

Role Title:	Advanced Divisional Nursing Director, Division of Paediatric Medicine
Classification Code:	RN L5.3
LHN/ HN/ SAAS/ DHA:	WCHN
Hospital/ Service/ Cluster	Women's and Children's Hospital
Division:	Division of Paediatric Medicine (DPM)
Department/Section / Unit/ Ward:	Division of Paediatric Medicine Administration
Role reports to:	Operationally: Chief Operating Officer Professionally: Executive Director Nursing & Midwifery
Role Created/ Reviewed Date:	Reviewed November 2022
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider)
Immunisation Risk Category	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances)

ROLE CONTEXT

Primary Objectives of Role:

The Advanced Divisional Nursing Director for Paediatric Medicine (DPM) leverages clinical expertise to provide strategic and operational leadership, governance, and direction for the Division. This role effectively balances and integrates strategic and operational perspectives across the division.

In a co-directorship model, the Advanced Divisional Nursing Director, DPM collaborates closely with the Medical Director DPM to lead the strategic direction and implement initiatives aimed at creating an integrated service. This includes developing an enhanced service delivery model that meets the contemporary expectation of all stakeholders, ensuring consistent high-quality care. Key responsibilities involve designing and implementing new organisational and clinical models that are responsive and accessible to the needs of the client population. This role also includes accountability for establishing robust clinical governance and strengthening operational framework to improve clinical outcomes. The co-directors will work together to enhance capability and cultural literacy of the staff In Paediatric Medicine, fostering engagement of clinicians in service planning, developing strong safety and quality systems and a positive learning environment.

The Advanced Divisional Nursing Director DPM provides corporate management and professional nursing leadership and management within the Division of Paediatric Medicine and is an integral part of the Nursing and Midwifery leadership team at WCHN. This role encompasses responsibility for nursing staff engagement and ensures that nursing perspective are included in key decision-making processes aimed at enhancing performance and culture of Paediatric Medicine. In this capacity, the Advanced Divisional Nursing Director, DPM serves as a role model for nursing staff, lead and influencing the development and implementation of a comprehensive nursing workforce strategy to create a heightened sense of professional identity and accountability. They will also lead efforts to develop the Nursing clinical leadership capabilities, supporting the delegation of responsibility, accountability, and authority of all staff. This includes developing clear position specifications, implementing recruitment and retention initiatives, establishing supervision and performance arrangements, and facilitate orientation and professional development initiatives to attract and retain talented nursing professionals.

In alignment with their overarching responsibility for clinical governance within the Service, the Advanced Divisional Nursing Director, DPM will collaborate with Medical Director DPM to design and implementation an effective consumer and community engagement strategy. This strategy will actively involve individuals with lived experiences and will champion partnerships with patients and families, encouraging their participation in decisions regarding patient care. The Director will emphasise culturally informed care and ensure cultural safety of paediatric services. This includes developing culturally safe feedback mechanisms for Aboriginal women and their families.

Additionally, the Advanced Divisional Nursing Director DPM plays a crucial leadership role in optimising resource utilisation, including human, financial, ICT and physical resources to support and uphold the highest standards of service quality.

Direct Reports:

- > RNs Level 5.1, 4 and 3
- > ASO6 Business Manager
- > All other non-medical and non-nursing staff on delegated to the Business Manager

Key Relationships/ Interactions:

Internal

- > Operationally reports to the Chief Operating Officer
- > Professionally reports to the Executive Director Nursing and Midwifery
- > Maintains close collaborative working relationships with all Nursing/Midwifery Directors and Divisional Medical Directors.
- > Accountable for the operational and professional line management of all Level 3, 4 and 5.1 Registered Nurses within the span of the position.
- > Professionally responsible for other senior nursing positions within the organisation as designated and all Registered and Enrolled Nurses within the DPM as delegated to the L3, 4 and 5.1 RN's.
- > Maintains cooperative and productive working relationships with all members of the health care team.

