



ROLE DESCRIPTION

Role Title:	Executive Director, Medical Services and Clinical Governance
Classification Code:	MD2
LHN/ HN/ SAAS/ DHA:	Women’s and Children’s Health Network
Hospital/ Service/ Cluster	Women’s and Children’s Health Network
Division:	Executive Office
Department/Section / Unit/ Ward:	WCHN Executive
Role reports to:	Chief Executive Officer, WCHN
Role Created/ Reviewed Date:	February 2026
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check – Working unsupervised with vulnerable persons
Immunisation Risk Category	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances)

Organisational Context

The Women’s and Children’s Health Network (WCHN) provides vital care to South Australian families as the State’s leading provider of emergency and elective paediatric care, obstetric, neonatal and gynaecological care. It is the lead agency for Child and Adolescent Mental Health, providing both community and acute mental health services, and delivers a range of community based services to enhance the health and wellbeing of babies, children, young people and women, especially those who are vulnerable.

The Network also provides care to families from the Northern Territory, Far West New South Wales and Western Victoria. The Network plans, develops and coordinates health services as part of an integrated health system, and has a leading reputation for the quality of its education, and its successful research track record and translational practice.

ROLE CONTEXT

Primary Objective(s) of role:

The Executive Director, Medical Services and Clinical Governance (EDMSCG) is an integral member of the Senior Executive Leadership Team of the Women’s and Children’s Health Network, responsible for leading the Network’s strategy, performance and culture so that it is a recognised leader in Australia for the provision of quality care to infants, children and women.

Reporting to the Chief Executive Officer (CEO), the EDMSCG provides the overall clinical vision and direction to the organisation, ensuring that the culture, clinical systems and practices are aligned with, and facilitate the delivery of excellent, evidenced based care. The incumbent will be responsible for the provision of expert medical advice and provision of authoritative medical administration services to the CEO. This includes credentialing and privileging, clinical policy and management of all medico-legal matters.

A key responsibility is to support the CEO in the design, delivery and review of the highest standards of medical workforce engagement, recognising the role of effective medical leadership for success and effectiveness of organisational change in health systems.

The EDMSCG is the Executive accountable for ensuring the highest standards of performance of the Network’s clinical services across the continuum of health service delivery settings, including acute and community based services. This is to be achieved through strong collaboration with clinical services and

their leadership, recognising and respecting the responsibilities of Divisional Leadership, whilst building and leveraging cross functional collaborations to achieve organisational goals. The development of innovative and evidence-based models of care to respond to the emerging challenges is an important aspect of this collaboration.

The incumbent will champion the Network's Safety and Quality Plan and contribute to analytics and development of quality measures with the clinical community. This extends to the identification and management of clinical risk across the Network.

Drawing on their clinical and management competencies, the EDMSCG will work closely with all members of the Executive Team to optimise clinical governance, clinical quality and safety across the WCHN Network. They will also partner with Clinical Leaders and the Chief Operating Officer (COO) to ensure that strategy is translated into practice in order to meet the clinical requirements of the Network's Service Level Agreement with the Department of Health and Wellbeing.

As the Executive Lead for medical workforce planning, development and utilisation, the EDMSCG will ensure that there is a clear strategy to attract, manage and retain the right medical capability to position the Network to respond to the current and emerging healthcare requirements. They will lead strategies to ensure the sustainability of services and optimise medical workforce utilisation through the introduction of Medical Workforce Job Planning, Performance Management and Succession Planning. They will mentor current and emerging medical leaders in managerial competencies.

A key requirement of the role is to lead medical education across the medical workforce, and this incorporates the management of the Trainee Medical Officer Unit (TMOU), and contributing to undergraduate and postgraduate curriculum with partner Universities.

They will lead collaborative ventures with external clinical stakeholders including other Local Health Networks, Primary Health Care and NGOs to improve service delivery, and as part of their leadership, ensure clinical practice is infused with research and evidence. In this regard, they will contribute strongly to the research priorities, strategies and research governance within WCHN.

Direct Reports:

Reporting to the EDMSCG are the:

- Deputy Director Medical Services
- Medical Lead, Safety and Quality
- Director Safety and Quality Unit
- Manager Trainee Medical Officer Unit (TMOU)
- Chief Resident Medical Officer (CRMO)
- Directors of Paediatric Physician Training
- Director Clinical Training

Key Relationships/ Interactions:

Internal

The position will have a close working relationship with all members of the Executive, and particularly the COO and other Professional Leads.

