



ROLE DESCRIPTION

Role Title:	Community Nurse
Classification Code:	Registered Nurse Level 2 (RN 2)
Position Number:	
LHN/HN/SAAS/DHA:	Women's and Children's Health Network
Hospital/Service/Cluster:	Women's and Children's Health Network
Division:	Youth Women's Safety Wellbeing Division (YWSWD)
Department/Section/Unit/ Ward:	Metropolitan Youth Health (MYH)
Role reports to:	Team Leader
Role Created/Reviewed Date:	09/07/2015
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check – Vulnerable Unsupervised
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

Primary Objective(s) of role:

- > Works within a multidisciplinary team and is responsible for providing advanced nursing and quality client centred nursing care services to Aboriginal, Guardianship of the Minister and vulnerable young people as defined in the MYH Model of Care and operational documents.
- > Responsible and accountable for their own practice standards and activities they delegate to others including the provision of clinical leadership and training to students/trainees, new staff and staff with less experience.

Direct Reports:

- > Nil

Key Relationships/ Interactions:

Internal

- > Operationally and professionally responsible to the MYH Team Leader RN3 CSC or operationally responsible to the MYH Team Leader AHP3 with professional reporting to the Nurse Practitioner / Candidate (depending on team location).
- > Member of a multi-disciplinary team and works closely with other professionals in MYH and the Community Health Division and across the WCHN Region.
- > Contributes to the day to day operations of the unit and will provide professional guidance to Nursing/Midwifery staff, particularly less experienced members of the nursing /midwifery team
- > Provides direct or indirect supervision to Aboriginal Clinical Health Workers/Trainees and Nursing/Midwifery students.

External

- > Works collaboratively with external agencies providing services to young people as required.
- > Involves young people, their families and communities in service planning, implementation and evaluation.

Challenges associated with Role:

Major challenges associated with the role include:

- > Deliver advanced nursing and youth primary health care services to best practice standard, and improve health outcomes for Aboriginal young people with high and complex needs.
- > Contribute to the viability of youth primary health care services within a changing environment and improve integration across the continuum of care through participating in strengthening innovation and service coordination.
- > Improving health service access for young people who are Aboriginal and/or Torres Strait Islander, under the Guardianship of the Minister, in the youth justice training centre, and other priority population groups of young people who experience vulnerabilities.

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.

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.
- > May be responsible for supervision and oversight of volunteers assigned within the department, in collaboration with the WCHN Volunteer Unit. Refer to Volunteer Engagement and Management Procedure
- > *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
- > SA Health/WCHN/LHN/SAAS policies, procedures and standards.
- > WCHN Clinical Governance and Consumer Engagement Framework and all requirements of the National Safety & Quality Health Service Standards (2nd Edition).
- > 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.

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.

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 data 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.

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.

Specific Requirements:

- > The Women's and Children's Health Network requires that all nursing/midwifery staff work in accordance with legislative and professional requirements including, but not limited to:
 - *Health Practitioner Regulation National Law (South Australia) Act 2010.*
 - *SA Mental Health Act 2009 and Regulations.*
 - *SA Controlled Substances Act 1984 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.
 - Department of Health and WCHN policies, procedure and standards.
 - Consent to Medical Treatment and Palliative Care Act 1995.
 - Rapid Response Framework and Action Plan.
 - Interagency Agreements e.g. SA Dental Services, CAMHS, Families SA.
 - Nurses and midwives are required to have the capacity to undertake the physical and psychological demands of the role.

Scope of Practice:

Individual Nursing and Midwifery practice are defined by the Nursing or Midwifery Board of Australia (NMBA) Registration Standards, Codes and Guidelines. These are endorsed and maintained across the WCHN by adherence to initial employment procedures, annual licensing procedures, meeting mandatory competencies, undertaking ongoing professional development and annual performance review. Furthermore, the NMBA Decision Making Framework endorses Nurses and Midwives working within their scope of practice and necessary qualifications.

The WCHN endorses the above processes as defining the scope of practice of a Registered Nurse or Registered Midwife across the region.

It is acknowledged that when defining the scope of practice, a Nurse or Midwife employed to work in one division or department will have an altered scope of practice when 'relieving' or assisting in another division or department.

