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SA Health Job Pack

Job Title	Clinical Coordinator AHP3 (Clinical Psych/Psych)
Eligibility	Open to Everyone
Job Number	806326
Applications Closing Date	25/11/2022
Region / Division	Child and Adolescent Mental Health Services (CAMHS)
Health Service	Women's and Children's Health Network
Location	North Adelaide
Classification	AHP3
Job Status	Full Time – Ongoing / Permanent
Total Indicative Remuneration	\$110,562 - \$118,521 p.a

Contact Details

Full name	Lisa Knight
Phone number	8161 7248
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Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Human Services (DHS) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Working with Children Screening - **DHS**
- National Disability Insurance Scheme (NDIS) Worker Check- **DHS**
- Unsupervised contact with Vulnerable groups- **NPC**
- Unsupervised contact with Aged Care Sector- **DHS**
- No contact with Vulnerable Groups - General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category B (indirect contact with blood or body substances)

This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category B (indirect contact with blood or body substances). [Please click here for further information on these requirements.](#)

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✎ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✎ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	Clinical Coordinator - Psychologist
Classification Code:	AHP3
LHN/ HN/ SAAS/ DHA:	Women's & Children's Health Network
Hospital/ Service/ Cluster	Women's & Children's Hospital
Division:	CAMHS
Department/Section / Unit/ Ward:	Child Protection Services
Role reports to:	Clinical Services Manager
Role Created/ Reviewed Date:	November 2022
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider) If applicable - NDIS Worker Check (issued by NDIS Commission)
Immunisation Risk Category	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances)

ROLE CONTEXT

Primary Objective(s) of role:

CPS is a specialist multi-disciplinary health service in the Women's and Children's Hospital that provides a range of comprehensive forensic and clinical psychological services to support children who have allegedly been victims of abuse, maltreatment and crime. In addition to the provision of psychological therapy (both short and long-term), CPS provides a number of assessment services that assist South Australia Police (SAPOL) with criminal investigations and the Department for Child Protection (DCP) with child protection investigations, including forensic assessments of children and parenting capacity assessments. CPS also provides inpatient services and psychosocial crisis responses for children, caregivers and families, in addition to consultation to other professionals, hospitals and agencies (e.g. DCP, SAPOL, hospital emergency departments, General Practitioners, Child and Adolescent Mental Health Services, other therapeutic services, education services, legal practitioners, and the Youth, Family, and Criminal Courts).

The Clinical Coordinator is responsible for the leadership and management of all delegated responsibilities including: supervision of designated clinical staff, and provision of a consultancy service to clinical staff and referring agents in relation to service delivery, clinical practice and case management issues. The Clinical Coordinator provides direct clinical specialist assessment or therapy services to clients categorised as complex referrals or high need.

The Clinical Coordinator will be required to lead a portfolio for either assessment or therapy domains and will contribute to CPS' provision of high quality service and innovative practice in their portfolio area.

The Clinical Coordinator contributes to the development and coordination of resources, services, policy and standards and child protection clinical practice.

Direct Reports:

Social Worker / Psychologist (AHP-2) up to 5.0 FTE's in total

Key Relationships/ Interactions:Internal

- > Works collaboratively with health professionals within Child Protection Services and the Women's and Children's Health Network

External

- > Establish collaborative working relationships with Department for Child Protection (DCP), CAMHS, Department of Education and Children's Services (DECD) and SAPOL staff and other health professionals.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > The personal resilience and attitude to work in the area of child protection, and lead and manage staff who undertake complex and challenging work in this area.
- > Leading and managing staff to effectively balance the delivery of both assessment and therapy services to clients.
- > Effectively managing an acute service area, where clinical and work allocation decisions have to be made within a tight timeframe.
- > Effectively managing the delivery of clinical services, which meet forensic, legal and Court requirements and standards.
- > Effectively facilitating the production of high quality written reports, based on sound clinical opinion, within tight timeframes

Delegations:

- Nil

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.

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.

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 *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > 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.
- > 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.

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.
- > Intra and interstate travel may be required.
- > Participation in a senior on-call roster will be required.

> Some out of hours work will be required.

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.

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.***

Key Result Area and Responsibilities

The major responsibilities include the following listed below but should not be viewed as exhaustive

KEY RESULT AREA	MAJOR RESPONSIBILITIES
<p>Manage the CPS Intake system, during business hours and after hours, As the rostered Senior on Duty</p>	<ul style="list-style-type: none"> > Ensure effective leadership, advice and support is provided to all CPS staff in relation to operational service delivery systems including Intake, Allocation and referral priority, and clinical service provision in relation to assessment and therapy work. > Ensure effective working relationships are established and maintained with referring agents in accordance with the Interagency Code of Practice and the CPS practice standards. > Ensure enquiries in relation to the Intake and Allocation systems and referrals are managed effectively and expediently. Coordinate work allocation to psychosocial staff and medical consultants. > Facilitate staff debriefing and management of critical incidents applicable to service delivery and clinical practice. > Ensure clinical staff prioritise and comply with CPS Practice Standards and referral criteria
<p>Provision of professional supervision, consultation and support to designated clinical staff</p>	<ul style="list-style-type: none"> > Ensure provision of a responsive and accessible supervision and support service to designated clinical staff, which includes support and advice in relation to assessment, therapy practice and case management. > Provide guidance to ensure that clinicians produce a high standard of clinical reports while meeting KPI's. > Ensure that clinicians' training needs are identified via supervision and performance review processes and provide clinicians with support and guidance for ongoing skill development in the areas of assessment and therapy. > Manage annual performance review processes for designated clinical staff.
<p>Actively manage assigned portfolio (assessment or therapy).</p>	<ul style="list-style-type: none"> > Identify annual and long term strategic goals for the specific assigned portfolio > Knowledge, training and research requirements for the portfolio are identified. > Develop and foster knowledge, training and research which ensure individual clinical staff are sufficiently skilled, clinical practice is progressive and special projects are undertaken as required. > Responsible to the CPS management group for the effective management of the assigned portfolio
<p>Provide psychosocial assessments and therapeutic interventions for children and families, in cases identified as complex</p>	<ul style="list-style-type: none"> > Undertake delivery of complex forensic psychosocial assessments to determine the occurrence and effects of abuse/neglect; to identify risk factors and difficulties in the child's care and to identify the need for therapy. > Undertake Parenting assessments to assess adverse factors within the family, capacity of caregivers to parent the child, the quality and nature of relationships, dynamics of abuse and neglect, and the potential for change. > Provide assessment reports, to referring agents that are of a high standard, to assist with investigations assessing the safety of the child, which can be used in all Court jurisdictions within the agreed timeframes > Work in collaboration with referring agents and other health professionals to achieve optimal client outcomes. Ensure therapy services are delivered using evidence based therapeutic approaches which contribute to children's recovery from abuse, improved quality of family relationships and prevention of further abuse. >

KEY RESULT AREA	MAJOR RESPONSIBILITIES
<p>Participate in decision making regarding children's needs, safety and future care.</p>	<ul style="list-style-type: none"> > Objective clinical opinion and recommendations are formulated and accurately communicated to referring agents, statutory bodies (DCP and SAPOL), and Courts through the Senior on Duty system, supervision and one's own clinical practice. > Ensure clinical reports are provided to referring agents within the agreed or Court ordered timeframe. > Children and their family/carer/s are provided with objective, accurate information. > Provision of evidence and attendance at court, as an expert witness, within the various Court jurisdictions to inform decision making
<p>Advocate for clients.</p>	<ul style="list-style-type: none"> > Individual clients and their family are advocated for appropriately. > Individual clients and their family are referred to other services and agencies appropriately. > Documented evidence is recorded in the CPS casenotes in accordance with CPS clinical practice standards and file standards.
<p>Quality management, quality assurance, risk management activities and ongoing improvement of services.</p>	<ul style="list-style-type: none"> > Coordination of clinical forums (assessment and therapy) which encourage the full participation of staff undertaken in accordance with the strategic goals of the unit. > Maintain a current knowledge of literature and national/international practices involving intervention approaches, models and theories in relation to either therapy and/or assessment work, reflective in the quality of clinical service delivery. > Specific research/health promotion in relation to therapy and assessment work is undertaken.
<p>Contribute to service delivery planning and development; and the development and implementation of practice standards, policy and clinical practice.</p>	<ul style="list-style-type: none"> > Improvements and review of practice implemented as applicable. > Provide input towards service development and planning process and research initiatives. > Represent CPS on various committees and forums. > Provide input towards research initiatives, production of submissions, professional papers and conference presentations. > Participate and contribute to decision making as a member of the CPS Clinical Leadership Team

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Qualifications:

- > Psychologist: Appropriate Degree or equivalent qualification and general registration with the Psychology Board of Australia.
- > Clinical Psychologist: Appropriate Degree or equivalent qualification and general registration with the Psychology Board of Australia within an Endorsed Area of Practice: Clinical.

Skills:

- > Excellent communication and interpersonal skills, particularly in relation to negotiation, liaison and conflict resolution.
- > Demonstrated ability to operate effectively in a multidisciplinary team and manage team processes.
- > Demonstrated ability to apply specialist skills to identify and analyse complex problems and to formulate and implement appropriate courses of action.
- > Demonstrated ability to produce high quality complex clinical and other reports.
- > Demonstrated ability to manage and motivate staff, and coordinate the work of others effectively.
- > Excellent problem solving and decision making skills applicable at the interagency, Unit, team and individual level.
- > A strong commitment to and empathy with the principles and practices in the work of child protection.

Experience:

- > Demonstrated clinical experience in the field of child protection and child and adolescent mental health.
- > Demonstrated competence in a senior level of professional practice within the child protection and child mental health fields.
- > Experience in providing direct clinical services to children, adolescents and their families experiencing trauma or a wide range of emotional and behavioural disturbance.
- > Managerial and leadership experience in child protection or related area; and experience in the development and implementation of policies, practices and procedures.

Knowledge:

- > Sound theoretical knowledge in the field of child protection and child and adolescent mental health.
- > A clear and current knowledge about the legislative framework within which child protection services operate and a broad knowledge of the operating principles and practice of child protection.
- > A clear understanding of the dynamics and effects of child abuse and neglect and an understanding of the human, social and political factors which influence the child protection area.

DESIRABLE CHARACTERISTICS

- > A Master's Degree in Psychology and an endorsed area of practice.
- > Successful completion of specialist investigative interviewing training and authorisation as a prescribed interviewer of vulnerable witnesses.
- >
- > Experience in the provision of therapeutic services to children, adolescents and families

Experience

- > At least two years experience in the provision of clinical supervision

Knowledge

- > Evidence based practices

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.

Unit/Team

Child Protection Services provide comprehensive specialist forensic medical and assessment services to children in whom there is a suspicion of child abuse and/or neglect; and treatment services to children and their families, where abuse and/or neglect has been confirmed.

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:

Accountability – what does it mean for me?

Within WCHN everyone is accountable for their contribution to the safety and quality of care delivered to consumers.

Consumers

Consumers and their families participate as partners to the extent that they choose. These partnerships can be in their own care, and in organisational design and governance.

Staff including Contractors, Locums, Agency, Students and Volunteers

All staff (as described above) have a role in the delivery of safe, high quality care to consumers, and are expected to perform their roles with diligence; and with a person-centred approach to the best of their ability. It is the responsibility of all staff to raise concerns when it is recognised that something is not right. Safety and quality is the responsibility of all staff, at all levels and across all locations.

Clinicians

All clinicians are accountable for the provision of competent, consistent, timely, safe, reliable, contemporary and person centred care within a defined scope of practice.

Clinicians work in teams with professionals from a variety of disciplines based on mutual respect and clear communication, with an understanding of responsibilities, capabilities, constraints and each other's scope of practice.

All clinicians are responsible for providing care that is person centred, evidence based and which focuses on safety through minimising risk while achieving optimal outcomes for consumers. This is helped by participating in clinical governance, in WCHN health and safety forums, fostering a learning environment and supporting other clinicians to provide high quality services which are safe.

