

CANDIDATE INFORMATION PACK

**EXECUTIVE DIRECTOR, NURSING AND
MIDWIFERY**
YORKE AND NORTHERN LOCAL HEALTH
NETWORK





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EXECUTIVE SUMMARY

- **Experienced Executive Director of Nursing and Midwifery**
- **Strategic Transformational and Innovative leader**
- **Passionate about rural healthcare provision**
- **Focus on contemporary models of care and sustainable workforce**

The Yorke and Northern Local Health Network (YNLHN) are now seeking an experienced **Executive Director of Nursing and Midwifery** to provide strategic, transformational and innovative leadership, governance, and direction for the Regional Local Health Network and provide a key support role for the Chief Executive Officer by ensuring the nursing and midwifery services function as a highly effective component of the organisation producing a high degree of confidence in the service delivery.

This is a unique opportunity for an experienced nurse / midwife executive leader, with a passion for rural health care provision to live and work in a wonderful region of South Australia.

The focus of this role is to deliver the highest quality of care through the development and implementation of frameworks and systems within which nursing and midwifery employees practice and on monitoring and evaluating clinical practice and service delivery standards. The YNLHN has close to 500 beds, including 270 Aged Care beds approximately 850 nursing and midwifery staff and a local health network budget of approximately \$201 million.

To be a strong candidate for the role you will have:

- Significant experience in nursing leadership and healthcare management
- Be recognised as a strategic, contemporary and transformative nursing leader who can contribute to the overall leadership of the Yorke and Northern Local Health Network
- Experience in leading successful change and developing models of service delivery across the continuum of care including acute, aged care, community and mental health
- A passion to live as part of, and contribute to, a vibrant region of South Australia.



YORKE AND NORTHERN LOCAL HEALTH NETWORK

The Yorke and Northern Local Health Network (LHN) manages the delivery of public hospital services and other community-based health services as determined by the state government for the Yorke and Northern region.

Residents in the Yorke and Mid North area have access to a wide range of health care services in a number of locations throughout the region. These services include accident and emergency, day and inpatient surgery, Aboriginal Health, obstetric services, community health and aged care services. The main health hub for the area is the Port Pirie Regional Health Service with other facilities located nearby. Other service facilities include:

- Balaklava Hospital & Health Services
- Booleroo Medical Centre
- Maitland Hospital and Health Services
- Crystal Brook Hospital
- Jamestown Hospital
- Minlaton Health Centre
- Orroroo Health Centre
- Port Broughton District Hospital and Health Service
- Riverton District Hospital
- Wallaroo Hospital & Health Services
- Country Health Connect – Yorke and Northern LHN Community Health Services
- Booleroo Hospital
- Burra Hospital and Health Services
- Clare Hospital & Health Service
- Gladstone Health Centre
- Laura and District Hospital
- Orroroo and District Health Service
- Peterborough Hospital
- Port Pirie Hospital
- Snowtown Hospital & Health Services
- Yorketown Hospital and Health Service

2020 – 2025 Strategic Plan

The Strategic Plan outlines how the Yorke and Northern Local Health Network, as an organisation, will grow its health services and provide exceptional healthcare to people in Yorke and Northern communities. The Strategy addresses ways to provide the best care for our communities, move with future health trends, enhance our workforce, foster strong partnerships and optimise technology and innovation, and ultimately become leaders in delivering exceptional healthcare, closer to home.

Read more about the Strategic Plan [here](#).



Vision

Leaders in exceptional rural healthcare.

Purpose

To deliver safe, high-quality, holistic services, that improve the health and wellbeing for all in the Yorke and Northern communities.





EXECUTIVE DIRECTOR, NURSING AND MIDWIFERY

POSITION PURPOSE

The Executive Director Nursing and Midwifery (EDN&M) is a critical leadership role, accountable to the Chief Executive Officer of the Local Health Network.

