



ROLE DESCRIPTION

Role Title:	Nursing and/or Midwifery Clinical Practice Director (Level 5.2)
Classification Code:	RN/M5.2
LHN/ HN/ SAAS/ DHW:	Women's and Children's Health Network (WCHN)
Hospital/ Service/ Cluster	Women's and Children's Health Network (WCHN)
Division:	Nursing & Midwifery and Consumer Experience
Department/Section / Unit/ Ward:	Child and Family Health Service (CaFHS)
Role reports to:	Director - CaFHS
Role Created/ Reviewed Date:	June 2020
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working with Children's Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<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) <input type="checkbox"/> Category C (minimal patient contact)
Officer WHS Duties:	<input type="checkbox"/> As an WHS defined Officer you must exercise Due Diligence as per <i>Work Health and Safety Act 2012 (SA)</i>

ROLE CONTEXT

Primary Objective(s) of role:

As an integral part of the Women's and Children's Network, CaFHS is committed to living the WCHN CREATE values of Compassion, Respect, Equity, Accountability and Together for Excellence.

The Clinical Practice Director - CaFHS Statewide, works collaboratively with the Director – Operations/ Program Manager - Operations and is responsible for the oversight and strategic leadership of the clinical direction of the service and oversight of the Model of Care, standards of care, workforce, practice development, and ensuring alignment to organisational strategic priorities. The position provides high level clinical guidance, clinical supervision, translating evidence to practice and ensuring consistency in clinical care across the service. This includes oversight of the models of care, ensuring contemporary service provision and developing strong consumer engagement across the service.

The role provides leadership to clinical staff: providing high level clinical advice, clinical service planning, evaluating practice culture, clinical research, practice development, and the role may include sessional clinical practice responsibilities.

Employees in this role accept accountability for the governance and practice standards of nurses/midwives, the effective implementation of corporate systems to support, evaluate and consistently improve nursing/midwifery practice and healthy work environments, and for the cost-effective provision of health services within their span of appointment.

Direct Reports:

- > Allied Health Advanced Clinician/Educator (AHP4)
- > Aboriginal Clinical Lead
- > Consultant Paediatrician
- > Clinician Perinatal Mental Health

- > Connect and Care Navigator (ForWhen)
- > Nurse Consultant – Enhanced Care
- > Nurse Educator

Key Relationships/ Interactions:

Internal

- > Maintains close collaborative working relationships with all level 5 and 6 Nursing and Midwifery, and Allied Health Directors.
- > Responsible for the operational line management of all level 3 and 4 Nurses/Midwives, Allied Health and Medical clinical leads within the span of the position.
- > Maintains cooperative and productive working relationships within all members of the health care team.

External

- > Maintains relationships with non-government organisations or other government organisations to meet the needs of the client group.

Challenges associated with Role:

Major challenges currently associated with the role:

- > Providing strategic and operational leadership for nursing/midwifery and other services within the scope of role.
- > Accountable for the service/s human, financial and material resources within scope of the role and promoting a culture of due diligence.
- > Building a culture of quality and safety that is patient/client centred.
- > Leading innovation and change management to address emerging service and workforce needs within span of control.
- > Ensuring consistency of practice across the state and ensure best practice is implemented across CaFHS continuously improving practice
- > Working to improve community engagement and confidence in CaFHS

Delegations:

HR – Level 4
Financial – Level 5

Resilience:

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

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

*NB References to legislation, policies and procedures includes any superseding versions

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:

- > As a WHS defined Officer for SA Health, exercise due diligence to ensure SA Health compliance with Section 27 of the *Work Health and Safety Act 2012 (SA)*, and take reasonably practicable steps to support health and safety culture, accountability, the allocation of resources and ensure compliance with legislative requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*
- > *SA Information Privacy Principles*
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, 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.
- > *Health Practitioner Regulation National Law (South Australia) Act 2010.*
- > *Mental Health Act 2009 (SA)* and Regulations.
- > *Controlled Substances Act 1984 (SA)* 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.
- > WCHN policies, procedures and standards.

Handling of Official Information:

- > By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.
- > SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.
- > SA Health employees will not misuse information gained in their official capacity.
- > SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

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.

Special Conditions:

*NB Reference to legislation, policies and procedures includes any superseding versions

