



**Government
of South Australia**

Women's and Children's
Health Network



**Women's
& Children's
Hospital**

Candidate Information Pack

Registered Nurse - Level 2 (RN2)

2026

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Why the Women's and Children's Health Network is different



The Women's and Children's Health Network (WCHN) is South Australia's specialist tertiary service for women, babies, children and young people. Working at WCHN means caring for highly diverse presentations, from routine to complex, supported by specialist teams, strong clinical governance, and a deeply family-centred model of care.

What this typically means for RN/RM2 clinicians:

- **Complexity and learning:** exposure to higher-acuity care with structured supports to build proficiency.
- **Family-centred practice:** partnering with parents/carers as part of everyday care.
- **Specialist multidisciplinary teams:** close collaboration with medical, allied health, pharmacy, social work, and support services.
- **Strong development pathways:** opportunities to expand capability, participate in education, and progress toward Clinical Nurse/Midwife and leadership roles.



WCHN Strategy Refresh 2026 & Beyond

Healthy Generations, Thriving Communities

Vision

Healthy communities where every individual has the opportunity to thrive

Purpose

To strengthen the health and wellbeing of future generations

Values

Compassion, Respect, Equity, Accountability, Together for Excellence

Strategic Themes



Meaningful gains in Aboriginal Health



Value what matters to consumers, their culture and community



Connected care that is trusted and well informed



Provide leading healthcare for women, babies, children and young people

Key Enablers

Reconciliation and Truth Telling

Research

Leadership and culture

Contemporary infrastructure

Trusted data systems and governance

Capable and well workforce

Environmental sustainability

Integrated governance

Priority Actions

We will embed targeted Aboriginal Health Services with culturally safe and competent staff

We will expand models of care closer to home

We will embed staff and consumer co-design into service planning

We will maximise meaningful engagement and achieve greater community reach ensuring every contact counts

We will embed research and utilise data for evidence-based clinical practice and service improvement, and sustainability planning

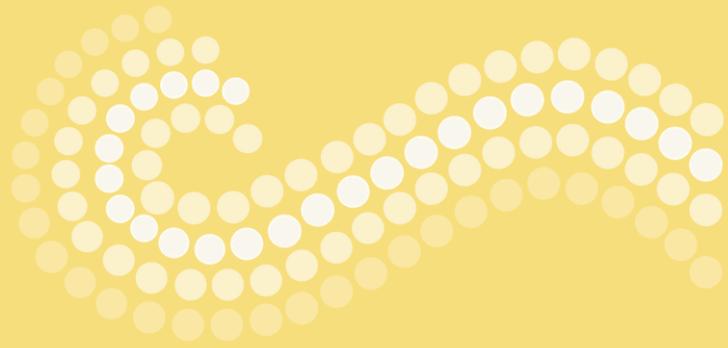
We will be the intentional system leader to deliver greater access and equity across South Australia and beyond

We will give voice to consumers experiencing vulnerability through active advocacy

We will invest in interprofessional education and development that benefits our diverse workforce and consumers across SA and beyond

We will co-design the new hospital to deliver the needs of tomorrow's consumers and health workforce

Location and convenience



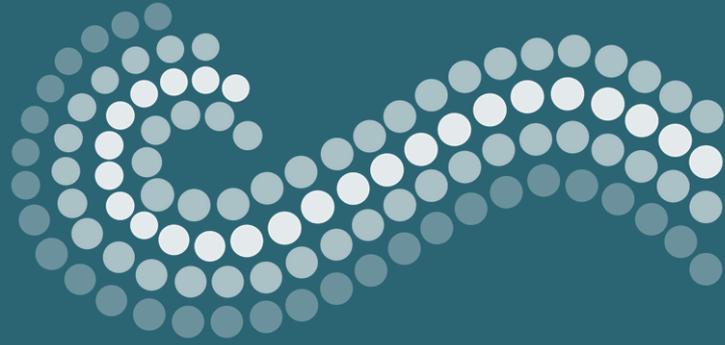
The Women's and Children's Hospital is based in metropolitan Adelaide with access to major public transport routes and key arterial roads. Although some community-based roles are available, most roles will be based at the hospital.

Practical considerations commonly valued by candidates:

- Public transport access and commuting options
- Proximity to cafés/retail and nearby services
- On-site amenities (subject to unit access and operational requirements)
- Free public transport to and from work.



Additional information and benefits



There are a number of supports and extra benefits to working at the Women's and Children's Health Network.