The two primary component of the role are:

1. To provide strategic, transformational & innovative leadership, governance, and direction for the Regional Local Health Network. The focus of this component of the role is to deliver the highest quality of care. This will be through development and implementation of frameworks and systems within which Nursing/Midwifery employees practice, and on monitoring and evaluating clinical practice and service delivery standards.
2. Provide a key support role for the Chief Executive Officer by ensuring the operational services function as a highly effective component of the organisation producing a high degree of confidence in the service delivery.

The EDN&M is an integral member of the Local Health Network leadership team, and as such, is charged with responsibility of setting the direction and achieving the goals of the Regional Local Health Network.

KEY DUTIES AND RESPONSIBILITIES

The Key Result Areas for the Executive Director, Nursing and Midwifery include:

- Leadership and Culture
- Quality, Risk and Safety
- Director/indirect patient/client care
- Policy Development
- Management of health services systems
- Nursing and Management Learning
- Research
- Professional leadership

View the full detail of major responsibilities associated with the key result areas in the [Role Description](#).



SELECTION CRITERIA

The Executive Director, Nursing and Midwifery will demonstrate skill and knowledge in the following criteria:

1. Five years post registration experience as a Nurse/Midwife.
2. Experience in the implementation of new systems and introduction of significant change.
3. Substantial senior experience/responsibility in management including personnel, finance and strategic planning and leadership.
4. Demonstrated experience in innovative service delivery and in effecting change in the workplace to achieve agreed outcomes.
5. Demonstrated experience in ensuring safety and quality accreditation standards are met and maintained.

QUALIFICATIONS

The incumbent must be 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.

Relevant post graduate tertiary qualifications are desirable.

CHALLENGES

Major challenges currently associated with the role include:

- Providing strategic and operational leadership for nursing/midwifery and other services within the scope of role.
- Providing high level advice and support to the Chief Executive Officer, leadership team and SA Health as required on professional Nursing and Midwifery policy issues.
- Accountable for 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.

REPORTING & KEY RELATIONSHIPS

The Executive Director, Nursing and Midwifery reports directly to the Chief Executive Officer.

Direct reports include the Directors Nursing and Midwifery / Executive Officers across the Local Health Network.



KEY DATA

Nursing and Midwifery Staffing 846 Headcount

Service Location Yorke and Northern Region. The Local Health Network Executive offices are located in Port Pirie and regular attendance here is expected.

Useful Links

[Role Description](#)

[Yorke and Northern LHN Website](#)

[Strategic Plan](#)

EMPLOYMENT TERMS & CONDITIONS

REMUNERATION \$195,186 total remuneration package.

CLASSIFICATION Registered Nurse/Midwife Level 6 RN/M6.6

PRE-EMPLOYMENT PROBITY CHECKS

Information on a person's suitability for appointment is obtained for all appointments. Potential appointees will be asked whether there are any reasons why they should not be appointed such as: Information on a person's criminal history and other associated probity checks will be sought from those candidates whose application has progressed to shortlisting for interview.

Applicants unsure about the definition of disclosable criminal convictions or status of any criminal conviction may wish to seek legal advice in responding to the probity check questions. (A 'disclosable' conviction is one that is recorded by the court and has not been rehabilitated or spent under the Criminal Law (Rehabilitation of Offenders) Act 1986 and, in the case of Commonwealth convictions, the Crimes Act 1914 (Commonwealth), and does not breach the confidentiality provisions of the Youth Justice Act 1992.)



HOW TO APPLY

The closing date for applications is Monday 10th October 2022.

The reference number to include in your application is H22_4185

For a confidential discussion, please contact Principal Consultant, Liz Hlipala

M: +61 (0)401 122 301

E: lhlipala@hardygroupintl.com

Please submit application documentation to Executive Search Coordinator, Natasha Tirado:

T: +61 (0)468 301 310

E: ntirado@hardygroupintl.com

It is standard practice for HardyGroup to acknowledge receipt of your application no later than the next business day. We request that if you do not receive the acknowledgement, you contact the search coordinator listed above as soon as possible after the 24-hour business period and arrange to resend your application if necessary.

