



ROLE DESCRIPTION

Role Title:	Divisional Clinical Director (Paediatric Medicine)
Classification Code:	MD2
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network (WCHN)
Hospital/ Service/ Cluster:	Women's and Children's Hospital (WCH)
Division:	Paediatric Medicine
Role reports to:	Chief Executive Officer
Role Created/ Reviewed Date:	Updated Nov 2020, Reviewed February 2026
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check – Vulnerable Unsupervised
Immunisation Risk Category	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances)

ROLE CONTEXT

Primary Objective(s) of role:

The Divisional Clinical Director (Paediatric Medicine) is accountable to the Chief Executive Officer (CEO) for the provision of strategic clinical leadership to the Division and to significantly contribute to the achievement of the Women's and Children's Health Network (WCHN) strategic priorities as outlined in the WCHN's Strategic Management Plan, South Australia's Health Care Plan and WCHN's Service Level Agreement.

Under a co-directorship model, The Divisional Clinical Director works to the Chief Operating Officer for the Division's operational performance in accordance with WCHN's Service Level Agreement, Integrated Governance and Performance Frameworks and Management Domains and associated performance agreement. This includes developing and preparation of strategic business matters, including business cases.

The Divisional Clinical Director is a key member of the WCHN's Strategic Operational Executive Committee and represents the medical staff within their Division, provides high level clinical advice that contributes to the Network's service planning and assists in the development/implementation of local and State-wide clinical plans. The Divisional Clinical Director proactively works with the Advanced Divisional Co-Director for Nursing and Midwifery.

The Divisional Clinical Director works as part of WCHN's Strategic Operational Executive Committee to set standards and cultural tones of the organisation, advocates for patient care and staff requirements of the Division. The Divisional Clinical Director works within WCHN's Clinical Governance Framework, is accountable for risk management and the delivery of high quality patient and staff outcomes whilst balancing the Division's risks, activity and allocated budget. The Divisional Clinical Director contributes to WCHN's commissioning process, service design/redesign, prioritisation/re-prioritisation process to manage high risks and deliver a balanced budget at financial year end.

This role is accountable for, along with the Advanced Divisional Co-Director for Nursing and Midwifery the delivery of reliable, respectful health care for their patients and for providing a safe and positive environment for staff to deliver health care services. The Divisional Clinical Director sets the direction, standards and leads the change and improvement agenda for the Division along with the plans for the targets to be met. This includes the delivery of goals of WCHN's Strategy 2026 and beyond and the National Safety and Health Care Standards as well as the speciality education, training and research agenda for the Division.

The Divisional Clinical Director will foster and embed a culture of continuous improvement and apply this methodology into day to day practice across their scope of responsibilities on the basis that meaningful person and family centred care occurs when there is true partnership between consumers and health professionals.

The incumbent will also maintain a clinical load within their area of speciality.

Direct Reports:

- > Medical Heads of Unit within the specific Division.
- > Other positions as determined.

Key Relationships/ Interactions:

Internal

- > The Divisional Clinical Director, will be accountable for providing strategic clinical leadership and advice to the Chief Executive Officer .
- > The Divisional Clinical will for operational matters work to the Chief Operating Officer of the Women’s and Children Health Network. The Divisional Clinical Director functions in a co-director model with the Advanced Divisional Nursing and Midwifery Co-Director who reports to the COO.
- > The Divisional Clinical Director reports professionally to the Executive Director Medical Services, WCHN who is the overall Executive Lead for ensuring the highest standards of clinical governance exist within the Network.
- > The Divisional Clinical Director is a member of the WCHN Strategic Operations Executive, and is a core member of the WCHN Safety and Quality Committee and actively participates in the WCHN Medical and Leadership Councils.
- > Other Divisional Clinical Directors, Divisional Nursing and Midwifery Co-Directors and senior managers within WCHN.
- > Medical students, Interns, RMO’s, Registrars, Nurses and Allied Health.

External

- > Consumers, Specialists, General Practitioners, Non-Government Organisations.
- > Department of Health and Wellbeing, other government agencies, key community stakeholders and service providers.
- > Universities / Research Institutes.

Challenges associated with Role:

Major challenges associated with the role include:

- > Embedding a culture of continuous improvement and accountability within a performance framework.
- > Cultural change associated with governance reforms including achieving financial sustainability.
- > Providing safe, quality critical health care services to patients and their families within finite resources.
- > Maximising patient outcomes through innovative patient care.
- > Building digital health capability to apply into practice to improve health care outcomes.

Delegations:

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

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, 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, 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.

Special Conditions:

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

Zero Tolerance to Racism:

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

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

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must 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>WCHN Executive Leadership</p>	<ul style="list-style-type: none"> > Ensure the delivery of high quality and safe care consistent with the WCHN's Strategy 2026 and Beyond: Healthy Generations, Thriving Communities, Integrated Governance, Performance and Consumer Engagement Frameworks and Plans. > Ensures that service provision and the activities of the Division are person and family centred and professionally and effectively conducted by contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Ensures the effective management of human, financial and physical assets through appropriate planning and allocation of resources to achieve agreed Division and strategic plans. > Leads, develops and fosters a positive work culture which is based on SA Public Sector and WCHN values and promotes patient/client focussed service, learning and development, safety and welfare of employees, acknowledges differences, and encourages creativity and innovation. > Ensure budget preparation, monitoring, reporting and adherence to resource allocations within a financial sustainability framework.
<p>Strategic Leadership</p>	<ul style="list-style-type: none"> > Holds accountability for the provision of strategic clinical leadership and advice related to the Division and WCHN. > Provides strong leadership for the Division, fostering an environment that inspires staff to achieve excellence and continually improve services. > Leads the integration of clinical services across WCHN consistent with new models of service provision and identifying innovative and alternative approaches to the provision of services. > Significantly contributes to WCHN Strategic Directions. > Contribute to the setting of standards and targets in relation to WCHN's management and the achievement of the National Safety and Health Care Standards as they pertain to the Division or span of responsibility. > As required Chair, contribute to, and participate in executive committee/s within WCHN, including the Clinical Council. > Establishes robust governance systems within the Division based on WCHN's Integrated Governance Framework. > Ensures effective stakeholder relationships within and external to WCHN. > Assists in the implementation of major organisational changes and implementation of relevant national and state strategic directions in partnership with other WCHN Executive and senior managers. > Develops flexible working environments that are responsive to the changing needs and profile of the consumer and changes in service delivery and multidisciplinary care, ensuring that resources are maximised to meet the operational needs of the Network. > Enhances and maintains WCHN's effectiveness as a teaching hospital by developing and fostering effective working relationships with Universities and educational institutions and other government and non-government agencies. > Role models WCHN values of CREATE. Together and builds healthcare services and relationships with staff, patients and partners to continually build the competency of staff and a positive culture within the Division.
<p>Management Accountability</p>	<ul style="list-style-type: none"> > Holds responsibility and accountability for managing the Division and actively contributing to the achievement of the full range of

	<p>Performance Agreements, targets and relevant Key Performance Indicators.</p> <ul style="list-style-type: none"> > Actively promotes a culture of performance accountability, financial sustainability, review and evaluation, research and innovation, feedback, teamwork, risk management, collaboration and continuous improvement. > Develops policies and practices which provide clinical engagement in the management of services and the development of interdisciplinary clinical teams within the Division. > Continually evaluating the Divisions' services using contemporary research methods including quality and safety performance in order to monitor standards of care and determine whether service priorities are being addressed. > Recommends the redistribution of resources and reconfiguration of services where appropriate across the Division. > Develops and oversees operational contingency plans for managing patient flow, demand/capacity and related issues. > Ensures compliance with the various legislative and accreditation requirements required by the Department of Health and Wellbeing (specifically National Safety and Quality Service Standards relevant to services provided within the Division). > Fosters the continued growth of clinical research aligned to WCHN's Strategic Management Plan. > Works effectively within WCHN's Integrated Performance Framework and actively addressing, planning and treating any performance issues.
<p>Financial Management</p>	<ul style="list-style-type: none"> > Holds responsibility and accountability for the effective direction and management of finances within span of control. > Develops resource and budget allocation processes across the Division in conjunction with the Chief Finance and Commercial Officer, Divisional Co-Director, Finance Business Partner or delegate and in line with the WCHN resource and budget allocation process. > Monitor and controls expenditure in accordance with WCHN budgeting, legal requirements and the WCHN financial delegations. > Develops and implements financial sustainability programs that ensure the efficient and effective use of financial resources in conjunction with the Divisional Co-Director and Finance Business Partner.
<p>Human Resource Management</p>	<ul style="list-style-type: none"> > Holds responsibility and accountability for the effective direction and management of human resources within span of control. > Ensures the Division has a skilled and experienced workforce that reflects cultural diversity (and specific growth in targeted population groups including Aboriginal workforce). > Ensures staff are appropriately credentialed and work within their scope of practice. > Ensures services are appropriately staffed to enable a reliable, consistent and excellent service within agreed budget and service design parameters. > Ensures quality outcomes are achieved through the empowerment of staff and the effective use of performance coaching. > Ensures staff have had their Performance Review and Development (PR&D) undertaken at six (6) monthly intervals. > Oversees the development of rostering principles to maximise the cost-efficient application of human resources to defined services and activity. > Ensures the promotion and implementation of a safe, productive and healthy work environment across the Division.

	<ul style="list-style-type: none"> > Undertaking corrective intervention for medical staff when required, including performance management and discipline specific matters.
Safety, Quality and Risk Management	<ul style="list-style-type: none"> > Holds responsibility and accountability for providing leadership and direction in line with WCHN policy and procedures to a variety of safety and quality improvement processes. > Ensures compliance with systems to respond to all incidents in line with WCHN policy. > Ensures monitoring and reporting all incidents. > Ensures recommendations arising from incident reviews are implemented. > Ensures safe practices in regard to all services within the WCHN. > Ensures a focus on the patient/client is at the core of all services provided. > Develops clinical care escalation pathways within the Division and WCHN. > Identifies, assesses, reviews of controls and action planning in relation to organisational, corporate and clinical risks within the Division. > Leads the identification and implementation of evidence-based process and practice redesign. > Provides assurance that a system to ensure staff are appropriately credentialed with clear scope/s of practice is in place and monitored.
Clinical Expertise	<ul style="list-style-type: none"> > Provides high level Medical Consultant service to the division > Ensures that all patients are properly assessed, treated, reviewed and discharged based on agreed clinical standards; > Ensures that all clinical consultations are appropriately documented; > Ensures that clinical risk assessments and clinical risk management processes meet all contemporary standards; > Ensures that trainees or students are appropriately oriented and supervised; > Fulfills any professional registration responsibilities and obligations; > Maintains high level of individual clinical knowledge, skills and attributes appropriate to the individual's clinical practice. > Manages issues and recommendations associated with coronial matters.
Scholar / Teacher	<ul style="list-style-type: none"> > Ensures all medical staff, including trainees participate in appropriate medical education and training activities; > Supports medical staff participation in research activities; > Participates and / or leading researching activities and collaborating with Universities; > Supports undergraduate teaching and maintain effective relationships with the relevant colleges for postgraduate training; > Participates in ongoing continuous professional development.
Professionalism	<ul style="list-style-type: none"> > Ensures that medical staff adhere to South Australian privacy laws and legislation, as well as other laws that regulate the handling of personal information. > Provide professional leadership around clinical risk management activities. > Ensures all medical participate in regular peer review and clinical audit activities.

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

Personal Abilities/Aptitudes/Skills:

- > Proven leadership skills and an ability to motivate others.
- > Highly developed interpersonal, communication and conflict resolution skills.
- > Proven ability to successfully lead professional groups to achieve best practice clinical outcomes.
- > Highly developed analytical skills and a demonstrated ability to make sound management decisions.
- > Demonstrated capacity to effectively lead in an environment of dynamic change and financial constraint.
- > Demonstrated ability to achieve outcomes using a consultative and participatory management style.
- > Demonstrated capacity to establish and maintain productive working relationships with a diverse range of professional staff.
- > Proven clinical skills in an area of speciality.
- > Demonstrated ability and interest in Clinical/Basic Research and translate into practice.
- > Ability to provide Medical Teaching.
- > Proven commitment to the principles and practice of:
 - o EEO, Ethical Conduct, Diversity and Worker Health and Safety.
 - o Quality management and the provision of person and family centred care.
 - o Risk management.

Experience:

- > Demonstrated experience in a Senior Clinical leadership role.
- > Demonstrated experience in the planning and provision of health services.
- > Demonstrated experience in working with consumers and carers.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards – Mandatory for all clinical positions.
- > Proven experience in basic computing skills, including email and word processing.

Knowledge:

- > Knowledge of National Safety and Quality Health Standards.
- > Demonstrated knowledge of public health system operations particularly as they relate to acute and primary health care services.
- > An understanding of emerging directions within health services, nationally and internationally.
- > Knowledge of the political and socio-economic factors that impact on health services.
- > Expert knowledge in area of clinical speciality.
- > Sound knowledge of Quality Management principles and procedures.
- > Understanding of delegated safety roles and responsibilities.
- > Understanding of the Charter of Health and Community Services rights.
- > Understanding of Work Health Safety principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > Relevant postgraduate qualifications.

Personal Abilities/Aptitudes/Skills:

- > Analytical, computing and statistical skills.
- > Expertise in experimental and laboratory research methods.
- > Demonstrate research activity including publications.
- > Commitment to continuing medical education.

Experience:

- > Experience in representing the health sector across the continuum.
- > Experience in planning workforce requirements.
- > Experience in negotiating with clinical leaders.
- > Clinical experience in the care of complex patients in acute and chronic settings.
- > Extensive experience in clinical education.
- > Experience with problem-based learning.

Knowledge:

- > Understanding of Aboriginal and Torres Strait Islander / vulnerable populations' health issues and effective population health, primary health, secondary and tertiary services.
- > Understanding of contemporary Digital Health approaches and application into practice. Experience in representing the health sector across the continuum.

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, Barossa Hills Fleurieu Local Health Network; Eyre and Far North Local Health Network; Flinders and Upper North Local Health Network; Limestone Coast Local Health Network; Riverland Mallee Coorong Local Health Network; Yorke and Northern 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.

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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.

Women's and Children's Health Network Strategy 2026

Four Strategic Priorities



Improved health and wellbeing of families and communities



Meaningful gains in Aboriginal health and wellbeing



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



Create one health network

Key Enablers

Effective communication

Consumer and community engagement

Culture and leadership

Engaged and capable workforce

Enabling technology

Research

Productive partnerships

Contemporary infrastructure

Financial sustainability

Continuous improvement and innovation

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

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

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

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

Our focus for the years ahead is to:

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

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

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



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

