



OFFICIAL

HSS Registered

Director, Midwifery and Nursing

Position Details

Position Number:	00006195
Classification:	Grade A
Agreement:	Health Executive Grade A – Health Professional
Directorate:	Corporate and Executive Services
Department:	Corporate and Executive Services
Location:	King Edward Memorial Hospital, Subiaco

Reporting Relationships

This position reports to:

00005575	Executive Director	Grade C
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Positions under direct supervision:

Coordinator Nursing & Midwifery Staff Development	SRN7	1.0
Coordinator Nursing & Midwifery Corporate	SRN7	1.0
Coordinator Nursing & Midwifery Corporate and Patient Flow	SRN7	1.0
Clinical Product Advisor (dual reporting to NMHS)	HSU G-8	1.0
Associate Professor of Midwifery	Curtin University	
Professor of Midwifery	Curtin University	

Primary purpose of the role

The Director Midwifery and Nursing works in partnership to provide effective leadership, governance, strategic planning and operational management of Women and Newborn Health Service (WNHS). This position will be required to initiate, implement and operationalise strategies for the WNHS as part of North Metropolitan Health Service (NMHS) and Department of Health WA. In collaboration with nursing/midwifery co-directors, this position will provide strategic leadership, direction and professional advice relating policy development on nursing, midwifery, patient care, service delivery issues including evidence based practice. This position oversees the provision of infection control services,



bed management, daily nursing and midwifery staffing requirements of the Hospital. As a tertiary teaching hospital, service co-directors have a role to lead state-wide issues associated with women and newborn health. As part of the Executive team, this position will be jointly responsible for the clinical and corporate governance of the health service.



Our values



CARE (Kaaradjiny)

We show empathy, kindness and compassion to all.



RESPECT (Ngargal-wirrn)

We are inclusive of others and treat everyone with courtesy and dignity.



INNOVATION (Milka kaaditj)

We strive for excellence and are courageous when exploring possibilities for our future.



TEAMWORK (Danjoo Yacker)

We work together as one team in a spirit of trust and cooperation.



INTEGRITY (Karnadjil)

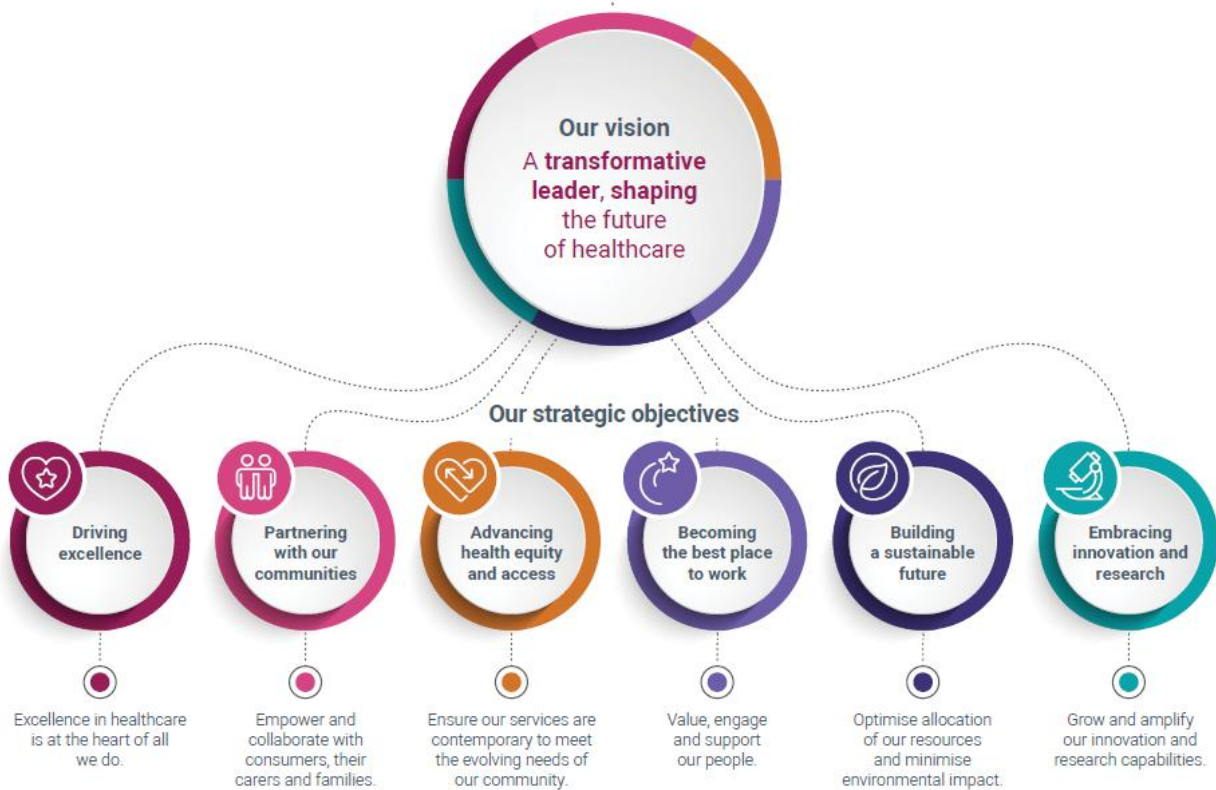
We are honest and accountable and deliver as promised.

Our vision

To be a **transformative leader**, shaping the future of healthcare

Strategic plan

Our enduring purpose
Providing **excellent compassionate care**



About us

North Metropolitan Health Service (NMHS) is one of the largest health services in Western Australia, with three tertiary hospitals and two secondary hospitals, including:

- Sir Charles Gairdner Hospital
- King Edward Memorial Hospital
- Graylands Hospital
- Osborne Park Hospital
- Joondalup Health Campus.