Your application must include:

1. Completed HG Application Form
2. Cover letter addressed to the Principal Consultant;
3. A written response addressing the key selection criteria, found on **page 7**; and
4. An up to date copy of your Curriculum Vitae



REFEREES

You will need to provide details of three (3) professional referees. To do so, complete the relevant fields in the Candidate Profile. You should carefully consider who you select to approach to provide reference advice. Your current manager must be included. It is customary for referee reports to be requested after interview and if you are the preferred candidate, your permission will be requested prior to contacting your referees.

PERSONAL INFORMATION

HG complies with the Privacy Act 1988 (Cth), all applications are treated by HG in strict confidence, however in submitting an application you are extending permission to share your application with the Selection Panel.

Personal Information will be used to assess your suitability for appointment to this Positions Health Services. As part of the selection process, personal information will be dealt with in accordance with HG's Privacy Policy and the Information Privacy Act 2009.





ROLE DESCRIPTION

Role Title:	Executive Director, Nursing and Midwifery
Classification Code:	Registered Nurse/Midwife Level 6 – RN/M6.6
LHN/ HN/ SAAS/ DHA:	Local Health Network
Hospital/ Service/ Cluster	
Division:	
Department/Section / Unit/ Ward:	
Role reports to:	Chief Executive Officer, Local Health Network
Role Created/ Reviewed Date:	
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI)
Immunisation Risk Category	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input checked="" type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

The Executive Director Nursing and Midwifery (EDN&M) is a critical leadership role, accountable to the Chief Executive Officer of the Local Health Network.

The two primary component of the role are:

1. To provide strategic, transformational & innovative leadership, governance, and direction for the Regional Local Health Network. The focus of this component of the role is to deliver the highest quality of care. This will be through development and implementation of frameworks and systems within which Nursing/Midwifery employees practice, and on monitoring and evaluating clinical practice and service delivery standards.
2. Provide a key support role for the Chief Executive Officer by ensuring the operational services function as a highly effective component of the organisation producing a high degree of confidence in the service delivery.

The EDN&M is an integral member of the Local Health Network leadership team, and as such, is charged with responsibility of setting the direction and achieving the goals of the Regional Local Health Network.

The key accountabilities and scope of **Level 6.6** is outlined in the section: **Key Result Areas and Responsibilities.**

Direct Reports:

- > Responsible for the line management of Directors Nursing and Midwifery / Executive Officer in the Local Health Network.
- > Responsible for the management of Registered Nurses level 4 and above in the Local Health Network.
- > Responsible to the Chief Executive Officer, Local Health Network.

Key Relationships/ Interactions:

Internal

- > The Executive Director, Nursing and Midwifery is a member of the Local Health Network leadership team.
- > Works closely with executive and senior clinical and management personnel and disciplines including medical, allied health, scientific and technical services.
- > Responsible for the management of Directors Nursing and Midwifery / Executive Officer within the Local Health Network.
- > Close working relationships with senior officers in SA Health, including the Chief Nurse and Midwifery, SA Health, other Local Health Network Executive Directors of Nursing and Midwifery and other Government agencies.

External

- > Maintains relationships with non-government organisations/government organisations, including Universities and training organisations.
- > Liaises regularly with unions and staff bodies and with other relevant external agencies.
- > Liaise and maintain a relationship with the Nurses Board and relevant associations (such as AHPRA and Royal College of Nursing).

Challenges associated with Role:

- > Providing strategic and operational leadership for nursing/midwifery and other services within the scope of role.
- > Provides high level advice and support to the Chief Executive Officer, leadership team and SA Health as required on professional Nursing and Midwifery policy issues.
- > Accountable for 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.

Delegations:

- > As per the LHN Human Resource Delegations and Authorisations and the LHN Financial Delegations.

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:

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*
- > *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's Protection Act 1993 (Cth) – '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*
- > *SA Health/CHSALHN 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.