External

- > Patients/parents/carers and families
- > Key stakeholder relationships including the Department of Health and Ageing, other SA Health Networks, General Practice, Primary Health Care Networks, other community managed organisations, state government entities (e.g. DECD, DCSI) and Universities / Research Institutes.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Keeping up to date with professional standards of practice and effectively implementing and monitoring evidence-based practices and quality management initiatives that aligns with organisational policies, driving continuous improvement and excellence in care.
- > Keeping professionally up to date with research and nursing technological advances.
- > Taking responsibility for maintaining personal knowledge, professional competence and staying informed about contemporary practices within the industry.
- > Navigating complexities of leading a diverse and multifaceted unit whilst ensuring cohesive team dynamics and high-quality patient care.
- > Exceptional communication skills to balance the needs of various stakeholders and effectively engage the team in implementing changes amidst evolving change in SA Health system.
- > Creating and maintain a culturally safe environment for both workforce and consumers, promoting inclusivity and respect.

Delegations:

- > As per WCHN Delegations (**Level 5**)

Resilience:

- > SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

- > Required to participate in the organisation's Performance Development program which will include a regular review of the employee's performance against the responsibilities, performance outcome measures associated and competencies with their position and demonstration of appropriate behaviours which reflect a commitment to SA Health values and strategic directions.
- > Performance will be assessed at 6 months following appointment and then annually based on the outcomes outlined in this Role Description.
- > A process of performance review will be negotiated between the individual, the COO and the Executive Director Nursing and Midwifery.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > Work Health and Safety Act 2012 (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
- > Meet immunisation requirements as outlined by the Immunisation Guidelines for Health Workers in South Australia 2010.
- > Equal Employment Opportunities (including prevention of bullying, harassment, and intimidation).
- > Keeping Them Safe Legislation (inclusive of Mandatory Notifier).
- > Disability Discrimination.
- > Code of Fair Information Practice.
- > Relevant Awards, Enterprise Agreements, Public Sector Act 2009, Health Care Act 2008, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > The Women's and Children's Health Network requires that all nursing/midwifery staff work in accordance with legislative and professional requirements including, but not limited to:
 - > *Health Practitioner Regulation National Law (South Australia) Act 2010*
 - > *SA Mental Health Act 2009* and Regulations
 - > *SA Controlled Substances Act 1984* and Regulations
 - > The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)

- > The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time.
- > Department of Health and WCHN policies, procedure, and standards
- > May be responsible for supervision and oversight of volunteers assigned within the department, in collaboration with the WCHN Volunteer Unit. Refer to Volunteer Engagement and Management Procedure
- > Nurses and midwives are required to have the capacity to undertake the physical and psychological demands of the role.

Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the SA Health Criminal and Relevant History Screening Policy Directive.
- > For appointment in a Prescribed Position under the Child Safety (Prohibited Persons) Act (2016), a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit, and must be renewed every 5 years from the date of issue.
- > For 'Risk Assessed Roles' under the NDIS Worker Screening Rules 2018, the individual's NDIS Worker Check must be renewed every 5 years from the data of issue (or are required to be compliant with transitional arrangement for South Australia).
- > Failure to renew required criminal history screenings prior to nominated expiry will require your absence by way of approved leave until a renewal is obtained.
- > A satisfactory National Police Certificate (NPC) assessment is required.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide and provide outreach to other parts of South Australia (the latter in consultation with the incumbent of the role).
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the
- > SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.
- >
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> Rostered over 5 days: with no fixed hours of duty.

Zero Tolerance to Racism:

The Women's and Children's Health Network has zero tolerance to racism. The Network is committed to ensuring its staff, volunteers, consumers and visitors are able to work or access health services in an environment that is culturally safe and free from any form of racism or discrimination.