Our highly skilled workforce includes more than 14,000 people dedicated to delivering sustainable, quality-health services.

We deliver a comprehensive range of adult specialist medical, surgical, mental health and obstetric services. Additionally, we offer a range of statewide and specialised multidisciplinary services from our hospital and clinic sites to people living across Western Australia, including:

- Dental Health Services
- Public Health
- State Forensics Mental Health Service
- BreastScreen WA
- Sexual Assault Resource Centre
- Cancer Network WA
- Genetic Health WA



Our medical research and education programs are well-renowned and support ongoing innovations in the treatment and care we provide. To support research, we collaborate with various partners to advance medical science and improve patient care.



Key Accountabilities

1. Duties

- Accountable to the Executive Director, the Director Midwifery and Nursing as part of the WNHS Executive team, will provide professional nursing and midwifery leadership across the WNHS. Promote, support and facilitate the development and application of the highest standards of clinical practice, clinical and corporate governance in nursing and midwifery.
- Leads and promotes organisational culture in line with WNHS and NMHS strategic goals, vision and values.
- Lead and direct the operations, and performance of the corporate midwifery and nursing services to provide a comprehensive and responsive service delivering safe, high-quality, cost efficient and effective services that are managed within budget and resource allocations.
- Accountable for the safe and high quality standards of clinical practice and the management of clinical and corporate risk within the WNHS.
- Ensures evidence based practice and research form the foundation of advances in clinical care and in clinical care systems.
- Leads the development and implementation of strategic and operational plans for the WNHS in alignment with the vision and operational imperatives of the hospital/healthcare group.
- Initiates and leads improvement agendas across the directorate, working closely with all stakeholders. Challenges conventional approaches and drives change when needed, with a commitment to continuous improvement.
- Works closely and collaboratively with all members of the executive to establish and manage safe, efficient and effective patient care across the health service in an activity based funding environment.
- Responsible for the management of relevant service targets and resources within an activity based funding environment.
- Ensures staff within the areas of responsibility is managed within relevant policy and public sector standards in a work environment that recruits, retains and supports quality staff.
- In collaboration with the Executive Director, Nursing and Midwifery NMHS, lead the strategic and operational development of standards and requirements for the nursing and midwifery profession for WNHS clinical and ensure programs integrate effectively with State and area wide programs.
- Lead and foster quality and cultural improvement and best practice initiatives in nursing, midwifery and women's health policy. Promotes awareness of and ensures compliance with all clinical and corporate governance requirements.

2. Communication and consultation

- Promotes a clear focus on caring for patients and including them in decision making regarding their care, throughout the directorate.
- Promotes an interdisciplinary team environment with a focus on leadership development across the directorate. Ensures multidisciplinary team meetings are a cornerstone of patient management.
- Promotes clinical education including multidisciplinary forums within WNHS.



- Actively participates in health service executive activities, including contributing to the development of statewide standards, policy and requirements related to nursing and midwifery, peak committees including WA Health Nursing and Midwifery advisory council and representing and/or advocating for WNHS at state/national conferences.
- Establishes and maintains strong strategic and operational alliances and working relationships with internal and external stakeholders including education providers.
- Leads and participates in forums and discussions related to the strategic and operational planning for the health service.
- Meet and consult regularly with co –directors, finance and business officers, heads of department and nursing/midwife leaders for effective performance of the service.

3. Specific position and operational responsibilities

- Ensures integration between clinical and non-clinical services.
- Undertakes business continuity and contingency management for the Service including emergency planning.

4. NMHS Values: *Care, Respect, Innovation, Teamwork, Integrity*

- Reflect the NMHS values in the way you work, behave and make decisions.

5. NMHS Governance, Safety and Quality Requirements

- Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- Supports the delivery of safe patient care and the consumers' experience including 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.
- Completes mandatory training (including safety and quality training) as relevant to role.
- Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

6. Undertakes other duties as directed.



Work-Related Requirements

The following criteria should be considered in the context of the NMHS Vision, Mission and Values.

Essential Selection Criteria

Criteria	Skill
Shapes and manages strategy	Inspires a sense of purpose and action to achieve strategic direction. Shows forward thinking, judgement, intelligence and common sense. Directs policy development within a public policy environment. Directs the implementation of operational reforms. Harnesses information and opportunities.
Achieves results and operational excellence	Builds organisational skill and shapes culture. Steers and implements change and deals with uncertainty. Delivers intended Ensures delivery of high quality services. Manages all resources in a constrained environment. Demonstrates leadership in workforce and succession planning.
Builds productive relationships	Builds and nurtures internal and external relationships. Facilitates cooperation and partnerships. Values individual differences and diversity. Guides, coaches and develops people.
Communicates and influences effectively	Communicates clearly. Listens, understands and adapts to audience. Negotiates and advocates persuasively.
Exemplifies personal integrity and self awareness	Demonstrates professionalism, probity and accountability. Ability to work within and promote the values of NMHS. Exhibits personal commitment to customer service. Engages with risk.
Role specific	Eligible for registration in the categories of Midwife and/or Registered Nurse by the Nursing and Midwifery Board of Australia. Knowledge and understanding of national and international trends, and issues affecting the delivery of nursing and midwifery services, including the recruitment and retention of nurses. Knowledge and understanding of the legislative, policy and education frameworks which applies to the planning and delivery of nursing and midwifery services. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Desirable Selection Criteria

- Sound knowledge of national and state health policy frameworks which impact on health service delivery in WA.
- Management experience in a public teaching hospital.



Appointment Prerequisites

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 Integrity Check.
- Successful Pre-Employment Health Assessment.

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Manager/Supervisor

Name:

HE:

Date:

HR Nominee

Name:

HE:

Date:

Position Occupant

Name:

Signature:

Date:

