



ROLE DESCRIPTION

Role Title:	Advanced Divisional Nursing Director, Division of Paediatric Medicine
Classification Code:	RN L5.3
LHN/ HN/ SAAS/ DHA:	WCHN
Hospital/ Service/ Cluster	Women's and Children's Hospital
Division:	Division of Paediatric Medicine (DPM)
Department/Section / Unit/ Ward:	Division of Paediatric Medicine Administration
Role reports to:	Operationally: Chief Operating Officer Professionally: Executive Director Nursing & Midwifery
Role Created/ Reviewed Date:	Reviewed November 2022
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider)
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

Organisational Context

SA Health

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

In 2014, SA Health embarked on a significant period of transformation to revitalise and reconfigure public health services so that they are sustainable and underpinned by the highest standards of safety and quality. A number of these standards address health care services for babies, children, and women, and if adopted by Government in 2015, will require changes to current service delivery models.

Women's and Children's Health Network

The Women's and Children's Health Network (WCHN) brings together the Women's and Children's Hospital and community-based health services and was established to promote, maintain, and restore the health of women, children, and young people in South Australia. The Network plans, develops and coordinates health services as part of an integrated health system, conducting and managing within its 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.

An important accountability for WCHN is the provision of quality, responsive and evidence based state-wide paediatric services.

A service of this magnitude and complexity requires the highest standard of clinical leadership, commitment, and capability, and accordingly the Advanced Divisional Nursing Director, Division of Paediatric Medicine (DPM) will function in a co-directorship, or partnership model, with the Medical Director, with shared and individual accountabilities, reporting directly to the Chief Operating Officer (COO). Together, they will direct the vision, strategy and performance culture of Paediatric Medicine and lead an evidence-based service with a strong safety and quality culture.

Primary Objectives of Role:

The Advanced Divisional Nursing Director DPM uses their clinical knowledge and experience to provide strategic and operational leadership, governance, and direction for the Division of Paediatric Medicine. This role balances and integrates strategic and operational perspectives across the division.

Under a co-directorship model, the Advanced Divisional Nursing Director, DPM pro-actively and visibly works with the Medical Director DPM to lead the strategic direction and implementation of strategies to achieve an integrated service, built around an enhanced service delivery model to deliver the contemporary, consistent, and high-quality care and services expected by all stakeholders. This will involve the development of new organisational and clinical models to provide care that is responsive and accessible to the needs of the client population. This role is accountable for the development and implementation of strong clinical governance and the design and establishment of a strengthened operating framework and structure to deliver improved clinical outcomes. The co-directors will maintain and improve the capability and cultural literacy of the staff In Paediatric Medicine and ensure the engagement of clinicians in service planning, the development of strong safety and quality systems and a positive learning environment.

The Advanced Divisional Nursing Director DPM provides corporate management and corporate professional nursing advice, leadership and management for the Division of Paediatric Medicine and is part of the Nursing and Midwifery leadership team for WCHN. This includes responsibility for nursing staff engagement, and assurance of nursing input into key decision-making on all activities focused on improving the performance and culture of Paediatric Medicine. The Advanced Divisional Nursing Director, DPM will act as a role model for nursing staff and lead the design and implementation of a comprehensive nursing workforce strategy to create a heightened sense of professional identity and accountability. This will include the development of clear position specifications, recruitment and retention initiatives, supervision, and performance arrangements, as well as orientation and professional development initiatives to attract and retain talented nursing staff.

Consistent with their overall responsibility for clinical governance of the Service, the Advanced Divisional Nursing Director DPM will work with Medical Director DPM in the design and implementation of an effective consumer and community engagement strategy, including the active participation of individuals with lived experience. This will include creating a focus on culturally informed care, cultural safety of paediatric services, and the development of culturally safe feedback mechanisms for Aboriginal women and their families.

The Advanced Divisional Nursing Director DPM has an important leadership role in ensuring the best use of resources, including human, financial, ICT and physical so that they support and enable the highest standards of service quality.

Direct Reports:

- > RNs Level 5.2, 5.1, 4 and 3
- > ASO6 Business Manager
- > All other non-medical and non-nursing staff on delegated to the Business Manager

Key Relationships/ Interactions:Internal

- > Operationally reports to the Chief Operating Officer
- > Professionally reports to the Executive Director Nursing and Midwifery
- > Maintains close collaborative working relationships with all Nursing/Midwifery Directors and Divisional Medical Directors.
- > Accountable for the operational and professional line management of all Level 3, 4 and 5.1 Registered Nurses within the span of the position.
- > Professionally responsible for other senior nursing positions within the organisation as designated and all Registered and Enrolled Nurses within the DPM as delegated to the L3, 4 and 5.1 RN's.
- > Maintains cooperative and productive working relationships with all members of the health care team.

External

- > Patients/parents/carers and families
- > Key stakeholder relationships including the Department of Health and Ageing, other SA Health Networks, General Practice, Primary Health Care Networks, other community managed organisations, state government entities (e.g., DECD, DCSI) and Universities / Research Institutes.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Coordinating and managing a Division or functional service during significant change in the SA Health system
- > Keeping up to date with professional standards of practice, implementing and monitoring evidence based practice and quality management initiatives consistent with organisational policies
- > Keeping professionally up to date with research and nursing technological advances
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices

Delegations:

- > As per WCHN Delegations (**Level 5**)

Resilience:

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

Performance Development

- > Required to participate in the organisation's Performance Development program which will include a regular review of the employee's performance against the responsibilities, performance outcome measures associated and competencies with their position and demonstration of appropriate behaviours which reflect a commitment to SA Health values and strategic directions.
- > Performance will be assessed at 6 months following appointment and then annually based on the outcomes outlined in this Role Description.
- > A process of performance review will be negotiated between the individual, the COO and the Executive Director Nursing and Midwifery.

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.
- > Meeting 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'.
- > Addressing 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.
- > Maintaining confidentiality.
- > Ensuring a smoke free workplace.
- > Valuing and respecting the needs and contributions of SA Health Aboriginal staff and clients and committing to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Creating 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.

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 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 date 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.
- > 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.
- > Rostered over 5 days; with no fixed hours of duty.

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 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.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p>1. Leadership</p>	<ul style="list-style-type: none"> > Contributing constructively as a member of the wider WCHN Executive Team. > Participating in the development of strategic directions and implementation of network wide strategies. > Setting the clinical direction and philosophy of care for Paediatric Medicine, in alignment with National and State policy, standards and legislation. > Establishing a robust clinical governance framework to ensure the service meets high clinical standards and provides contemporary evidence-based treatment and care. > Building a culture which is consumer and carer centred, and where Paediatric Medicine clinicians are highly engaged and proud of their service. > Developing and implementing communication and education strategies to support the model of care, and its clinical governance. > Defining the role contribution expected of each position and clinical team within the service. > Establishing quality systems which ensure that there is a continuing focus on improvement, innovation, and clinical outcomes. > Ensuring the existence of risk management strategies by encouraging the systematic identification, assessment and treatment of risks which impact clinical care. > Shaping and informing the development of state-wide Paediatric Services. > Ensuring consumer complaints are promptly and appropriately addressed.
<p>2. Ensures the provision of professional high quality health care aimed at improving patient care/ client health outcomes.</p>	<ul style="list-style-type: none"> > Strategic leadership is provided for innovations, change process, and coordinated responses to emerging service and workforce needs. > Ensuring effective consultation and participation mechanisms and partnerships are in place with external and internal service providers. > Ensuring consistency of clinical practice in relation to service-wide protocols and guiding principles of care. > Expanding therapeutic models to support clinical care and service delivery. > Co-ordinating and supporting Unit Heads and other nursing staff to provide appropriate committee structures and to monitor and provide monthly reports on clinical activities. > Leading team participation in service planning and development through liaising and negotiating with other health care professionals, community groups and agencies. > Participating in, and leading interdisciplinary committees. > Nursing practice is responsive and coordinated to ensure provision of high-quality care in response to health service needs. > Contemporary information and research evidence is integrated with personal knowledge and experience to support executive level decision making.

	<ul style="list-style-type: none"> > Corporate administrative and risk management frameworks are implemented within span of responsibility and control. > Developing and implementing standardised processes for assessment, management and escalation of clinical risk and educate staff in these processes.
3. Ensure the efficient and effective management of the nursing service	<ul style="list-style-type: none"> > Contribute and implement the corporate nursing and midwifery professional frameworks established by the Executive Director Nursing and Midwifery. > Financial budgeting and management is undertaken with a culture of due diligence. > Information systems are developed and guided to manage practice and inform decision making. > Human resource systems including processes and standards of nursing staff recruitment, performance, development, and retention is overseen. > Healthy work environments, respectful relationships, and a learning culture across the span of appointment is established and led.
4. Encourage and foster a positive culture a safe work environment.	<ul style="list-style-type: none"> > A team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences and encourages creativity, innovation and honesty. > Establishes and maintains productive working relationships. > Communication processes effectively deal with challenging behaviours and resolves conflict. > Team members demonstrate a positive approach and commitment to client centred service. > Direct reports are supported, led and coordinated through team development, coaching and performance management processes. > Change management processes are supported and implemented.
5. Accountability for the financial management and performance of the Division of Paediatric Medicine	<ul style="list-style-type: none"> > Establishment, coordination and monitoring of effective financial management to maximise efficiencies and service provisions. > Ensure financial management complies with local WCHN, SA Health policies and procedures and financial statutory requirements. > Take a lead in developing cost containment strategies. > Provide sound leadership and management of the assigned resources. > Facilitate the cost centre managers to review variations to expected performance.
6. Professional expertise is achieved through the maintenance of ongoing professional development and continuing education.	<ul style="list-style-type: none"> > A contemporary professional practice portfolio and / or updated Curriculum Vitae is held with supporting evidence commensurate with the level of autonomy, decision making authority and influence of recommendations expected of the role. > Successful attainment of professional competencies to a standard agreed at annual performance development review.
7. Implement and coordinate quality management across the Division in line	<ul style="list-style-type: none"> > Existing practices and policies are continuously reviewed to reduce inconsistencies.