Our staff are supported to address any form of racism in all environments, in line with our Corporate Procedure: ***Zero Tolerance to Racism – Identifying, Responding, and Managing in the Workplace.***

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p>1. Leadership</p>	<ul style="list-style-type: none"> > Actively contributing as a member of the WCHN Executive Team, driving collaborative efforts to enhance organisational effectiveness. > Leading the development of strategic directions and implementation of network wide strategies. > Setting a clear clinical direction and philosophy of care for Paediatric Medicine, in alignment with National and State policy, standards and legislation. > Establishing a robust clinical governance framework to ensure the service meets high clinical standards and provides contemporary evidence-based treatment and care. > Building a culture centred on consumer and caregivers, where Paediatric Medicine clinicians are highly engaged and take pride in their service. > Developing and implementing effective communication and education strategies to support the model of care, and its clinical governance. > Clearly defining the expected contributions of each position and clinical team within the service to enhance accountability and performance. > Establishing quality systems that maintain a continuous focus on improvement, innovation and positive clinical outcomes. > Ensuring the implementation of risk management strategies that encourage systematic identification, assessment and treatment of risks impacting clinical care. > Shaping and informing the development of state-wide Paediatric Services to enhance delivery care. > Ensuring consumer complaints are addressed promptly and appropriately, fostering trust and satisfaction. .
<p>2. Ensures the provision of professional high quality health care aimed at improving patient care/ client health outcomes.</p>	<ul style="list-style-type: none"> > Providing visionary leadership for innovations, change processes, ensuring coordinated responses to emerging service and workforce needs. > Establishing and maintain robust consultation and participation mechanisms, fostering partnerships with both external and internal service providers. > Ensuring consistency in clinical practice by adhering to service-wide protocols and guiding principles of care. > Leading and expanding therapeutic models to support clinical care and service delivery. > Co-ordinating and supporting Unit Heads and nursing staff by creating appropriate committee structures and monitor clinical activities through monthly reporting. > Leading team involvement in service planning and development by effectively liaising and negotiating with health care professionals, community groups and agencies. > Actively participating in and leading interdisciplinary committees to promote collaborative approaches to care. > Ensuring nursing practice is coordinated and responsive, delivering high quality care aligned with health service needs. > Integrating contemporary information and research evidence is integrated with personal knowledge and experience to support executive level decision making. > Implementing corporate administrative and risk management frameworks within span of responsibility to ensure safety and compliance. > Developing and implementing standardised processes for assessment, management and escalation of clinical risk while educating staff on these essential processes. >

