



MIDWEST

Landscape Photos: Tourism Western Australia

Position Title	Position number: 615380
Clinical Nurse Manager	

Division Description

The WA Country Health Service (WACHS) Midwest health region of Western Australia covers more than 470,000 square kilometres, nearly one fifth of the State, with its population concentrated along the coast. The region is located in the northern middle section of Western Australia and incorporates three health districts - Gascoyne, Geraldton, Midwest and Murchison, is recognised for its unique natural environment and is a culturally diverse region with Aboriginal people representing 13% of the overall population.

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.

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Directorate overview

Our Health Districts Gascoyne, Geraldton, Midwest and Murchison support and deliver a diverse range of services including but not limited to Aboriginal Health, Community Health, Population Health, Medical, Nursing and Midwifery, Aged Care, Mental Health and Community Alcohol and Drug Services, Workforce, Infrastructure and Business Services.

These services are delivered in a range of practice settings including within the community, in nursing posts, multi purpose sites, hospital based facilities and via Telehealth.

Our Directorates actively support and encourage 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:	615380	Registration Date:	23 October 2024
Classification:	RN SRN Level 3	Location:	Carnarvon
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Midwest		

Position Overview

Provides management and clinical leadership within the general ward, and Renal unit to ensure safe effective and efficient service provision. Provides support to the Coordinator of Nursing & Midwifery in developing and implementing goals for general ward, and renal unit service provision including human and material resource management, safety and quality agenda and governance processes. Mentors, manages and performance develops staff under direct supervision.

Reporting Relationships

Responsible to:
Coordinator of Nursing and Midwifery
RN SRN Level 7
615402



This position:
Clinical Nurse Manager
RN SRN Level 3
615380



Positions under direct supervision:
001082 Clinical Nurse
001110 Enrolled Nurse
001608 Assistant in Nursing
616043 Registered Nurse
614025 & 615382 Clinical Midwife
001025 Aboriginal Liaison Officer



Other positions reporting to this position:
001074 Clinical Nurse Specialist – Perioperative Services
001202 Clinical Nurse Specialist – Remote
001590 Clinical Nurse Specialist – Remote
001930 DON - Health Service Manager
613570 Clinical Nurse Manager – After Hours
614718 Nurse Practitioner - Remote
615115 Nurse Practitioner
615380 Clinical Nurse Manager
615381 Clinical Nurse Manager
616123 Clinical Midwife Specialist
616133 Clinical Nurse Manager – Aged Care
617559 Clinical Mid Specialist – Endorsed Midwife



Key Duties/Responsibilities

1. Nursing Management

- 1.1. Lead and manage multifaceted multidisciplinary unit environments.
- 1.2. Provide clinical and management leadership to nurses/unregulated health care workers, medical, allied healthcare professionals, and providers in complex environments within the MPS.
- 1.3. Provide advanced, complex patient/ and local resource management as well as high level consultancy and guidance to the MPS.
- 1.4. Maintain excellence in interpersonal skills and use of leadership to guide appropriate patient/resident care and service delivery.
- 1.5. Promote and facilitate a multidisciplinary team approach to decision making.
- 1.6. Manage and revise staffing profiles according to analysis of clinical need and available resources in consultation with the Coordinator of Nursing & Midwifery.
- 1.7. Manage the allocated resources and budget for the area/s of responsibility.
- 1.8. Coordinate the recruitment, selection and orientation of staff.

2. Professional Leadership and Governance

- 2.1. Provides professional nursing leadership to unit/s staff.
- 2.2. Implement and maintain performance management activities.
- 2.3. Implement operational plans and strategies to facilitate effective utilisation of allocated human, financial and physical resources consistent with WACHS and regional priorities.
- 2.4. Promotes and develops multidisciplinary and intersectorial partnerships and collaborative working arrangement at unit/s level.
- 2.5. Leads the unit/s quality program and ensures unit/s and staff operate within guidelines and appropriate quality improvement activities are planned, developed, implemented and evaluated at unit/s level.
- 2.6. Use effective change management strategies to improve practice within the MPS.
- 2.7. Responsible for identifying, reporting and managing clinical risk in assigned unit/s.
- 2.8. Implements and supports nursing, and unregulated health care workforce development, including orientation, training and performance development systems.
- 2.9. Role models and ensures positive public relations, customer focus and a culture of patient/resident safety practices occur at unit/s level and within the organisation.
- 2.10. Identify and report asset maintenance or replacement requirements and assist with the preparation of capital and minor works requests and other funding submissions.
- 2.11. Review unit/s performance through the collection, assessment and reporting of performance indicator data.

3. Clinical Leadership

- 3.1. Demonstrates advanced clinical skills.
- 3.2. Monitors and supervises complex patient care in collaboration with the multidisciplinary team.
- 3.3. Coordinates the multidisciplinary team (MDT) discharge planning meeting for patients
- 3.4. Develops reviews and implements nursing & midwifery practice standards, policies and procedures in unit/s, ensuring the delivery of high standards of patient care.
- 3.5. Set goals and accepts responsibility for own professional development through continuing education and disseminates knowledge and skills to nursing & midwifery staff.



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- 3.6. Responsible and accountable for attendance of staff under mandatory training programs for a twelve month period.
- 3.7. Ensure nursing & midwifery services are provided in a culturally safe manner for people of Indigenous and other cultural backgrounds.

4. Other

- 4.1. Other duties as required.

The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Work Health and Safety, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.

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 Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated leadership experience and demonstrated advanced clinical practice in diverse environments relevant to the role.
3. Demonstrated advanced interpersonal and communication (written and verbal) skills and negotiation skills.
4. Demonstrated capacity to work effectively in a team environment and the ability to lead, develop and manage a team.
5. Demonstrated knowledge and application of human resource management principles and practice.
6. Demonstrated knowledge and incorporation of quality and risk management within practice.
7. Demonstrated commitment to continuing education.
8. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Work Health and Safety, and how these impact on employment, people management and service delivery.

Desirable

1. Possession of, or progress towards, an appropriate post-graduate qualification.
2. Knowledge of current health issues and the organisational culture of rural health services.
3. Demonstrated computer skills.

Appointment Pre-requisites

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



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- Successful Pre-Employment Health Assessment
- Successful WA Health Integrity Check
- Successful Working With Children Check
- Successful National Disability Insurance Scheme (NDIS) Worker Screening Check

Allowances

- District allowance; air conditioning subsidy (if applicable); extra one week's leave north of 26° parallel; air travel concession (if applicable)