The position will participate as an integral member of the WCHN Executive Team, significantly contributing to the leadership, vision and strategic direction setting for the Network.

External

The position will have close working relationships with senior officers throughout the Network, in the Department of Health and Wellbeing, other government agencies, and key community stakeholders, including universities and relevant professional associations.

Challenges associated with Role:

Major challenges currently associated with the role include:

The EDMSCG will have leadership and executive level advisory roles, as well as providing executive level accountability for a number of key areas within the Network.

Delegations:

The role has Human Resource Management, Financial and Procurement Delegations in accordance with the relevant WCHN Delegations Manual..

Resilience:

WCHN 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:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, 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.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Addressing vaccine preventable disease: Occupational assessment, screening and vaccination policy*.
- > 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)*.
- > *Information Privacy Principles Instruction*.
- > 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.
- > To create an inclusive and responsive environment where Aboriginal and Torres Strait Islander consumers are welcomed, valued and respected for their cultural knowledge and lived experiences. Our commitment extends to enhancing culturally safe workplaces by investing in our Aboriginal and Torres Strait Islander workforce, aligning with the SA Health Aboriginal Workforce Framework.
- > To elevate the cultural capability of our non-Aboriginal staff, ensuring they can drive meaningful improvements in the health system, policies, planning and practices. This ensures our services are responsive to the cultural needs identified by Aboriginal and Torres Strait Islander people.
- > May be responsible for supervision and oversight of volunteers assigned within the Division, in

collaboration with the WCHN Volunteer Unit. Refer to Volunteer Engagement and Management Procedure.

- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Handling of Official Information:

By virtue of their duties, WCHN employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

WCHN 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.

WCHN employees will not misuse information gained in their official capacity.

WCHN 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.

Special Conditions:

- > It is mandatory that no person, whether or not already working in WCHN, 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. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the Accountability Principles 2014 issued pursuant to the *Aged Care Act 1997 (Cth)*.
- > 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.
- > 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.
- > Some inter and intra state and overseas travel will be required, and provision to be available on call as part of the Executive on call roster.
- > 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.

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:

WCHN 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 always 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>Leadership of Strategy and Complex Change</p>	<ul style="list-style-type: none"> • Provide decisive and visionary medical leadership, setting the clinical direction and ensuring that medical services are delivered to the highest standards of quality, safety, and integrity. • Act as the principal medical authority within the organisation, ensuring medical perspectives inform executive decisions, resource allocation, and strategic planning • Provide executive level support for the development of the Network's vision and strategic directions, consistent with the SA Health and Wellbeing Strategy and Government policy. • Exercise strategic influence across the organisation, shaping clinical policy, service design, and operational priorities to advance excellence in patient care and clinical outcomes. • In relation to the new Women's and Children's Hospital program, provide clinical leadership for significant change, including new models of care, system configuration, eHealth and new technologies and preparation of the medical workforce for relocation to the new WCH • Adopt contemporary models of change management to ensure benefits realisation. • Provide clinical leadership for strategies to deliver increased value from public investment in the Network's services. • Contribute constructively to executive decision-making processes using intellectual rigor, strategic influencing and informed analysis and decision making skills. • Provide clinical perspective and leadership for complex issues including commissioning and resource allocation. • Work in collaboration with key partners, including other networks, the Department of Health and Wellbeing, Primary Health Care, Universities, Research Institutes, General Practice and other government agencies. • Together with the Chief Operating Officer, ensure that care is delivered according to contemporary, culturally appropriate, best practice models of care by: <ul style="list-style-type: none"> • Leading the creation of a culture of patient centred care, performance accountability and continuous improvement within the clinical community. • Leading the identification and implementation of evidence-based models of care, process and practice.
<p>Safety and Quality Governance</p>	<ul style="list-style-type: none"> • Lead the design, delivery and review of the Network's Safety and Quality strategy, systems and practices to ensure the highest standards of safe, quality care are diffused across the Network. • Ensure the Network complies with the National Safety and Quality standards and all clinical compliance / accreditation requirements. • Assume responsibility for clinical risk management across the Network, ensuring risks are pro-actively identified and managed effectively. • Play a primary role in the development of innovative clinical services delivery models which delivery quality care and support wise use of resources. • Support the provision of timely, quality information to the clinical community and management to inform clinical risk management and drive improved practice. • Lead strategies to promote positive performance, including benchmarking, adoption of research and evidence-based practice. • Formulate and provide advice on policies and practices to enhance the coordination of care delivered to patients across the region.