Cultural Statement:

Local Health Network welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. Local Health Network is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Special Conditions:

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Criminal and Relevant History Screening Assessment clearance.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of working in Aged Care.
- > Criminal and Relevant History Screening Assessment must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993 (Cth)* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* made in pursuant to the *Aged Care Act 2007 (Cth)*
- > 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.
- > The incumbent may be required to undertake further study to obtain a qualification which supports the needs of the health unit. Where further study is required, the Local Health Network will provide support and assistance in accordance with provisions of the SA Health (Health Care Act) Human Resources Manual. Note, however, this Special Condition does *not* apply to existing Local Health Network employees with continuous employment with CHSALHN which commenced prior to 1 October 2016.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.

Key Result Area and Responsibilities

LEVEL 6.6 has a substantial number of the following characteristics but is not limited to:

- Wide range of primary, secondary and tertiary clinical services;
- Tertiary and/or Specialist Hospital;
- Majority of health services for catchment population;
- Specialist referral centre/s and clinical network supports;
- Teaching, training and research departments;
- Range of clinical support services;
- Designated regional role/influence expectations;
- Nursing/midwifery policy and executive advice functions.

Key Result Areas	Major Responsibilities
Leadership and Culture	<ul style="list-style-type: none"> > Shape the strategic development of the Regional Local Health Network vision in line with the plan and goals, consistent with the SA Health Plan and Government policy. > Providing intellectual and strategic planning leadership. > Identifying and facilitating innovative approaches to the provision of health services and the achievement of population health outcomes. > Promote leadership and excellence in patient care and operational practices. > Promote inter-professional collaborative practices across disciplines to ensure effective team based patient focussed care. > Promote evidence based practice and research activities that translate to improvements in the quality and standard of care and services provided. > Lead change management activities that create the right culture and allow the LHN targets and performance indicators to be achieved. > Identify strategic opportunities and threats and provide advice and guidance as to the appropriate response. > Lead direct reports in a way that creates a climate conducive to a culture of excellence and one that reflects the values. > Mentor managers and potential leaders to assist them in improving their performance and the performance of their services. > Ensure all stakeholders feel that their role and contribution is valued and respected.
Quality, Risk and Safety	<ul style="list-style-type: none"> > Promote a culture of continuous improvement and ensure quality mechanisms are in place to monitor and develop compliance with professional standards; > Works collaboratively within Regional Local Health Network to ensure all safety and quality accreditation standards are met and maintained; > Ensuring the development of Nursing and Midwifery safety and quality key performances indicators; > Responsible for the monitoring of the key performances indicators and leading improvements for patient outcomes; > Advising on clinical matters regarding safety and quality. > Ensure compliance with policy and procedure and any other statute, regulation or standard the organisation is bound by.
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Use their clinical knowledge and experience to provide strategic and operational leadership, governance and direction for nursing/midwifery including models of care; > Build a culture and framework to facilitate the development of a healthcare delivery system that achieves the desired outcomes through a structured and systematic approach built on methodologies designed to put patients first, supports integration and reduce waste and inefficiencies; > Build a culture which is patient/client centred and where patient/client engagement is encouraged; > Accountable for evaluating and consistently improving Nursing/Midwifery practice and healthy work environments.

