



KIMBERLEY

Landscape Photos: Tourism Western Australia

Position Title

Position number: 616469

Clinical Nurse Manager – Paediatrics

Regional Profile

WACHS Kimberley is the most northern health region of WACHS. The Kimberley region has approximately 200 Aboriginal communities, over 34 different Aboriginal language groups and 45 percent of the population are Aboriginal and/or Torres Strait Islander people. WACHS Kimberley consists of six hospitals, an inpatient mental health unit, three Community Directorates and a Corporate Office. WACHS Kimberley provides hospital, community health, public health, remote area health, community aged care, and mental health services across the region through a dedicated team of medical, nursing, Aboriginal health, allied health and support staff.

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.

Directorate overview

Broome Regional Health Campus is the Regional Hospital for the Kimberley, comprising of an Emergency Department which includes 8 centrally monitored bays, 3 consulting rooms and 1 quick care room, 4 bed Emergency Short Stay Unit (ESSU), 5 bed High Dependency Unit (HDU) Outpatient Department provides 7 consulting rooms for salaried and visiting Medical Specialists, Operating Theatre with a 6 bed Same Day Surgical Unit, 25 acute bed Medical Surgical Ward, 8 bed Paediatric unit, including 3 cots in Level 2 Nursery, 8 bed Maternity unit, offering a Midwifery Group Practice service. Medical Support includes Pharmacy, Medical Imaging to provide Xray's, CT Scans and Sonography, with Allied Health services providing Physiotherapy, Speech Pathology and Occupational Therapy.

Broome Regional Health Campus is supported by other directorates such as Kimberley Mental Health Drug Service, Kimberley Population Health Unit and Kimberley Aged Care Services.

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:	616469	Registration Date:	06 January 2025
Classification:	SRN Level 3	Location:	Broome
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Paediatrics		

Position Overview

To provide professional nursing leadership and clinical management within the Paediatrics unit at Broome Regional Health Campus, ensuring best practice quality cost-effective patient care in a rural and remote regional resource facility.

Reporting Relationships

Responsible to:

Director Nursing and Midwifery – 200159



This position:

Clinical Nurse Manager – Paediatrics – 616469



Positions under direct supervision:

Enrolled Nurse – 200637
 Registered Nurse – 200638
 Registered Nurse – 616470
 Clinical Nurse – 608044
 Clinical Nurse – 613492
 Registered Nurse – Graduate – 615164
 Assistant in Nursing – 615695
 Staff Development Nurse – 615711

Other positions reporting to this position:

Clinical Nurse Manager – General Medical – 200160
 Clinical Nurse Manager – Emergency – 200278
 Clinical Nurse – 200501
 Clinical Nurse Manager – After Hours – 200573
 Administrative Assistant – 200700
 Clinical Nurse Manager – Perioperative – 613485
 Clinical Nurse Manager – MH – 614083
 Clinical Nurse Manager – Maternity – 615707
 Clinical Nurse Manager – Outpatients – 615708
 Clinical Nurse Manager – Paediatrics – 616469
 Clinical Nurse Manager – Patient Flow – 617773



Key Duties/Responsibilities

1. CONTINUUM OF CARE

- 1.1. Demonstrates advanced clinical skills and acts as a clinical resource for Paediatrics and nursing staff and supervises complex patient care.
- 1.2. Responsible for the delivery of high standards of children and family centred care.
- 1.3. Collaborates with a multi-disciplinary team to ensure individual patient needs are met and continuity of care is maintained through effective discharge/transfer planning.

2. LEADERSHIP AND MANAGEMENT

- 2.1. Provides leadership to effectively plan, manage and evaluate Unit Services to achieve organisational goals.
- 2.2. Coordinates and participates in development, promotion, evaluation, and maintenance of standards of practice / guidelines / policies with the multi-disciplinary team.
- 2.3. Communicates effectively and efficiently with all team members.
- 2.4. Collects and interprets relevant information and statistical data to support program development and evaluation.
- 2.5. Accepts responsibility for a portfolio with a hospital wide mandate as appropriate and will carry out other duties as requested.
- 2.6. Assists in preparation of the nursing budget and management of financial and material resources.
- 2.7. Supports the Director of Nursing and Midwifery in meeting the agreed objectives.
- 2.8. Promotes understanding of the legislative acts relevant to Medical and Paediatric nursing.
- 2.9. Participates in health service committees as requested.

3. HUMAN RESOURCE MANAGEMENT

- 3.1. Responsible for coordination of human resources for the service unit in alignment with patient activity / acuity requirements, ensuring adequate staffing levels.
- 3.2. Responsible for the daily operational management of all areas of responsibility.
- 3.3. Manages performance issues as well as employee development of Paediatric staff in alignment with clinical skills requirements.
- 3.4. Assumes responsibility for own professional development and engages with own employee development.
- 3.5. Responsible for recruitment processes and creates a positive, supportive environment for staff.
- 3.6. Responsible for the development and implementation of orientation, in-service, and professional development in conjunction with the Staff Development Nurse and Director of Nursing and Midwifery.

4. INFORMATION MANAGEMENT

- 4.1. Ensures that all documentation complies with National Safety and Quality Health Service Standards and provides an accurate medico-legally sound record of each care episode.
- 4.2. Assists with data collection and provision of data analysis and provides reports as required.

5. SAFE PRACTICE AND THE ENVIRONMENT

- 5.1. Ensures attendance of staff at all compulsory programs and annual updates in line with WACHS Kimberley and Broome Regional Health Campus policies.
- 5.2. Ensure that the process of clinical risk management forms an integral part of the unit management.

6. IMPROVING PERFORMANCE

- 6.1. Ensures the service unit operates within National Safety and Quality Health Service Standards guidelines and appropriate clinical governance is practiced by staff and activities are planned, developed, implemented, and evaluated at unit level.
- 6.2. Participates in the overall continuous quality improvement program.

7. OTHER

- 7.1. Other duties as directed by line manager or their delegate.



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 Midwife/Registered Nurse by the Nursing and Midwifery Board of Australia.
- 2 Demonstrated ability to provide nursing leadership and advanced clinical skills in an environment of change and evolution of service delivery.
- 3 Demonstrated experience in the coordination of human, physical and financial resources for the delivery of cost-effective quality nursing care.
- 4 Demonstrated understanding of continuous quality improvement programs and clinical risk management.
- 5 Demonstrated evidence of effective communication, conflict resolution and negotiation skills.
- 6 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 or working towards post-graduate qualification in Nursing Management or related field of study.
- 2 Previous experience in rural or remote area and a multi-cultural health care environment.

Appointment Allowances and Pre-requisites

Where applicable – District Allowance, Annual Leave Travel Concession, one-week additional annual leave for above the 26th parallel, air-conditioning subsidy

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

WA Country Health Service – KIMBERLEY

06 January 2025

REGISTERED

