

Manager, Clinical Input Nursing and Midwifery

Role data

Position no.	TBC	Work Area Profile	Notifications
Work Level Classification	Level 8	Directorate/Business Unit	Regulatory Operations
Reports to (role)	National Manager, Clinical Input	Location	Multiple
No. direct reports	TBA	No. of indirect reports	Nil
Version date	Consultation	Tenure	Full time, ongoing

Work area profile

Ahpra's overall mission is to protect the public by regulating health practitioners efficiently and effectively in the public interest to facilitate access to safer healthcare for all the community. Website: www.ahpra.gov.au.

Clinical Input in the Ahpra context focuses on helping Ahpra staff understand and interpret the implications for public safety of the clinical, system and profession-specific practise information before them that regulatory staff better understand the potential risk of an individual health practitioner's practice of the profession. This is across a range of practice settings relevant for the different professions, including non-clinical environments. Clinical input also informs assessment against standards and requirements in the Registration context and for Monitoring and Compliance. Clinical input also identifies contemporary issues within each profession that may require management in the public interest.

Role purpose

Reporting to the National Manager, Clinical Input, the Manager, Clinical Input Nursing and Midwifery provides strategic operational oversight of the timely and consistent provision of clinical input for the relevant profession.

The Manager, Clinical Input builds and maintains relationships across Ahpra to increase the understanding of Ahpra staff of the clinical and professional context for the relevant profession as it may be relevant to the regulatory context and provide feedback to inform the ongoing relevance and improvement of standards, codes, guidelines and other activity of the National Board for the profession.

Key Accountabilities

- *Provide consolidated clinical input, and national oversight as it relates to profession specific perspectives to regulatory decision-making processes in consideration of standards, codes and guidelines, recognised best practice in the profession, the customer experience, and consistent with agreed risk thresholds, current legislation, relevant principles, established policies and procedures and the delegated authority of the Board.*
- *Provide clinical input on complex regulatory cases identified as a serious risk to the public.*
- *Establish mechanisms that support a team-based approach to deliver consistent and timely responses to clinical input, drawing on the collective knowledge of the team.*
- *Collaborate with relevant areas of Ahpra to integrate clinical input into all relevant areas.*
- *Establish mechanisms and relationships to identify and escalate emerging issues in the relevant profession(s) and/or across profession(s) that may require action of the National Board(s).*
- *Establish mechanisms to support productive and professional relationships with external and internal stakeholders to increase understanding of the clinical risk in the regulatory setting and of regulatory obligations for the relevant profession(s).*

- *Lead the development and review of policies, procedures, and guidelines to improve the performance of the clinical input function*
- *Contribute to the development and review of relevant National Board standard, codes, guidelines and other information.*
- *Administer delegated provisions of the National Law and ensure delegations are adhered to by members of the relevant team.*
- *Lead activities and demonstrate behaviours that enable a positive, team-based performance culture and staff wellbeing.*
- Other duties as directed by the National Manager, Clinical Input
- Health Safety and Wellbeing: Ensuring the workplace provides a safe working environment with the required level of care and respect for its participants. This means to:
 - take reasonable care for own and others' health, safety and wellbeing, and
 - adhere to Ahpra's workplace health, safety and wellbeing policies and procedures.
- People Management: Achieving organisational goals by effectively managing the team's and team members' workplace performance. This means to:
 - enhance and encourage direct reports' potential through development and coaching activities
 - take actions to close identified performance gaps in a timely and effective manner
 - comply with Ahpra performance objectives setting, review and development processes, and
 - motivate direct reports' behaviour by providing clear direction and recognition of achievements as well as personally modelling Ahpra standards of behaviour.

Capabilities for the role

The Ahpra [Capability Framework](#) applies to all Ahpra employees. Below is the complete list of capabilities and proficiency level required for this position.

Values	Capabilities	Proficiency Level
Service	Commits to customer service	Advanced
	Displays leadership	Advanced
	Generates and delivers the strategic vision	Intermediate
	Demonstrates an awareness of the National Registration and Accreditation Scheme (the National Scheme) and the National Law	Advanced
Collaboration	Builds constructive working relationships	Highly Advanced
	Communicates effectively	Highly Advanced
Achievement	Demonstrates accountability in delivering results	Highly Advanced
	Uses information and technology systems	Intermediate
	Displays personal drive and integrity	Highly Advanced

Qualifications/experience

Qualifications/Experience	Required
Qualifications	<p>Unconditional general or specialist registration as a Nurse and/or Midwife</p> <p>Tertiary qualification in Nursing and/or Midwifery.</p> <p>Advanced Diploma Leadership and Management or equivalent and/or relevant leadership experience.</p>
Experience	<p>Recency, as defined in the profession's Recency of Practice registration standard, of clinical practice for the profession.</p> <p>Demonstrated experience, or interest in, the assessment of clinical risk at the systems level.</p> <p>Broad based clinical practice experience with well-developed understanding of the regulatory context for health practitioners.</p> <p>Demonstrated experience in managing a team and the ability to develop a high performing, results driven culture.</p> <p>Outstanding interpersonal/communication skills, ability to work collaboratively in teams and manage relationships with a wide range of stakeholders.</p> <p>Outstanding organisational skills including excellent time management skills plus the ability to prioritise workload in response to time critical targets.</p> <p>Demonstrated leadership, coaching and management skills.</p> <p>Outstanding communication skills, ability to liaise, negotiate, consult, resolve conflict and manage change.</p> <p>Demonstrated experience in assessment against standards, codes, and guidelines.</p> <p>Demonstrated knowledge of best practice of the profession including at the international level as relevant.</p> <p>Demonstrated ability to recognise and resolve critical and sensitive issues and provide high level, authoritative clinical input.</p> <p>Demonstrated success in leading and providing high level, authoritative clinical input to achieve outcomes in a complex, fast paced environment.</p> <p>Demonstrated problem solving, analytical and conceptual skills with the ability to identify the need for improvement and delivering change.</p> <p>Demonstrated adaptability, responsiveness, and ability to exercise judgement to resolve issues independently.</p> <p>Demonstrated ability to build and maintain productive working relationships across a range of disciplines.</p>

Key relationships

Internal Relationships	External Relationships
Ahpra staff – all teams	Registered health practitioners
National Managers – Clinical input, Registration, Compliance, and Notifications	Applicants for registration
Regulatory Operations – National Directors	Employers and health service providers
Executive Officer (<i>profession</i>)	Professional Associations
Relevant National Board and their boards and committees	Health complaints entities
	Co-regulators
	Education providers