Key Result Area and Responsibilities

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

Key Result Areas	Major Responsibilities
Evidence based practice informs direct delivery of high level clinical nursing and midwifery care to clients their families and communities.	<ul style="list-style-type: none"> > Promotes and works within a nursing model of client centred care and case management framework. > Develop and document multidisciplinary case work services including intake and assessment; physical and psychosocial health screening and treatment; supported referral and follow-up; and psychosocial support within organisational guidelines and procedures, through the application of professional standards and in line with the MYH Model of Care. > Provide vulnerable young people with expert social support, referral and advocacy services to facilitate their access to relevant primary health care solutions. > Identify, plan, deliver and document projects, which provide a forum for the discussion of health issues and build young people's capacity to manage their health care. > Apply knowledge of the relevant service sectors and referral pathways and processes to ensure young people have an understanding of service options and are referred appropriately in response to their needs. > Undertake data analysis, evaluation and contribute to the reporting on clinical service delivery and identifying continuous improvement initiatives. > Maintain clinical documentation records in accordance with organisational policy. > Develop client & interagency partnerships and discipline specific networks, to support client needs and quality outcomes. > Works to ensure consistency of nursing/midwifery practice standards.
Leadership and management of nurses in the community health service is supported.	<ul style="list-style-type: none"> > Assist in the review, development and implementation of best practice changes to ensure a high level service delivery and foster a learning culture within MYH. > Contribute to the reporting on clinical nursing/midwifery practice service delivery and development of practice improvement. > Assist and support rostering and/or oversight of supplies and/or equipment as a portfolio.
Youth Health nursing/midwifery service attains consistency of practice standards.	<ul style="list-style-type: none"> > Participates in, and oversees the provision of, quality nursing/midwifery care within a best practice case management framework. > Plan and coordinate services with other disciplines or agencies to meet health care needs. > Demonstrate and promote a risk minimisation approach which supports the implementation and maintenance of systems to protect clients and staff. > Participates in reviewing and updating of Nursing/Midwifery and multidisciplinary standards.
Team and individual development and education requirements are met.	<ul style="list-style-type: none"> > Support and facilitate training for students/trainees, new staff and staff with less experience. > Students and new staff have a preceptor and are supported by a resource person based on knowledge, experience and skills. > Contribute to Nursing/Midwifery staff learning and education which is based on evidence based practice. > Provide other health professionals with opportunities for learning and education in nursing/midwifery.

	<ul style="list-style-type: none"> > Maintain a commitment to increasing individual professional development. > Attain professional competencies to a standard agreed with management and as designated by the professional registration body.
Young people their families and communities are involved in service provision.	<ul style="list-style-type: none"> > Work collaboratively with clients in the development of individual case management care/treatment plans using a client centred framework. > Actively contribute to client consultation processes when facilitating service delivery audits to ensure input from relevant client priority populations. > Contribute to the consultation processes with consumers/clients and MYH staff to identify projects/programs that promote Metropolitan Youth Health in line with the Model of Care, ensuring best practice excellence.
Quality management, professional standards and risk management activities and ongoing improvement of services are maintained.	<ul style="list-style-type: none"> > Contribute to the review of existing processes/practices and promote acceptance of change to improve service delivery and outcomes > Contribute to the development and implementation of practice guidelines, protocols/audits, quality indicators and service planning as part of quality improvement processes. > Ensure all service practices, for which you have responsibility, are assessed for risk and a management strategy is in place.
A positive culture and safe work environment is encouraged and fostered.	<ul style="list-style-type: none"> > Develop and foster a positive work culture which is based on SA Health's values and promotes customer service, learning and development, safety and welfare of employees, acknowledges differences, and encourages creativity and innovation. > Resolve local and/or immediate nursing care service delivery problems. > Ensure communication processes effectively deal with challenging behaviours and the resolution of conflicts.
Culturally sensitive services are delivered.	<ul style="list-style-type: none"> > Ensure and promote access and equity of services for all clients/stakeholders from culturally and linguistically diverse backgrounds. > Model behaviours and attitudes that are culturally sensitive in all interactions with staff/clients/stakeholders.

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

- > Well-developed interpersonal and communication skills including the ability to work with individuals and families for positive health outcomes and to foster productive working relationships across disciplines.
- > Proven ability to provide clinical nursing health care services within a clinical health setting.
- > Demonstrated ability to relate to people from a diverse range of cultural and social backgrounds.
- > Demonstrated ability to display initiative, flexibility and creativity in response to the changing needs of the clients and the organisation.
- > Demonstrated commitment to providing a quality client centred service.
- > Proven ability to prioritise workload and meet set timelines, whilst working under minimal supervision
- > Demonstrated ability and competency in group work.

Experience

- > Registered Nurse and Midwife with at least 3 years post registration experience.
- > Demonstrated competence in the relevant area of nursing practice.
- > Experience in problem solving, negotiation and conflict management.
- > Experience in leading, motivating and directing student Nurses, Enrolled Nurses and less experienced Registered Nurses.
- > Experience in developing and implementing Nursing practice standards/policies.

Knowledge

- > Knowledge of contemporary nursing evidence based practice issues, primary health care practice and continuous improvement principles.
- > Knowledge of the obligations relating to :
 - o Young People under the Guardianship of the Minister
 - o Mandatory Notifications
 - o Consumer rights and responsibilities
- > Knowledge of the social determinants of health for young people under guardianship of the Minister and from Aboriginal and Torres Strait Islander backgrounds and their application to the provision of accessible and appropriate health services for young people.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Accredited Sexual and Reproductive Health Course or willingness to complete one.
- > Additional relevant tertiary or certificate qualifications e.g. Health Counselling, Mental Health, Community Health, Adolescent Health, Immunisation, Drug and Alcohol Nursing, Midwifery

Personal Abilities/Aptitudes/Skills

- > Ability to use personal computers and associated packages relevant to area of practice.
- > Ability to critically analyse and respond to changing needs of the patients/organisation.

- > Demonstrated ability to develop networks and pathways with young people who have been under guardianship of the Minister or are from Aboriginal and Torres Strait Islander backgrounds and their communities and organisations.

Experience

➤ Previous experience working in Youth detention or Prison Health.

- > Working in one or more of the following areas; youth health, Aboriginal health, community health, disability or complex health, drug and alcohol, sexual health, mental health.
- > Immunisation provision according to established schedules and protocols.
- > Working within a community health case management framework

Knowledge

- > Knowledge of the South Australian Public Health System and administrative policies and practices of Community Health.
- > Knowledge of contemporary professional Nursing issues.

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 service
- > Primary health care and population health program
- > Integrated community care service
- > Services to address the health and well being of particular populations, including Aboriginal Health Program
- > Education and training program
- > Research.

Community Health Division provides specialist health care services and programs in the areas of youth health, women's health and safety, rape and sexual assault, child protection. The Division provides support to WCHN in child protection and women's safety. Services are based on an understanding that the everyday circumstances of life, including trauma and adversity, impact on health and wellbeing. Services are planned to improve population health and provided based on primary health care principles of participation, comprehensiveness, equity, cultural accountability, sustainability, effectiveness and community accountability.

The Division provides metropolitan services for vulnerable young people and women, metro and country services in child protection and state wide services in sexual assault.

The Metropolitan Youth Health aims to provide an accessible, responsive and quality community based health service to Guardianship of the Minister, Aboriginal and vulnerable young people. It is a health care service that aims to improve health outcomes for these populations and build their capacity to manage their own health care, whilst exemplifying best practice.

The Metropolitan Youth Health provides specialised, evidenced-based and accessible primary health care services to improve health outcomes for populations of young people aged 12 to 25 years, including those who are Aboriginal and/or Torres Strait Islander, under the Guardianship of the Minister, in the youth justice training centre, and the priority population groups of young people who experience vulnerabilities.

The health care of young people residing in the AYTC is a shared responsibility between SA Health, Youth Justice and other service providers accessed or contracted by Youth Justice. Metropolitan Youth Health staff performing outreach work at AYTC will assist in providing an integrated and coordinated health care service to improve the health, wellbeing and development for residents in 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.

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

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