- > Meet immunisation requirements as outlined by the Immunisation for Health Care Workers in South Australia Policy Directive.
- > **Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.**
- > 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 the satisfactory Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCC must be renewed every 5 years from the date of issue; and for "Approved Aged Care Provider Positions" every 3 years from the date of issue as required by the *Accountability Principles 2014* issued pursuant to the Aged Care Act 1997 (Cth).
- > 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. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > 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.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Lead the ongoing development and oversight of the clinical strategic direction for Child and Family Health Services across South Australia, ensuring services are contemporary, evidence-based and consistent. > Provide high-level advice to the Director to inform the clinical positioning of the service within the broader early years sector. > Liaise between Clinical Networks and Health Units in regard to nursing/midwifery practices that will achieve enhanced patient/client journeys and population health targets; > The role may be sessional in combination with clinical practice responsibilities. For example, clinical practice at advanced or extended level (Nurse/Midwife Consultant, Nurse Practitioner); > Oversee the standards of nursing and midwifery clinical practice; > Build a culture which is patient/client centred and where patient/client engagement is encouraged.
Support of health service systems	<ul style="list-style-type: none"> > Develop an integrated, collaborative and evaluative practice culture for Level 3 and/or 4 Nurse/Midwife Clinical Consultants and Nurse Practitioners across span of appointment; > Provide collegiate and professional leadership to and for Level 3 and/or 4 Nurse/Midwife Consultants, Nurse Practitioners, and (where appropriate) other classifications of nurses and midwives and members of a multidisciplinary team within span of appointment; > Co-ordinate the participation of nurses/midwives in clinical guideline and protocol development between Health Units and Clinical Networks; > Initiate systems and processes to ensure consistent clinical practice and procedures to ensure appropriate clinical outcomes, including leading and monitoring quality and service improvement activities
Education	<ul style="list-style-type: none"> > Hold a contemporary professional practice portfolio containing professional development evidence commensurate with the level of autonomy, authority and influence expected of the role; > Develop, and encourage a learning environment by mentoring and promoting team development and individual capacity building
Research	<ul style="list-style-type: none"> > Collaboratively develop and monitor a strategic framework for clinical nursing/midwifery research and practice development in the South Australian public sector
Professional leadership	<ul style="list-style-type: none"> > Provide high level advice to Health Units, Community Services and/or Clinical Networks on extended nursing/midwifery practice issues; > Participate in clinical services planning and review at State level; > Professional leadership of nursing/midwifery clinical leaders to achieve effective and consistent clinical practice development; > Provide strategic leadership for innovation, change processes, and coordinated responses to emerging service and workforce needs within span of control; > Contribute and provide state-wide leadership, advice and planning nationally and state-wide on nursing and midwifery professional issues; > Actively participate in internal and external advisory groups, expert panels, working groups and/or committees.

<p>Improve clinical care for infants, children and families</p>	<ul style="list-style-type: none"> > Lead inter-professional clinical practice across CaFHS statewide teams in line with the strategic direction of CaFHS inclusive of clinical supervision. > Promote a team environment that fosters learning and development, positivity, acknowledges differences and encourages creativity, innovation and honesty. > Integrate contemporary information and evidence with professional experience to support the decision making, innovative thinking and objective analysis that are expected at this level. e.g. Expert clinical knowledge underpins and informs the ability to support, lead and/or provide expert clinical care to improve and optimise care for infants, children and families. > Support leadership to provide expert inter-professional clinical care and interventions to children and families. > Ensure that service provision is person centred, contemporary, professionally and effectively conducted by contributing to the development of an inter-professional approach and culture which is highly responsive to the needs of infants, children and families. > Supervise clinical leadership in an inter-professional primary health care setting to apply nursing/midwifery expertise to assess infants, children and families, select and implement different therapeutic interventions and/or support programs and evaluate program outcomes. > Contribute expert nursing/midwifery assessment and advice to clinical teams to achieve integrated inter-professional care within a risk management framework. > Develop excellence in clinical practice as the leading provider of child and family health services.
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Registered or eligible for registration as a Nurse with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate **OR**
- > Registered or eligible for registration as a Nurse/Midwife with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate

Personal Abilities/Aptitudes/Skills: (related to the role and expressed in a way which allows objective assessment):

- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation.
- > Demonstrated commitment to closing the gap and improving health outcomes for Aboriginal mothers, babies, children, families and communities through inclusive and culturally informed policy and system culture.
- > Demonstrated ability to participate in and contribute to key decision-making processes at a senior and strategic level.
- > Demonstrated ability in the leadership and facilitation of workplace cultural and clinical practice change management
- > Proven ability to perform effectively under pressure and prioritise workloads.
- > Demonstrated ability to manage a service including resource management.
- > Demonstrated flexibility, innovation and creativity which can be applied to the hospital setting, particularly in regards to the provision of nursing/midwifery services.

Experience

- > Registered Nurse/Midwife with at least 5 years post registration experience.
- > Experience implementing practice change and embedding evidence-based practice
- > Demonstrated extensive clinical experience in collaborative development, implementation, monitoring and evaluation of planned interventions for infants, children and their families with high or complex health needs.
- > Experience in the supervision of senior clinical staff
- > Experience in clinical leadership and the facilitation of service planning to ensure best practice underpins the development of services provided.
- > Experience in developing policies and procedures in the relevant area of clinical practice.
- > Experience as a leader or manager in the health care industry.
- > Experience in managing and leading complex projects
- > Experience in leading services or organisations through times of extensive change
- > Experience in applying contemporary management processes and practices in a health care setting
- > Experience in leading quality improvement initiatives in health care settings
- > Experience in managing large numbers of staff from various multidisciplinary backgrounds.

Knowledge

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Quality Improvement Systems as applied to a hospital setting.
- > Knowledge of contemporary nursing/midwifery and health care issues.
- > An understanding of working within a project management framework.
- > Knowledge of the child protection system in South Australia and understanding of legislation and policies affecting practice.
- > Knowledge of perinatal, maternal and infant mental health

DESIRABLE CHARACTERISTICS**Educational/Vocational Qualifications**

- > Postgraduate Qualification in Maternal, Child and Adolescent Health or similar
- > Post graduate studies in nursing, health services management, health administration or human services relevant to the area of practice.

Personal Abilities/Aptitudes/Skills:

- > Skills in using computers and software relevant to the area of practice.
- > Compassionate and adaptive leadership
- > Willingness to learn, adapt and navigate complexity

Experience

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

Knowledge

- > Knowledge of the South Australian 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 Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

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:

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(In one paragraph describe the role of the Division/ Branch/Unit/ Team relevant to the role.)

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.

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: