Role description

Central West Hospital and Health Service

Role details

<table>
<thead>
<tr>
<th>Job Ad Reference</th>
<th>Classification</th>
<th>Nurse Grade 1 (1)</th>
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</thead>
<tbody>
<tr>
<td>Role title</td>
<td>Director of Nursing</td>
<td>$117,579 - $125,951 p.a.</td>
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<tr>
<td>Status (temp/perm)</td>
<td>Permanent Full Time</td>
<td>Closing date</td>
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<tr>
<td>Unit/Branch</td>
<td>Central West Hospital and Health Service (Central West Health)</td>
<td>Sunday, 26 July 2015</td>
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<tr>
<td>Division/ Hospital and Health Service</td>
<td>Central West Hospital and Health Service</td>
<td>Contact Name</td>
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<tr>
<td>Location</td>
<td>Multiple Locations within CWHHS</td>
<td>Jennifer Williams</td>
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<tr>
<td>Contact Number</td>
<td>0429 201 378</td>
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Our Vision

The health service’s vision is to strive for excellence in healthcare for remote Queenslanders.

Our purpose

Central West Health’s purpose is to deliver a service system that keeps residents healthy and acts swiftly to treat ill-health.

We will consult with our communities and engage our clinicians to plan, design and deliver effective healthcare services.

We will build partnerships with other healthcare providers to deliver a full range of preventative, primary and acute care services; increase the level of specialist and elective surgery available locally, and support healthy ageing and aged care services in the region.

We will embrace technologies that will promote our vision and improve access to, and the quality of, health services available.

Our Values

Our values guide our behaviours and practices and hold us accountable to our community. Our values are:

- **Quality and safety first**
- **Personal responsibility** – each individual has a personal responsibility for their own health and well-being
- **Community** – health services are an integral part of every community
- **Investing in our staff** – a happy, secure and competent workforce with career advancement opportunities are central to the provision of quality services
- **Integrity** – a culture of fair dealing, openness and mutual respect
- **Innovation and change** – we take the initiative, balancing risk and build structures designed to ensure ongoing learning
Your purpose

The Director of Nursing (DON) is a Registered Nurse who demonstrates advanced knowledge of contemporary nursing practice and theory. As the DON you will work directly with the Executive Director of Nursing and Midwifery (EDONM) and Nursing Director – remote coordinator to develop and implement strategies to align care delivery with the Central West Health Strategic Plan.

In Consultation with the Hub Facility Manager, develop a vision for the service, in line with the strategic direction of the Central West Health, including:

- Annual completion and utilisation of the Business Planning Framework to evaluate, review and plan service direction.
- Monthly Hub Executive meeting to review the fiscal status of the facility.
- Monthly reporting utilising a Balanced Scorecard.
- Annual completion of clinical competencies to maintain advanced skills to practice in a remote setting.
- Active participation in performance and development review and Quality Improvement initiatives.

Your key responsibilities

- Fulfil the responsibilities of this role in accordance with Queensland Public Service and Hospital and Health Service values as outlined above.
- Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
- Implement and monitor the organisation’s quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- Allow strategic direction and identify and align the values and Central West Health Strategic Plan determining appropriate staff levels to meet service requirements, and evaluate the performance and professionalism of the service.
- Recruitment, selection and retention of all staff and management of all human resource issues in collaboration with the human resources department.
- Manage the financial, physical and material resources necessary to achieve and maintain an effective and efficient health care service.
- Ensure compliance with the current Working Safely legislation and the Health and Safety Act 2012 through the adoption and promotion of best practice, supply of appropriate tools and equipment and reporting and evaluation of incidents as they arise.
- Promote and foster service improvement through the implementation of quality frameworks in order to ensure the continuance of high quality, safe and effective care to all patients within the Central West Health.
- Facilitate mandatory training and continuing education for staff to meet clinical, organisational and professional needs with a focus in best practice.
- Work in partnership with other health service providers and external service providers to promote integrated health care.
- Be responsible for all activities of the Clinic Based Ambulance, including emergency response, assessment, stabilisation and transfer of patients.
- Adopts and works within the clinical practice competency framework of a remote area nurse.
- Hold and maintain advanced clinical skills. Nurses with additional authorisation such as Nurse Practitioner or RIPERN are able to use this in relation to their Practice Scope and/or the Primary Clinical Care Manual (updated version).
Mandatory qualifications/Professional registration/other requirements

- Registration as a Registered Nurse with the Australian Health Practitioner Regulation Agency (AHPRA) and a current practising certificate.
- Nurses with additional authorisations must apply to the Central West Health Nursing Scope of Practice Committee to receive authority to practice prior to being able to perform the duties associated with such an authorisation.
- Post-registration authorisation in Rural Isolated Practice Registered Nurse would be advantageous.
- Post-registration authorisation as a Nurse Practitioner is highly desirable.
- This position requires the incumbent to operate a manual C Class vehicle. An appropriate licence endorsement to operate this type of vehicle is required. Proof of this endorsement must be provided before commencement of duty.
- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.

How you will be assessed?

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

- Demonstrated advanced clinical experience and knowledge of contemporary nursing theory and practice including the Primary Health Care principles, to develop and manage clinical care provision to a remote community.
- Demonstrated advanced communication skills with individual clients, other health professionals, government, non-government sectors and the community to deliver best health outcomes.
- Demonstrated analytical financial and material resource management skills and ability to identify and initiate corrective actions to maximise budget integrity.
- Demonstrated ability to apply knowledge of evidence based best practice, continuous improvement processes and research activities to achieve quality service standards in accordance with the CRANA Remote area nursing clinical practice competency framework and accreditation standards.
- Ability to apply knowledge of contemporary Human Resource Management issues to practice, including Workplace Health and Safety, Equal Employment Opportunity and Anti-Discrimination principles.

Your application

Please provide the following information to the panel to assess your suitability:

- Your current CV or resume, including the names and contact details of two referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor.
- Any other documentation required by the panel, if required.

Additional Information

- Applications will remain current for 12 months.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
• Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.

• Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.

• Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf


About the Health Service

The Central West Health is one of sixteen independent statutory authorities responsible for the provision of health service across Queensland. Employees (other than Health Executives) remain employed by Queensland Health until each Health Service becomes a Prescribed Authority by Regulation.

Central West Health provides hospital and primary care services to a rural and remote population of 12,500 residents spread across a vast landmass covering 22% of the State of Queensland. The health Service works in partnership with the Central and North West Medicare Local, the Royal Flying Doctor Service, regional Councils and various non-government health and aged care providers.

The Health Service operates hospital and multi-purpose health service hubs in Longreach, Barcaldine, Blackall and Winton, supporting primary health care centres in Aramac, Bouliia, Isisford, Jundah, Muttaburra, Tambo and Windorah. A range of visiting medical, community health, mental health and allied health services are provided throughout the region and including Bedourie, Birdsville, Jericho and Yaraka.

The Regional office is located apart from the hospital in the main street of Longreach, providing a base for the coordination of the Health Services safety and quality programs, finance, building management staff and the Health Service Executive. Some health service wide functions are staffed in other Hospital hub locations.

The Health Service is established by Regulation under the Hospital and Health Boards Act 2011 and delivers hospital and health services in line with the Health Board’s Strategic Plan 2014-18 and Service Agreement with the Department of Health.

For further information about the Central West region:

