



ROLE DESCRIPTION

Role Title:	Senior Speech Pathologist
Classification Code:	AHP 3
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network
Hospital/ Service/ Cluster	Women's and Children's Health Network
Division:	Sub-Acute and Allied Health
Department/Section / Unit/ Ward:	Child Development Unit
Role reports to:	CDU Allied Health Manager and Medical Unit Head
Role Created/ Reviewed Date:	Reviewed April 2024
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider)
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:

As the Senior Speech Pathologist in the Child Development Unit, the incumbent:

- > Is responsible to the Child Development Unit Allied Health Manager and Medical Unit Head for delivering culturally appropriate, equitable, comprehensive, high quality and contemporary integrated care focused assessment services for infants, children, young people and their families of the Women's and Children's Health Network.
- > Is an extensively experienced and highly competent clinician who delivers advanced clinical services in the assessment of infants, children, and adolescents, and their families who present with complex neurodevelopmental differences.
- > Is a person who through education and experience can effectively ensure and provide quality services, within a multidisciplinary and interagency team context.
- > Is responsible for contributing to improvements in the quality, safety, patient centred services. The person works with all administrators, allied health, paediatric, coordinators, and other stakeholders on service delivery development, and practice requirements to meet client needs and demand.
- > Functions as a specialist clinical expert in the assessment of, and intervention planning for children within the multidisciplinary (medical and allied health) team.
- > Formulates differential diagnoses of a child's neurodevelopmental profile, drawing on knowledge, experience and skills in assessing children's development, speech and language skills, pragmatic skills and social communication skills, and synthesizing information provided by parents/caregivers and others working and supporting the child.
- > Undertakes assessment of individuals using a range of diagnostic techniques and tools, including scoring and interpreting assessment results
- > Acts as a key discipline contributing to the diagnosis of autism spectrum disorder, within a multidisciplinary team process.
- > Will be an authority on the assessment and treatment of specialist clinical areas such as Autism Spectrum Disorder, Global Developmental Delay, and developmental communication difficulties.
- > Provides clinical supervision and teaching to other health professionals seeking to gain expertise in the assessment of children who present with features of complex neurodevelopmental disorders including (but not limited to Developmental Language Disorder, Autism Spectrum Disorder, Fetal Alcohol Spectrum Disorder).

Direct Reports:**Reports to:**

- > Reports to the Child Development Unit Allied Health Manager and Medical Unit Head for operational matters
- > Reports to the CDU Senior Speech Pathologist and/or Manager WCHN Speech Pathology for professional supervision/clinical governance

Reports to this position

- > AHP2 Speech Pathologist for clinical and professional support and mentoring.

Key Relationships/ Interactions:Internal

- > The Child Development Unit Senior Speech Pathologist is accountable to the Allied Health Manager and Medical Unit Head of the Child Development Unit for the planning, development, co-ordination, implementation and evaluation of services provided to children who are referred to CDU with complex neurodevelopmental disorders.
- > The position provides professional leadership, support and supervision for day to day clinical matters to AHP2 Speech Pathologists in the CDU as well as others within WCHN.

External

- > The position provides supervision, and clinical teaching of students across a range of allied health and medical services in the areas of paediatrics, differential diagnosis, and in particular the assessment and diagnosis of neurodevelopmental disorders including (but not limited to) Developmental Language Disorders, Autism Spectrum Disorder, Fetal Alcohol Spectrum Disorder, and other neurodevelopmental disorders.
- > The role also provides a consultancy service regarding specialist assessment and diagnosis of complex developmental communication disorders to community and regional based therapists.
- > Works collaboratively with multi-disciplinary staff from external agencies including but not limited to SA Health LHNs, Department for Education, Autism SA, Catholic Education office, Association of Independent School, CAMHS, CaFHS, Department for Child Protection, Department for Human Services, NDIA and private practitioners.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Managing a very high workload.
- > Pressure of working on a team and service that has a very long waitlist.
- > Managing the increasing demands of the service with limited resources.
- > Managing the competing demands of the role.
- > Increased responsibility for Speech Pathologists on the team.
- > Providing a clinical service for children and families with multiple complexities and experiences.

Delegations:

- > As per WCHN Delegations Manual

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
- > 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 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.

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.***

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.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Clinical Skill Application	<ul style="list-style-type: none"> > Provide specialist speech pathology assessment, diagnostic and consultancy service to the Child Development Unit at WCHN > Apply specialist professional expertise in the provision of timely assessment, diagnosis and prognosis, and provision of recommendations for evidenced-based treatment for children and young people referred to the Child Development Unit with complex developmental difference > Operate with professional independence, clinical competence and highly developed reflective practice skills, drawing on professional direction in the review and application of new evidenced based techniques. > Provide advice to management (e.g., Allied Health Manager and Medical Unit Head) on professional service development, practice, and redesign, in response to clinical demand and client needs. > Provide specialist advice and consultative services to community/regional based speech pathologist or speech pathologists at the other child development hospital units in South Australia. > Provide a range of service delivery models that are strongly grounded in the best available evidence. > Liaise closely with families, staff of other disciplines and relevant community agencies to provide an integrated approach to client management. > Maintain knowledge of a broad range of evidence-based speech pathology assessment tools, intervention, and management strategies in order to be able to provide expert recommendations regarding ongoing management and support for paediatric clients.
Direct/Indirect Consumer Care	<ul style="list-style-type: none"> > Responding to parents/caregivers applying CREATE principals (Compassion, Respect, Equity, Accountable and Together for Excellence) > Provision of expert information regarding funding options for assessment and support (E.g., NDIS, Medicare -Chronic Disease Management Plan) > Provision of expert information regarding programmes and support (E.g HEI, AAC etc) > Provide information about appropriate intervention services as required > Develop and review relevant resource materials > Promotes access and equity of services for people from Aboriginal and Torres Strait Islander backgrounds. > Promotes access and equity of services for people from culturally and linguistically diverse backgrounds. > Provides services that are culturally responsive to the needs of consumers. > Enables consumers to make decisions concerning their child/young person's differential assessment journey
Working within the multidisciplinary team	<ul style="list-style-type: none"> > Encourage and foster a positive culture and safe working environment > Voice views and concerns in a constructive manner > Actively deal with conflict and inappropriate behaviours effectively and in a timely manner
Contribute to the effective and professional functioning	<ul style="list-style-type: none"> > Contribute to the development of an integrated team approach and culture that is highly responsive to the needs of our consumers > Ensure a high standard of professional conduct is maintained.

on the Child Development Unit	<ul style="list-style-type: none"> > Attend and actively participate in departmental meetings and the annual retreat. > Undertake training as required to attain and maintain required competency of skills and knowledge applicable to the role.
Personal and Professional Development	<ul style="list-style-type: none"> > Work under limited direction, accepting professional responsibility for delivery of a high standard of complex, specialised or strategically significant work, including providing advice to the Medical Unit Head on the effective allocation of speech pathology resources within CDU. > Ensure the provision of high quality speech pathology service within the CDU. > Display a commitment to continuous personal development by attending all mandatory training and actively pursuing other professional development. > Actively develop the professional skills and competencies in others by contributing to or facilitating education and training activities and acting as a mentor and or clinical supervisor to less experienced staff. > Utilise the support of mentors and peers and foster strong relationships with universities, professional associations and other key stakeholders as applicable. > Participate in the Professional Development and Review (PDR) process, including developing and pursuing a personal development plan in consultation with line manager and facilitate this process for AHP staff under your supervision. > Provide clinical supervision for other speech pathologists in a specialised area; being a clinical and educational resource person in the use of complex procedures for the assessment, diagnosis and treatment of neurodevelopmental disorders. > Progressively develop professional expertise and specialisation in developmental disorders including communication disorders and Autism Spectrum Disorder by attendance and/or presentation at workshops and conferences and by reading of professional papers related to diagnosis and evidence-based treatments.
Clinical Education/Research	<ul style="list-style-type: none"> > Contribute to clinical education of undergraduate and postgraduate speech pathology, other allied health and medical students/registrars, by supervising direct patient contacts, organising follow-up discussion and acting to develop their experience of neurodevelopmental disorders as required. > Share clinical experiences by participating in peer supervision, presenting case studies at staff meetings, and reporting on workshops attended. > Contribute to academic programs where appropriate. > Liaise with staff from the relevant University as appropriate. > Facilitate the development of knowledge of effective practice by encouraging and supporting research, evaluation of services and information sharing through relevant networks and other forums. > Provide consultation and supervision on postgraduate research thesis projects as required. > Provide a consultancy service in the planning and implementation of research projects where applicable.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Appropriate Degree or equivalent qualification which gives eligibility for full membership of the Speech Pathology Association of Australia

Personal Abilities/Aptitudes/Skills:

Skills:

- > Ability to undertake specialist assessment of children with complex developmental problems and to understand highly complex clinical presentations by applying knowledge of child development processes, theory and practice.
- > Demonstrated clinical expertise in a specialised area of practice including skills to teach and supervise a wide range of students at both the under-graduate and post-graduate levels.
- > Highly developed verbal and written communication skills across all levels of service provision.
- > Demonstrated skills in problem solving, negotiation and decision making at the organisational and individual level.
- > Demonstrated leadership and motivation skills, and in the evaluation of clinical services.
- > Demonstrated ability to work in an independent manner with limited supervision and manage competing work priorities under pressure, including the ability to organise and prioritise workloads, maintain flexibility, and meet deadlines.
- > Demonstrated capacity to foster and participate in multi/inter-disciplinary teamwork and confidence and flexibility to relate well to staff of other professional disciplines and other services.
- > Proven commitment to the principles and practise of:
 - > EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - > Quality management and the provision of person and family centred care.
 - > Risk management.

Experience

- > Demonstrated broad experience working as a Speech Pathologist within the paediatric field.
- > Minimum of 5 years clinical experience working as a paediatric speech pathologist.
- > Experience with working with children and families with complex developmental concerns across a range of settings.
- > Demonstrated competence in administering assessment tools in the diagnosis of communication delays and disorders.
- > Previous experience in assessment and management of neurodevelopmental disorders, including but not limited to Autism Spectrum Disorder.
- > Accreditation in the diagnosis of Autism Spectrum Disorder.
- > Experience in case management and/or case coordination.
- > Demonstrated experience in the supervision of undergraduate and postgraduate students, and/or staff supervision.
- > Experience in contributing to departmental management, including Quality Management programs for staff.
- > Experience in effective prioritisation and management of high clinical workloads.
- > Demonstrated experience in an multidisciplinary team approach to service delivery.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Extensive knowledge and understanding of standard diagnostic systems, as they relate to developmental and paediatric mental health and learning disorders. (e.g., National Guidelines for the Diagnosis of Autism Spectrum Disorder and Fetal Alcohol Spectrum Disorder).
- > Knowledge of state-wide services and the interfaces with paediatric speech pathology.
- > Extensive knowledge and understanding of evidence-based principles of practice in the differential diagnosis and management of neurodevelopmental disorders.

- Knowledge of relevant statutory and legal requirements.
- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Attained or working towards a post graduate qualification in allied health discipline, management or health care

Personal Abilities/Aptitudes/Skills

Skills

- > Ability to relate to and use effective communication skills with children with developmental delay or disability and their family members.
- > Willingness to undertake further study/research in the area of specialised neurodevelopmental disorders.
- > Evidence of detailed ability to apply Speech Pathology practices within specific areas of neurodevelopmental disorders.
- > Demonstrated competence in administering assessment tools in the diagnosis of other neurodevelopmental disorders, including but not limited to Fetal Alcohol Spectrum Disorder.
- > Highly effective interpersonal and communication skills.
- > Ability to be innovative, flexible and creative
- > Demonstrated managerial and organisational skills.
- > Competence in research methodology.
- > Involvement in relevant professional and/or service committees.

Experience

- > Experience in working in a hospital setting within paediatric speech pathology.
- > Experience working in a multi/inter-disciplinary team involving community and hospital agencies
- > Experience in training and staff development.
- > Proven experience in basic computing skills, including email and word processing, electronic medical records.
- > Previous applied clinical research involvement.
- > Previous participation in the development, implementation and evaluation of clinical services and/or Quality Improvement programs.
- > Experience in team leadership and/or management.

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Data Base Management and evaluation.
- > Knowledge of statistical analysis methods.
- > Specialist knowledge of evidence-based assessment, differential diagnosis and management of specific paediatric neurodevelopmental disorders, including Autism Spectrum Disorder and Fetal Alcohol Spectrum Disorder

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.

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

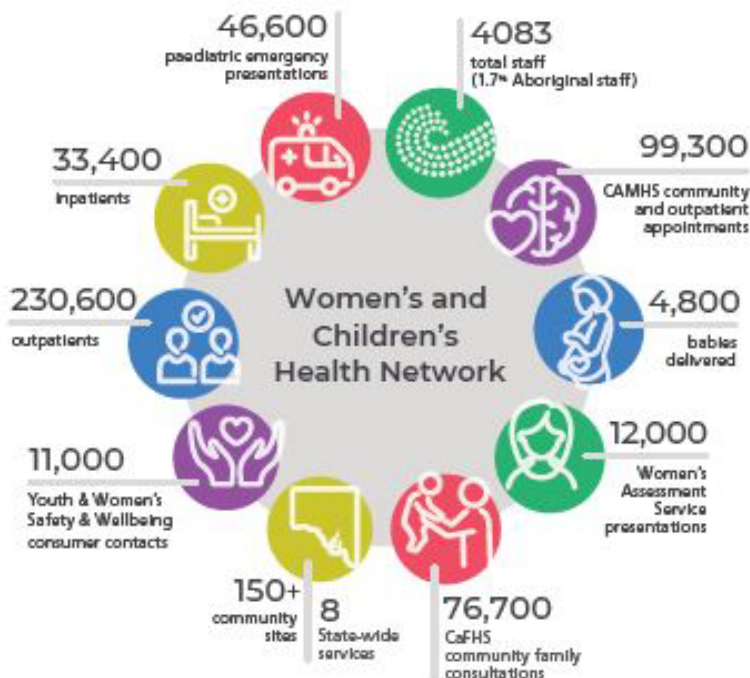
Our Story starts with our consumers and communities who are at the centre of everything that we do.

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

