



Job Description Form



Community | Compassion | Quality

Integrity | Equity | Curiosity

Position Title

Position number: CH617463/617402

Clinical Nurse Specialist – Staff Health and Wellbeing

People, Capability and Culture Directorate

People Capability and Culture is a newly formed Directorate incorporating Human Resource Services, Industrial Relations, Integrity, Learning and Development, Work Health and Safety and Wellbeing. The Directorate takes a leadership role across WACHS to drive and deliver strategies that enable, support and promote the development and enhancement of a capable and sustainable health care workforce. The People, Capability & Culture Vision is “We are recognised as leaders enabling high performing, innovative, proactive workforce services - delivering effective quality outcomes”.

About the WA Country Health Service

Our Strategic Priorities



Our Values

Community

We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion

We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality

We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity

We bring honesty, collaboration and professionalism to everything that we do.

Equity

We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity

We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

Our Vision

To be a global leader in rural and remote healthcare.

Our Mission

To deliver and advance high quality care for country WA communities.

Directorate overview

The People, Capability & Culture Directorate takes a leadership role across the WA Country Health Service (WACHS) to drive and deliver strategies that enable, support and promote the development and enhancement of a capable and sustainable health care workforce.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at www.wacountry.health.wa.gov.au

Position Details

Position Number:	CH617463/617402	Registration Date:	April 2025
Classification:	SRN Level 3	Location:	Perth
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Work Health, Safety & Injury Management		

Position Overview

This position is responsible for the review, development and implementation of systems and processes to facilitate the delivery of a comprehensive staff occupational health service at WA Country Health Service (WACHS).

Supervises the delivery of quality care to WACHS employees, developing standards of practice, implementing recommendations to changes to clinical practice as required, initiating quality improvement activities and the provision of a consultation service within the area of occupational health, fitness for work and pre-employment health assessments to all employees within WACHS.

Plans, coordinates and manages service changes, projects and initiatives to meet project goals and timelines to meet reform objectives. Service provision will be in accordance with Department needs; regional travel will be required in this role.

Reporting Relationships

Responsible to:

CH608136 Manager Work Health and Safety
HSO Level G-10



This position:

CH617463/617402 Clinical Nurse Specialist
SRN Level 2



Positions under direct supervision:

CH615566 Clinical Nurse
ANF RN Level 2



Other positions reporting to this position:

Principal WHS Consultant HSO G-8
Senior Injury Management Coordinator HSO G-8
3x FTE Injury Management Coordinators HSO G-6
Fit Testing & PEHA Coordinator – HSO G-6



Key Duties/Responsibilities

1. Provides clinical leadership and consultancy to medical, nursing, allied health care professionals and non-clinical staff in the areas of specialty at a Hospital and Health Service level.
2. Provides advanced knowledge of current immunisation practices and protocols within the areas of specialty at a WACHS level related to health care workers.
3. Supports appropriate infection prevention and control (IPC) protocols and practices relating to staff contact tracing and screening.
4. Provides sound working knowledge of staff pre-employment and fitness for work screening protocols.
5. Supports and coordinates implementation of occupational health functions including hand care, health monitoring and pre-employment screening.
6. Reviews and analyses research to determine clinical and management trends. Initiates, implements and evaluates best practice activities that support the delivery of appropriate clinical care in area of specialty within the hospital/health service.
7. Supports and coordinates the management of non-compensable fitness for work cases across WACHS
8. Contributes to the formulation and review of staffing profiles within the unit according to analysis of clinical needs and available resources.
9. Maintains excellence in interpersonal skills and leadership with all customers of the position.
10. Promotes and guides a multi-disciplinary team approach to decision making.
11. Develops standards and policies for the areas of specialty using an evidence based approach, developing innovative methods and techniques for effective practice and change across WACHS.
12. Develops policies and monitors compliance and with relevant industry acknowledged standards and legislative requirements.
13. Coordinates and implements quality improvement activities recognising National Safety and Quality Health Service Standards.
14. Implements and maintains performance management systems which support ongoing development of staff.
15. Develops, implements and evaluates educational and training programs related to the area of specialty.
16. Plans, coordinates and manages service changes, projects and initiatives to meet project goals and timelines.
17. Develops business cases, project plans, implementation strategies, tools, processes and systems for the management of WHS.
18. Contributes to and implements strategies to achieve service reform and change in OSH clinical and nursing practices.
19. Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
20. Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
21. Supports the delivery of safe patient care and the consumers' experience including identifying, facilitating and participating in continuous safety and quality improvement activities, and ensuring services and practices align with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
22. Completes mandatory training (including safety and quality training) as relevant to role.
23. Performs duties in accordance with Government, WA Health, WACHS and Departmental/Program specific policies and procedures.
24. Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.
25. Provides clinical assessment to employees in clinic or via Telehealth
26. Maintains clinical records / employee related documentation as relevant.
27. Other duties as required and directed.



Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

Essential

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated significant knowledge, recent experience and leadership in area of speciality.
3. Well-developed consultation, facilitation and negotiation skills, including the ability to establish and maintain effective working relationships.
4. Demonstrated knowledge and application of quality improvement initiatives.
5. Well-developed verbal and written communication skills, including the ability to prepare complex written reports and project plans.
6. Sound analytical, problem solving and research skills, including the ability to develop innovative solutions to a range of issues.

Desirable

1. Tertiary qualifications in relevant fields.
2. Knowledge and experience in risk management and quality improvement programs.
3. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

Appointment Pre-requisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Provision of the minimum identity proofing requirements
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Health Assessment
- Successful WA Health Integrity Check

WA Country Health Service –
Central Office

7 April 2025
REGISTERED

