ROLE DESCRIPTION

Government of South Australia | Health Eyre and Far North Local Health Network

Role Title:	Executive Director, Nursing and Midwifery
Classification Code:	Registered Nurse/Midwife Level 6 – RN/M6.6
Position Number	P27539
Local Health Network	Eyre and Far North Local Health Network
Hospital/ Service/ Cluster	Eyre and Far North Local Health Network
Division	Nursing and Midwifery
Department/Section / Unit/ Ward	Executive Director, Nursing and Midwifery
Role reports to	Chief Executive Officer, Eyre and Far North Local Health Network
Role Created/ Reviewed Date	Reviewed September 2026
Criminal History Clearance Requirements	☒ NPC/NCCHC – Unsupervised contact with vulnerable groups ☒ DHS Working With Children Check (WWCC) ☒ NDIS Worker Check Please click here for further information on these requirements
Immunisation Risk Category	Category B (indirect contact with blood or body substances) Please click here for further information on these requirements

ROLE CONTEXT

Primary Objective(s) of role:

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

The two primary component of the role are:

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

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

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

Direct Reports:

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

Key Relationships/ Interactions:

Internal

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

External

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

Challenges associated with Role:

- Providing strategic and operational leadership for nursing/midwifery and other services within the scope of role.
- Accountable for the service/s human, financial and material resources within scope of the role and promoting a culture of due diligence
- Building a culture of quality and safety that is patient/client centred.
- Leading innovation and change management to address emerging service and workforce needs within span of control.

Delegations:

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

Resilience:

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SA Health values and strategic directions.

As a manager you, or your delegate, are required to action the Performance Review & Development Program inclusive of six (6) monthly reviews, for all employees for whom you are responsible.

General Requirements:

*NB References to legislation, policies and procedures includes any superseding versions

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- As a WHS defined Officer for SA Health, exercise due diligence to ensure SA Health compliance with Section 27 of the Work Health and Safety Act 2012 (SA) and take reasonably practicable steps to support health and safety culture, accountability, the allocation of resources and ensure compliance with legislative requirements.
- *Return to Work Act 2014* (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children and Young People (Safety) Act 2017 (SA) 'Notification of Abuse or Neglect'*.
- Disability Discrimination.
- *Independent Commissioner Against Corruption Act 2012* (SA)
- *SA Information Privacy Principles*
- Relevant Awards, Enterprise Agreements, *Public Sector Act 2009* (SA), *Health Care Act 2008* (SA), Aged Care Act 2024 (Cth) and the SA Health (Health Care Act) Human Resources Manual.
- Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- 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.
- Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- *Health Practitioner Regulation National Law (South Australia) Act 2010*
- *Mental Health Act 2009* (SA) and Regulations
- *Controlled Substances Act 1984* (SA) and Regulations
- The Nursing and Midwifery Board of Australia Registration Standards (including the Guidelines and Assessment Frameworks for Registration Standards)
- The Nursing and Midwifery Board of Australia Professional Practice Codes and Guidelines (including Competency Standards, Codes of Ethics and Professional Conduct, Decision Making Framework and Professional Boundaries)
- Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- Comply with all SA Health, EFNLHN and workplace Policies, Procedures, Guidelines, and Standards.
- 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.
- SA Health Respectful Behaviour (including management of bullying and harassment) Policy.

Confidentiality and Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.
SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.
SA Health employees will not misuse information gained in their official capacity.
SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Cultural Statement:

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

Special Conditions:

*NB Reference to legislation, policies and procedures includes any superseding versions

- It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory National Police Certificate (NPC) / Nationally Coordinated Criminal History Check (NCCHC).
- Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS).
- Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police or a Nationally Coordinated Criminal History Check (NCCHC) confirming the clearance is for the purpose of employment involving unsupervised contact with vulnerable groups.
- Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Working Screening Check through the Department of Human Services (DHS) Screening Unit.
- National Police Certificates / Nationally Coordinated Criminal History Check must be renewed every 3 years thereafter from date of issue.
- Working With Children Checks must be renewed every 5 years thereafter from date of issue.
- NDIS Worker Screening Check must be renewed every 5 years thereafter from date of issue.
- Must be an Australian Resident or hold a current working visa.
- Current driver's license and willingness to drive.
- Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- The incumbent may be required to undertake further study to obtain a qualification which supports the needs of the health unit. Where further study is required, SA Health will provide support and assistance in accordance with provisions of the SA Health (Health Care Act) Human Resources Manual. Note, however, this Special Condition does not apply to existing LHN employees with continuous employment within the LHN which commenced prior to 1 October 2016.