	<ul style="list-style-type: none"> • Provide advice of policies and practices, which provide clinician engagement in the management of clinical services and the development of inter-disciplinary clinical teams. • Together with the Chief Operating Officer, Professional Leads and Divisional Clinical Directors, lead the process to develop and implement integrated models of care. • Lead and champion reform and innovation related to the adoption of evidence-based practice and the opportunities.
Medical Administration and Expert Advice	<ul style="list-style-type: none"> • Provide high level timely, accurate and informative advice to the Chief Executive Officer regarding clinical issues, performance, risks management and medical administration. • Assume the lead clinical role in emergency and disaster management preparedness and response. • Administer the Network's medical administration practices and contribute to network financing considerations. • Represent and advocate for the medical profession in executive forums, external partnerships, and community engagement, reinforcing the organisation's reputation for clinical excellence. • Lead accreditation requirements.
Establish and Sustain Productive Partnerships	<ul style="list-style-type: none"> • Strengthen interdisciplinary leadership, building trusted relationships between medical, nursing, and administrative teams to promote cohesive and patient-centred care. • Contribute significantly to the Network's Consumer and Community Engagement Strategy • Lead with the CEO and ED, People & Culture, the clinician engagement strategy. • Be a primary partner in relationships with universities, other major research, and tertiary education institutes. • Establish and sustain positive partnerships with primary health care to support the development and delivery of integrated care partnerships. • Lead the medical interface with other Local Health Networks on significant inter-network medical matters / issues. • Establish and sustain productive partnerships with Research and Innovation entities.
Medical Workforce Planning, Management and Development	<ul style="list-style-type: none"> • Lead a high-performing medical workforce through clear expectations, mentorship, and accountability, fostering a culture of professionalism, collaboration, and continuous improvement. • Lead the professional development of the medical workforce, fostering leadership capacity, succession planning, and a culture of continuous learning. • Introduce strategies to optimise medical workforce engagement and utilisation, including Workforce Planning, Job Planning, Performance Management and Succession Planning. • Support Clinical Directors to optimise medical performance and development within their Divisions. • Provide strong leadership contribution to the Network's educational strategies, including Grand Rounds. • Deliver a medical workforce plan for the Network which aligns with the Strategic Plan. • Develop strategies to develop and engage the junior medical workforce. • Ensure medical workforce planning supports service sustainability and safety. • Ensure appropriate corporate governance arrangements exist within the Medical Services Unit across the Network.
Learning and Innovation	<ul style="list-style-type: none"> • Identify and implement innovative approaches to the provision of health services and the achievement of population health outcomes. • Contribute to executive level accountability for clinical research ethics.

	<ul style="list-style-type: none"> • Lead strategy to translate research into practice, in collaboration with the WCHN Clinical Community. • Foster innovation within the clinical community and contribute to the development of a Learning Organisation within WCHN.
<p>Management of High Performing Teams</p>	<ul style="list-style-type: none"> • Model exemplary clinical and ethical leadership, upholding the highest standards of integrity, transparency, and accountability in all decision-making Manage the Network’s Safety and Quality and Trainee Medical Officer teams, ensuring they are provided with clear direction, and the leadership support and encouragement to function as a high performing team. • Adopt contemporary HRM practices. • Ensure integrity of allocated budget.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Bachelor of Medicine; Bachelor of Surgery (MBBS) or equivalent.
- > Appropriate Specialist Qualifications and registrable with the Medical Board of Australia as a Medical Practitioner with Specialist registration; or another qualification as defined in the *SA Medical Officers Award*. Specialty registration with FRACMA (or progress toward), will be highly regarded.