Policy Development	<ul style="list-style-type: none"> > Accountable for leading, influencing and developing policy framework for Nursing and Midwifery consistent with the strategic directions and priorities of the SA Health plan in conjunction with the Regional Local Health Network plan; > Leading and articulating a vision for Nursing and Midwifery across the Regional Local Health Network, which has been developed through participatory mechanisms including all relevant stakeholders; > Determining the linkages between primary, secondary and tertiary care and developing models of Nursing and Midwifery which support movement toward provision of integrated health care services, in particular: acute, aged, mental health and community health; > Providing strategic planning advice on the needs, planning initiatives, service design and resource allocation issues relevant to the Nursing and Midwifery profession.
Management of health service systems	<ul style="list-style-type: none"> > Ensure effective resource utilisation for which there is a direct responsibility through optimal management of resources against financial and activity performance indicators including recognition of the potential financial impact of changing circumstances. > Routinely monitor performance against budget and take effective remedial action to correct any negative variations. > Work in partnership with the executive team to ensure support services the organisation receives are responsive and effective. > Provide stewardship of the allocated resources to the roles area of responsibility. > Provide timely response to operational matters across the services. > Ensure a contemporary and effective nursing/midwifery professional practice framework is in place; > Ensure the appropriate information systems are fully utilised to inform decision making, manage practice, store corporate knowledge and convey information to staff; > Ensure standards for human resource systems are implemented including processes and standards of nursing/midwifery staff recruitment, performance, development and retention.
Nursing and Management Learning	<ul style="list-style-type: none"> > Lead the establishment of learning cultures across span of appointment; > Ensuring the nursing and midwifery workforce has access to contemporary clinical education to support safe, quality and effective models of patient care; > Leading the professional, learning and development requirements of Nursing and Midwifery staff; > Providing high quality leadership through the development of relationships with key educational and professional organisations/stakeholders.
Research	<ul style="list-style-type: none"> > Lead the establishment of a culture of research enquiry; > Integrate contemporary information and research evidence with personal knowledge and experience to support high level decision making.
Professional leadership	<ul style="list-style-type: none"> > Staff working at this level are expert managers, practicing at an advanced level, have an extended scope of practice with a high degree of autonomous decision making. > Provide professional Nursing/Midwifery advice, direction, and governance for a Regional Local Health Network; > Accountable for the governance and practice standards of Nurses/Midwives, the development and effectiveness of systems to support, evaluate and consistently improve Nursing/Midwifery practice and healthy work environments and the cost effective provision of health services within their span of control; > Work to standardise Nursing and Midwifery practice/policy to achieve best practice outcomes and the most efficient use of resources; > Works collaboratively with Executive Director of Medical Services, Executive Director Community and Allied Health, Director Corporate Services, Director People & Culture and Manager Safety and Quality; > Provide corporate management of nursing/midwifery services for a specified Health Unit or Community Service; > Lead, coach, coordinate and support direct reports and provide mentorship for

	<p>less experienced nurses and midwives;</p> <ul style="list-style-type: none">> Lead innovation, change processes, and coordinated responses to emerging service and workforce needs.
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > 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:

- > An ability to achieve outcomes through effective leadership and delegation and by working in a team.
- > Demonstrated ability to deal with a range of issues concurrently.
- > Ability to analyse options, make decisions and implement policies.
- > Proven ability to create and manage change and operate effectively in an environment of complexity, uncertainty and rapid change.
- > Highly developed verbal and written communication skills.
- > Highly developed negotiation and conflict resolution skills.
- > Demonstrated ability to relate well and work effectively with a diverse range of people and communities, including Aboriginal/Torres Strait Islander communities.

Experience

- > Five years post registration experience as a Nurse/Midwife.
- > Experience in the implementation of new systems and introduction of significant change.
- > Substantial senior experience/responsibility in management including personnel, finance and strategic planning and leadership.
- > Demonstrated experience in innovative service delivery and in effecting change in the workplace to achieve agreed outcomes.
- > Demonstrated experience in ensuring safety and quality accreditation standards are met and maintained.

Knowledge

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Broad based knowledge of contemporary health care issues.
- > Broad knowledge of Quality Improvement Systems as applied to a hospital setting.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Relevant post graduate tertiary qualifications.

Personal Abilities/Aptitudes/Skills:

- > Recent experience in application of information technology in the health care environment.

Experience

- > Demonstrated ability to achieve and maintain sound employee relations.
- > Extensive executive management in the health care field.

Knowledge

- > Broad understanding of State and local political, legal and socio-economic environments and their impact upon the management of a hospital.

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 and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, 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:

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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: