision of a safe working environment in consultation with employees under their supervision.
- 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. Extensive contemporary experience in a senior nursing management position in a teaching or acute care facility.
3. Be able to evidence business acumen with a strong track record in:
 - **Shaping and managing strategy** including the ability to focus strategically by aligning business imperatives with strategic priorities, the ability to harness information and opportunities in order to manage change, the capacity to champion organisational vision and goals and promote a shared commitment to the organisations strategic direction.
 - **Achieving results** including the ability to build organisational capability and responsiveness, and the capability to manage human, physical and financial resources in an environment of constraint.
 - **Building productive relationships** including the ability to broker cooperation and partnerships across an organisation and the ability to engage with, develop and maintain positive working relationships with colleagues and with diverse groups of people within the health sector.
 - **Management of a clinical service/Department** in a large complex acute health care setting including balancing of diverse and competing interests and the achievement of high quality outcomes, service satisfaction and operational efficiency.
4. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Work Health and Safety, and how these impact on employment, service delivery and the ability to incorporate inclusive practices.

Desirable selection criteria

1. Possession of, or significant achievement toward, a post graduate qualification in a relevant field.

Appointment to this position is subject to the following:

- Evidence of current registration with the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- 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	Registered
30/11/2022	16/08/2024	20/08/2024

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

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