<p>3. Ensure the efficient and effective management of the nursing service</p>	<ul style="list-style-type: none"> > Actively contributing to implementing the corporate nursing and midwifery professional frameworks established by the Executive Director Nursing and Midwifery, ensuring alignment with organisational goals. > Leading financial budgeting and management efforts with a strong culture of due diligence. > Guiding the development of information systems that enhance management and inform decision making. > Oversee human resource systems including recruitment, performance management, staff development and retention process for nursing staff to cultivate a skilled and engage workforce. > Establishing and leading initiatives that promote healthy work environments, respectful relationships, and a culture of continuous learning across the organisation.
<p>4. Encourage and foster a positive culture a safe work environment.</p>	<ul style="list-style-type: none"> > Fostering a team environment, which promotes positivity, continuous learning and development, staff safety and welfare, and values cultural and personal differences and while encouraging creativity, innovation, and honesty. > Establishing and maintaining productive working relationships that enhance collaboration and teamwork. > Implementing communication processes effectively address challenging behaviours and resolves conflict constructively. > Encouraging team members to demonstrate a positive approach and a strong commitment to delivering client centred service. > Supporting, leading, and coordinating direct reports through team development, coaching and performance management processes to maximise their potential. > Actively supporting and implementing change management processes to ensure smooth transition and adaptability within the team.
<p>5. Accountability for the financial management and performance of the Division of Paediatric Medicine</p>	<ul style="list-style-type: none"> > Establishing, coordination and monitoring effective financial management practices to maximise efficiencies and enhance service provisions. > Ensuring that financial management practices adhere to local WCHN, SA Health policies, procedures, and financial statutory requirements, reinforcing accountability and transparency. > Taking a proactive a lead in developing and implementing cost containment strategies that drive financial sustainability. > Providing strong leadership and management of the assigned resources to ensure optimal utilisation and alignment with division and organisational goals. > Facilitating cost centre managers in reviewing performance variations, fostering a culture of continuous improvement and informed decision-making.
<p>6. Professional expertise is achieved through the maintenance of ongoing professional development and continuing education.</p>	<ul style="list-style-type: none"> > Maintaining a contemporary professional practice portfolio and / or updated Curriculum Vitae, complete with supporting evidence that reflects the level of autonomy, decision making authority and influence of recommendations expected in the role. > Achieving professional competencies at a standard agreed upon during the annual performance development review.
<p>7. Implement and coordinate quality management across the Division in line with WCHN risk management framework and nursing/midwifery professional practice framework.</p>	<ul style="list-style-type: none"> > Continuously reviewing existing practices and policies reduce inconsistencies. > Implementing divisional processes that align with corporate standards to enhance understanding of the WCHN risk management framework, including the investigation of complaints, incidents, and accidents. > Coordinating and implementing processes for quality improvement and continuity of care within the scope of control and in accordance with WCHN corporate risk management and Midwifery and Nursing professional practice frameworks.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Registered or eligible for registration as a Nurse by the Nursing and Midwifery Board of Australia (NMBA) and who holds, or who is eligible to hold, a current practicing certificate.

Personal Abilities/Aptitudes/Skills

- > Demonstrate effective leadership skills through highly developed communication, problem solving, conflict resolution and negotiation skills that inspire and guide the team.
- > Proven ability to perform effectively under pressure while prioritising workloads, ensuring optimal service delivery in challenging situations.
- > Demonstrated capability in managing a service including strategic resource management, to enhance operational efficiency and team effectiveness.
- > Exhibiting flexibility, innovation and creativity in implementing solutions within the hospital setting, to enhance nursing practices and service delivery

Experience

- > Must be a registered nurse with at least 5 years post registration experience.
- > Proven capability in a strategic leadership with a track record, achieving transformational outcomes within complex clinical environments.
- > In-depth knowledge of current issues and leading best practice in nursing, with the ability to translate this knowledge into effective practice within a complex care system.
- > Demonstrated ability to develop and implement contemporary, evidence-based model of care, ensuring safety and quality through robust clinical governance.
- > Demonstrated expertise in building partnerships and engaging diverse stakeholders to create and sustain integrated care and seamless pathways for consumers and their caregivers.
- > Demonstrated strong management skills, including the ability to set clear directions and foster a culture of performance and teamwork.
- > Experience in leading services or organisations through extensive change.
- > Proven expertise in developing and implementing strategies aligned with the principles of a Learning Organisation.
- > Demonstrated commitment to addressing health inequities and improving long term wellbeing of infants, children, young people and women, particularly those at highest risk.
- > Demonstrated experience in leading and managing of large teams, including multidisciplinary staff.

Knowledge

- > Of and understanding of Health Practitioner Regulation National Law (South Australia) Act 2010
- > Understanding of the requirements of the Nurses and Midwives Act 2009
- > Knowledge of contemporary nursing and health care issues
- > Comprehensive understanding of the Australian Nursing and Midwifery Council (ANMC) National Competencies for the Midwife and Codes of Professional Conduct and Ethics for Midwives in Australia 2008
- > Comprehensive understanding of the Australian Nursing and Midwifery Council (ANMC) National Competencies for the Registered and Enrolled Nurse and Codes of Conduct and Ethics for Nurses in Australia 2008
- > Knowledge and understanding of the Commissioner for Public Employment Code of Conduct for Public Employees
- > Knowledge of the principles and practice of Work Health and Safety, Equal Opportunity, the Public Sector Act 2009 Code of Ethics and diversity appropriate to the requirements of the position.
- > Knowledge of Quality Improvement Systems as applied to a hospital setting.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Tertiary qualification/s relevant to the role and practice setting
- > Post graduate studies relevant to the role and practice setting.
- > Membership of relevant professional body

Personal Abilities/Aptitudes/Skills:

- > Technological skills relevant to area of practice
- > Ability to analyse complex data.
- > Ability to contribute to the achievement of best practice by facilitating the development and application of relevant research findings.

Experience

- > Experience in facilitation health research and applying beneficial results to the area of practice.

Knowledge

- > Knowledge of the SA Public Health system

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing.

The legal entities include but are not limited to Department for Health and Wellbeing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

The Women's and Children's Health Network (WCHN) was established to promote, maintain, and restore the health of women, children, and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages, within its identified resources, health services for children, young people, and women, including:

- > Specialist hospital services
- > Primary health care and population health programs
- > Integrated community care service
- > Services to address the health and wellbeing of particular populations, including Aboriginal Health programs.
- > Education and training programs
- > Research

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Domestic and Family Violence

The WCHN recognises violence against women as a human rights issue that must be addressed in the workplace and is committed to a zero-tolerance policy towards violence against women in the workplace. Accordingly, employees must appropriately report and respond to any such acts in the workplace, and make available appropriate support to employees who may be experiencing violence in the community.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date

Accountability – what does it mean for me?

Within WCHN everyone is accountable for their contribution to the safety and quality of care delivered to consumers.

Consumers

Consumers and their families participate as partners to the extent that they choose. These partnerships can be in their own care, and in organisational design and governance.

Staff including Contractors, Locums, Agency, Students and Volunteers

All staff (as described above) have a role in the delivery of safe, high quality care to consumers, and are expected to perform their roles with diligence; and with a person-centred approach to the best of their ability. It is the responsibility of all staff to raise concerns when it is recognised that something is not right. Safety and quality is the responsibility of all staff, at all levels and across all locations.

Clinicians

All clinicians are accountable for the provision of competent, consistent, timely, safe, reliable, and contemporary and person centred care within a defined scope of practice.

Clinicians work in teams with professionals from a variety of disciplines based on mutual respect and clear communication, with an understanding of responsibilities, capabilities, constraints and each other's scope of practice.

All clinicians are responsible for providing care that is person centred, evidence based and which focuses on safety through minimising risk while achieving optimal outcomes for consumers. This is helped by participating in clinical governance, in WCHN health and safety forums, fostering a learning environment and supporting other clinicians to provide high quality services which are safe.

Clinicians are expected to speak up when there are concerns about safety so that these can be rectified and learnt from. Clinicians are accountable for their own individual professional practice, including maintaining currency of credentialing, registration and professional practice.

Managers

Managers are accountable for implementing systems and practices that support high quality clinical practice. Managers oversee, guide and direct staff by providing leadership and advice ensuring appropriate clinical governance, continuous quality improvement, and leading safety programs. Managers develop, implement and monitor performance indicators for the identification, management and reporting of risk. Managers implement the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards within their areas of responsibility. Managers are expected to demonstrate diligence and honesty in the management of public resources.

Managers organise, direct and manage the performance of staff to meet operational requirements; implement and promote evidence based standards and policies that are compliant with relevant, professional, industrial and legislative requirements. Managers engage with and listen to staff, and create an environment where staff feel able to speak up in relation to concerns about safety. Managers address concerns raised and provide regular, ongoing feedback in the interests of improving care and safety.

Executive/Divisional Directors

Executive/Divisional Directors are accountable for embedding the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards into their areas of responsibility and providing assurance to the Executive and Board that these systems are in place and work effectively, all risks are known and mitigated and that staff understand their safety and quality responsibilities.