with WCHN risk management framework and nursing/midwifery professional practice framework.	<ul style="list-style-type: none">> Divisional processes are implemented in line with corporate processes to support understanding of the WCHN risk management framework, including the investigation of complaints, incidents, and accidents.> Processes for quality improvement and continuity of care are implemented and coordinated within span of control and in accordance with WCHN corporate risk management and Midwifery and Nursing professional practice frameworks.
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Registered or eligible for registration as a Nurse by the Nursing and Midwifery Board of Australia (NMBA) and who holds, or who is eligible to hold, a current practicing certificate.

Personal Abilities/Aptitudes/Skills

- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation.
- > Proven ability to perform effectively under pressure and prioritise workloads.
- > Demonstrated ability to manage a service including resource management.
- > Demonstrated flexibility, innovation and creativity which can be applied to the hospital setting, particularly in regards to the provision of nursing and service

Experience

- > Registered Nurses with at least 5 years post registration experience
- > Strategic leadership capability, with proven experience in achieving transformational outcomes within complex clinical environments.
- > Demonstrated knowledge of contemporary issues and leading best practice in their field and the ability to translate this into practice across a complex system of care.
- > Demonstrated ability to develop and implement contemporary, evidence-based model of care and to assure its safety and quality through a strong system of clinical governance.
- > Demonstrated expertise in the development of partnerships and engagement of a diverse constituency to create and sustain integrated care and seamless pathways for consumers and their careers.
- > Demonstrated management expertise, including the ability to set clear directions and create a culture of performance and cohesive team functioning.
- > Experience in leading services or organisations through times of extensive change
- > Demonstrated expertise in the development and implementation of strategies which are consistent with a Learning Organisation.
- > Demonstrated commitment to closing the gap and inequities in the health and long-term wellbeing of infants, children, young people, and women, particularly those who are at most risk.
- > Demonstrated leadership and management of large numbers of staff including those from various multidisciplinary backgrounds.

Knowledge

- > Of and understanding of Health Practitioner Regulation National Law (South Australia) Act 2010
- > Understanding of the requirements of the Nurses and Midwives Act 2009
- > Knowledge of contemporary nursing and health care issues
- > Comprehensive understanding of the Australian Nursing and Midwifery Council (ANMC) National Competencies for the Midwife and Codes of Professional Conduct and Ethics for Midwives in Australia 2008
- > Comprehensive understanding of the Australian Nursing and Midwifery Council (ANMC) National Competencies for the Registered and Enrolled Nurse and Codes of Conduct and Ethics for Nurses in Australia 2008
- > Knowledge and understanding of the Commissioner for Public Employment Code of Conduct for Public Employees
- > Knowledge of the principles and practice of Work Health and Safety, Equal Opportunity, the Public Sector Act 2009 Code of Ethics and diversity appropriate to the requirements of the position.
- > Knowledge of Quality Improvement Systems as applied to a hospital setting.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Tertiary qualification/s relevant to the role and practice setting
- > Post graduate studies relevant to the role and practice setting
- > Membership of relevant professional body

Personal Abilities/Aptitudes/Skills:

- > Technological skills relevant to area of practice
- > Ability to analyse complex data
- > Ability to contribute to the achievement of best practice by facilitating the development and application of relevant research findings

Experience

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

Knowledge

- > Knowledge of the SA Public Health system

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer, and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care, and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological, and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing.

The 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.

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:

Women's & Children's Health Network

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.

WCHN Strategy Refresh 2026 & Beyond

Healthy Generations, Thriving Communities

Vision

Healthy communities where every individual has the opportunity to thrive

Purpose

To strengthen the health and wellbeing of future generations

Values

Compassion, Respect, Equity, Accountability, Together for Excellence

Strategic Themes



Meaningful gains in Aboriginal Health



Value what matters to consumers, their culture and community



Connected care that is trusted and well informed



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

Key Enablers

Reconciliation and Truth Telling

Research

Leadership and culture

Contemporary infrastructure

Trusted data systems and governance

Capable and well workforce

Environmental sustainability

Integrated governance

Priority Actions

We will embed targeted Aboriginal Health Services with culturally safe and competent staff

We will expand models of care closer to home

We will embed staff and consumer co-design into service planning

We will maximise meaningful engagement and achieve greater community reach ensuring every contact counts

We will co-design the new hospital to deliver the needs of tomorrow's consumers and health workforce

We will embed research and utilise data for evidence-based clinical practice and service improvement, and sustainability planning

We will be the intentional system leader to deliver greater access and equity across South Australia and beyond

We will give voice to consumers experiencing vulnerability through active advocacy

We will invest in interprofessional education and development that benefits our diverse workforce and consumers across SA and beyond