Clinicians are expected to speak up when there are concerns about safety so that these can be rectified and learnt from. Clinicians are accountable for their own individual professional practice, including maintaining currency of credentialing, registration and professional practice.

Managers

Managers are accountable for implementing systems and practices that support high quality clinical practice. Managers oversee, guide and direct staff by providing leadership and advice ensuring appropriate clinical governance, continuous quality improvement, and leading safety programs. Managers develop, implement and monitor performance indicators for the identification, management and reporting of risk. Managers implement the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards within their areas of responsibility. Managers are expected to demonstrate diligence and honesty in the management of public resources.

Managers organise, direct and manage the performance of staff to meet operational requirements; implement and promote evidence based standards and policies that are compliant with relevant, professional, industrial and legislative requirements. Managers engage with and listen to staff, and create an environment where staff feel able to speak up in relation to concerns about safety. Managers address concerns raised and provide regular, ongoing feedback in the interests of improving care and safety.

Executive/Divisional Directors

Executive/Divisional Directors are accountable for embedding the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards into their areas of responsibility and providing assurance to the Executive and Board that these systems are in place and work effectively, all risks are known and mitigated and that staff understand their safety and quality responsibilities.

It is expected that those holding senior leadership positions will model the highest standards of ethical and professional behaviour.

WCHN Committees

WCHN Committees support Executive Directors to implement and evaluate organisational systems, support divisions to work together to identify and mitigate risk and continuously improve practice. They support the organisation to work as a single entity.

Chief Executive Officer

The Chief Executive has overall accountability for safety, care delivery, system governance and monitoring.

Board

The Board is accountable for governance, monitoring, compliance and ensuring the executive are discharging their responsibilities in managing the organisation.

Four Strategic Priorities



Improved health and wellbeing of families and communities



Meaningful gains in Aboriginal health and wellbeing



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



Create one health network

Key Enablers

Effective communication

Consumer and community engagement

Culture and leadership

Engaged and capable workforce

Enabling technology

Research

Productive partnerships

Contemporary infrastructure

Financial sustainability

Continuous improvement and innovation

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

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

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

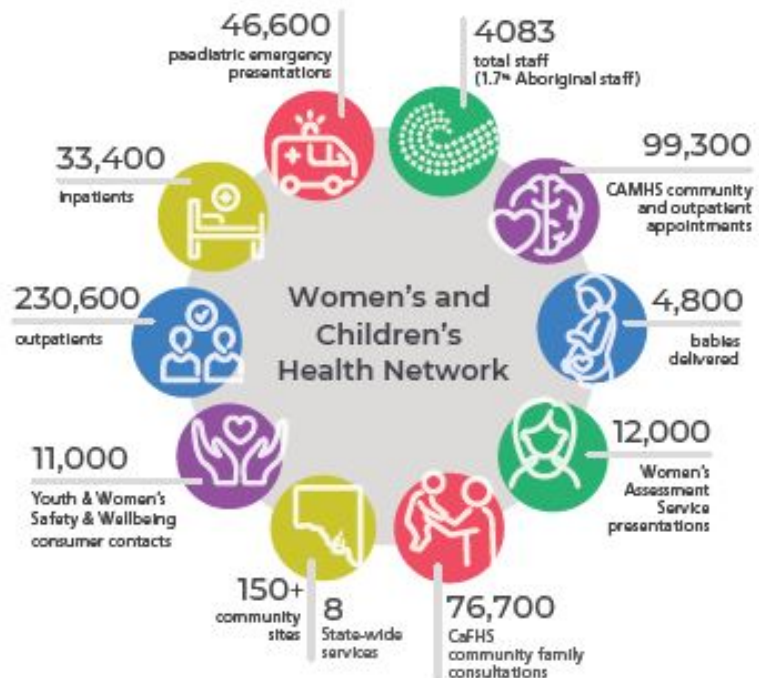
Our Story starts with our consumers and communities who are at the centre of everything that we do.

Our focus for the years ahead is to:

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

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

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



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