Key Result Area and Responsibilities

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

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

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	> Use their clinical knowledge and experience to provide strategic and operational leadership, governance and direction for nursing/midwifery including models of care > Build a culture which is patient/client centered and where patient/client engagement is encouraged > Accountable for evaluating and consistently improving nursing/midwifery practice and healthy work environments.
Support of health service systems	> Develop and implement a nursing/midwifery contemporary professional practice framework > Develop and/or implement corporate administrative and risk management frameworks > Develop and implement service delivery policies, goals, benchmarking frameworks and nursing/midwifery clinical practice standards > Develop and guide the use of information systems to inform decision making, manage practice, store corporate knowledge and convey information to staff > Establish standards for human resource systems implementation including processes and standards of nursing/midwifery staff recruitment, performance, development and retention > Contribute to and/or negotiate organisation budget and activity profiles > Accountable for resource management with due diligence
Education	> Lead the establishment of learning cultures across span of appointment > Ensuring staff have the capacity to meet service delivery needs, priorities and work standards
Research	> Lead the establishment of a culture of research enquiry > Integrate contemporary information and research evidence with personal knowledge and experience to support high level decision making
Professional leadership	> Provide professional nursing/midwifery advice, direction, and governance for a specified Health Unit or Community Service > Provide corporate management of nursing/midwifery services for a specified Health Unit or Community Service > Lead, coach, coordinate and support direct reports and provide mentorship for less experienced nurses and midwives > Lead innovation, change processes, and coordinated responses to emerging service and workforce needs

	> Maybe recruited to manage or oversee an organisational/regional portfolio or long term and/or significant project > May be required to provide executive level management of services other than nursing/midwifery for a specified Health Unit or Community Service

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Registered or eligible for registration as a Nurse/Midwife with the Nursing and Midwifery Board of Australia and who holds, or who is eligible to hold, a current practicing certificate.

Personal Abilities/Aptitudes/Skills:

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

Experience

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

Knowledge

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

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Post graduate tertiary qualifications in health administration.

Personal Abilities/Aptitudes/Skills

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

Experience

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

Knowledge

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

Organisational Context

Organisational Overview:

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

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 Goals and Strategies:

The achievement of key SA Health goals, directions and strategies are articulated within the following:

> South Australian Health and Wellbeing Strategy 2020-2025
> State Public Health Plan 2019-2024
> SA Health Strategic Clinical Services Plan 2021-2031
> SA Mental Health Services Plan 2020-2025
> SA Health Clinical Services Capability Framework

Eyre and Far North Local Health Network:

Our Local Health Network (LHN) is responsible for the planning and delivery of hospital and health services over 337,626 square kilometres, taking in the Eyre Peninsula, western part of South Australia and north of Coober Pedy. It supports approximately 40,000 people.

Services provided within the Eyre and Far North region include accident and emergency, day and inpatient surgery, Aboriginal health, mental health, obstetric services, chemotherapy, renal dialysis, community and allied health, and aged care and disability services.

We have Health facilities located within Port Lincoln, Tumby Bay, Cummins, Lock, Elliston, Streaky Bay, Wudinna, Kimba, Cleve, Cowell, Ceduna and Coober Pedy.

The health units within the Eyre and Far North LHN have dedicated and experienced staff who strive to meet the needs of the community by providing the highest level of health care.

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.

EFNLHN Values

The values of EFNLHN express the type of conduct required by our employees to further our vision to be a trusted provider of accessible, responsive, and innovative health, disability, and aged care services to support the wellbeing of our diverse communities.

Kind	Respectful	Accountable	Courageous
✓ Providing kind and compassionate care	✓ Every individual and their uniqueness	✓ Taking responsibility for all that we do	✓ Overcoming challenges and striving for excellence
✓ Putting our consumers at the centre of everything we do	✓ Actively listening to different perspectives and experiences, and celebrating diversity	✓ Acting with integrity at all times	✓ Curiosity, sharing ideas, exploring what's possible and solving problems
✓ Taking the time to understand others	✓ Being open-minded and empathetic towards one another	✓ Following through on what we say we will do	✓ Adaptability and flexibility in delivering our services

Code of Ethics

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

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.

Aboriginal Health

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name: _____ **Role Title:** _____

Date: _____ **Signature:**

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: _____