Personal Abilities/Aptitudes/Skills:

- > Demonstrated strong leadership skills and an ability to motivate and inspire others to work together as a team to achieve objectives.
- > Demonstrated high level interpersonal and leadership skills that foster credibility, trust and co-operation at executive and senior levels.
- > Demonstrated ability to think and act strategically.
- > Demonstrated ability to lead change and influence others in responding to change.
- > Demonstrated ability to evaluate group and individual performance against agreed objectives.
- > Demonstrated ability to effectively liaise and collaborate with relevant organisations at a State level.
- > Demonstrated ability to communicate, both orally and in writing, to a wide range of audiences on a range of issues.
- > Demonstrated ability to analyse and conceptualise problems, formulate and execute appropriate solutions and negotiate successful outcomes in an innovative and resourceful manner.
- > Proven ability to negotiate at senior levels of government and private industry.
- > Ability to be innovative and enterprising in relation to influencing and earning the trust and respect of relevant parties who possess a diverse range of values.

Experience

- > Demonstrated executive level or senior experience in the provision of strategic health advice as it relates to implementing change.
- > Proven experience in provision of clinical advice.
- > Experience in providing leadership to a complex multi-disciplinary organisation in a climate of continuing change, increasing the effectiveness and accountability of the organisation and/or programs.
- > Experience in the preparation, implementation and evaluation of strategic plans, policies and strategies dealing with complex issues.
- > Experience in policy, strategic planning and innovative program development at a senior level, preferably in the health sector.
- > Experience in the management of risk and increasing the effectiveness and accountability of risk management strategies and organisational operations.
- > Experience in leading continuous improvement activities.
- > Experience in the management of contracts.
- > Demonstrated success in the effective management of human, financial and material resources.

Knowledge

- > Demonstrated knowledge of public health system operations, particularly as they related to acute and primary health care services across the continuum of care.
- > An understanding of the emerging directions within health services, nationally and internationally.
- > Knowledge of the political and socio-economic factors that impact on health services.

- > Knowledge of the spirit and principles of the Premier's Safety Commitment and the legislative requirements of the Occupational Health Safety and Welfare Act, utilising AS/NZ 4360 Risk Management or to an equivalent set of standards.
- > Demonstrated knowledge of the National and State directions in relation to quality and safety.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Relevant postgraduate qualifications.

Experience

- > Experience in representing the health sector across the continuum of care.
- > Experience in planning workforce requirements.
- > Experience in negotiation with clinical leaders.

Knowledge

- > Understanding of Aboriginal and Torres Strait Islander / vulnerable populations' health issues and effective population health, primary health, secondary and tertiary services.

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 services.
- 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.

WCHN Values

Our values represent who we are as a Network. As a WCHN employee you will be responsible for upholding the CREATE values, through accepting and demonstrating these values in your daily work.



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, 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

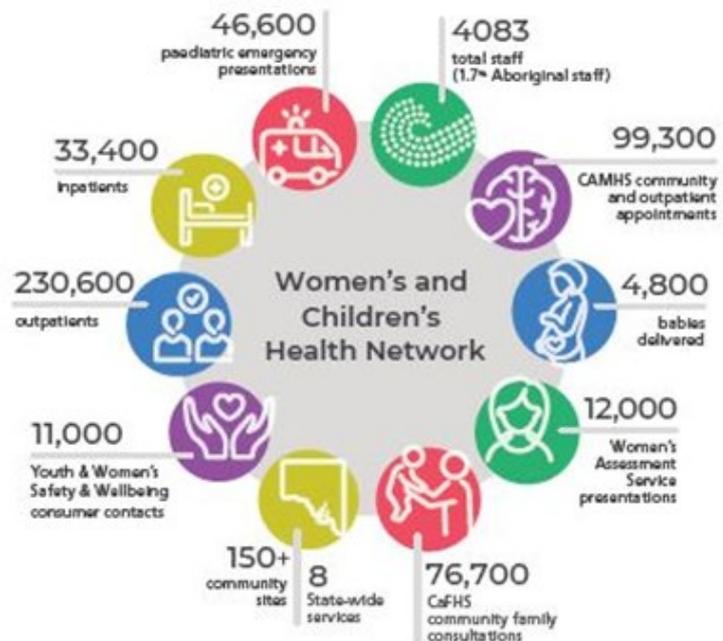
Our Story starts with our consumers and communities who are at the centre of everything that we do.

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 Services, Metropolitan Youth Health, Women's Health Service, Women's Safety Strategy