It is expected that those holding senior leadership positions will model the highest standards of ethical and professional behaviour.

WCHN Committees

WCHN Committees support Executive Directors to implement and evaluate organisational systems, support divisions to work together to identify and mitigate risk and continuously improve practice. They support the organisation to work as a single entity.

Chief Executive Officer

The Chief Executive has overall accountability for safety, care delivery, system governance and monitoring.

Board

The Board is accountable for governance, monitoring, compliance and ensuring the executive are discharging their responsibilities in managing the organisation.

Four Strategic Priorities



Improved health and wellbeing of families and communities



Meaningful gains in Aboriginal health and wellbeing



Provide leading healthcare for women, babies, children and young people



Create one health network

Key Enablers

Effective communication

Consumer and community engagement

Culture and leadership

Engaged and capable workforce

Enabling technology

Research

Productive partnerships

Contemporary infrastructure

Financial sustainability

Continuous improvement and innovation

Mission To improve the health and wellbeing of families and communities by providing integrated care and support

Vision To be a leading and respected health network for women, babies, children, young people and their families

Values Compassion, Respect, Equity, Accountability, Together for Excellence

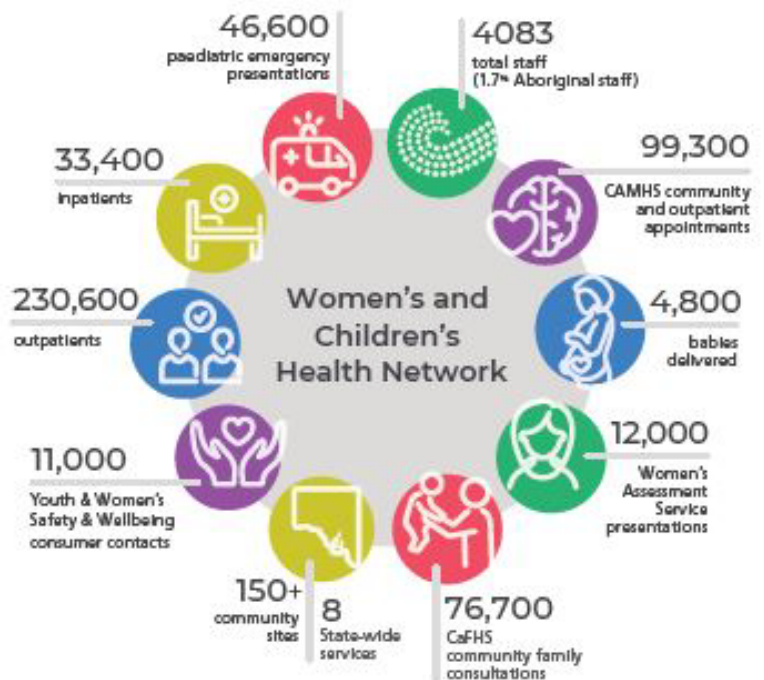
Our Story starts with our consumers and communities who are at the centre of everything that we do.

Our focus for the years ahead is to:

- Provide outstanding care and service
- Enhance our culture and leadership
- Design and deliver a new Women's and Children's Hospital
- Strengthen partnerships, expand innovation
- Through research, education and learning, inspire others, share specialist knowledge and deliver excellence in everything that we do
- Deliver an integrated WCHN

Our Way is underpinned by our agreed ways of working together that enable us as an organisation to:

- Share a common purpose and direction
- Use innovative and new ways to deliver our service
- Educate and support people to excel in the care that they give
- Grow and develop our current and future leaders
- Ensure that we have consistent behaviours and ways of working
- Implement processes and systems that are efficient and effective



State-wide services: Child and Family Health Service, Child and Adolescent Mental Health Service, Yarrow Place Rape and Sexual Assault Service, Disability Services, Child Protection Service, Metropolitan Youth Health, Women's Health Service, Women's Safety Strategy