These include:



Flexible working practices to enable you to balance work and family life



On-site orientation and induction including a range of training opportunities to assist you to settle in efficiently



Supporting your well-being through a strong safety culture including access to an Employee Assistance Program



Professional development opportunities delivered within through our Centre for Education and Training or externally



Salary sacrifice benefits maximising your salary



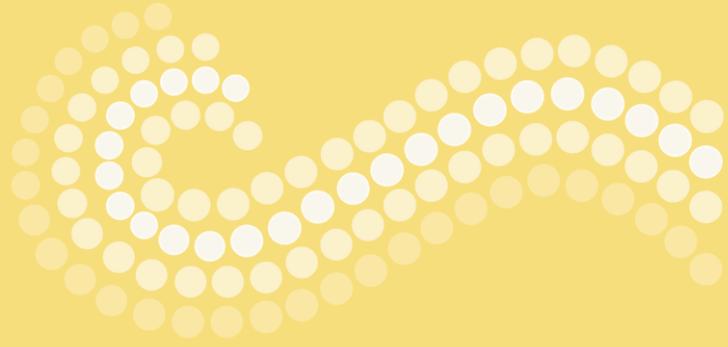
Alignment, professional development and performance development aligned to our Capability Framework



A great location with access to all the amenities you need

[View the Nursing Enterprise Agreements here.](#)

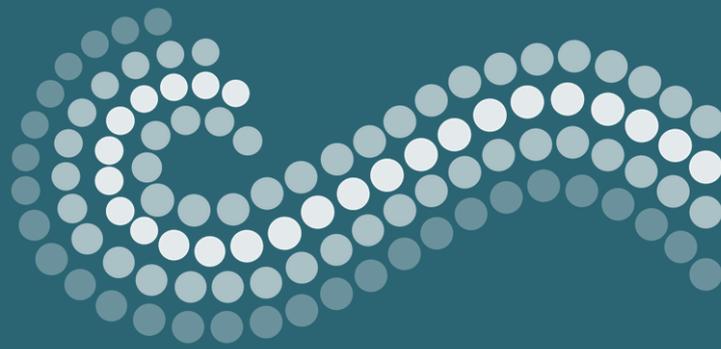
People stories



Kylie - Registered Nurse

“I absolutely love coming to work, I get so excited getting up in the morning.”

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.

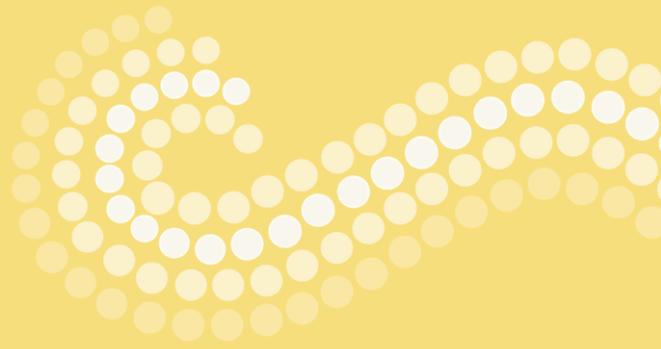
Code of ethics

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.

Recruitment process



At WCHN, our recruitment process is designed to identify candidates who not only have the required skills and experience, but who align with our commitment to providing world-class healthcare for women, babies, children and young people.

We are committed to a merit-based selection process that is fair, transparent and free from bias, unlawful discrimination, nepotism and patronage.

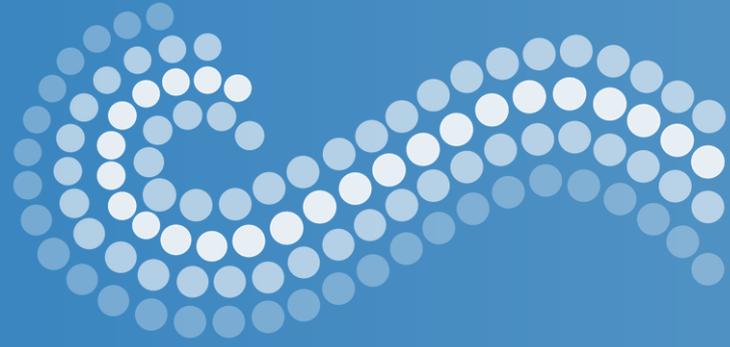
Your application is your opportunity to demonstrate how your experience, qualifications and capabilities meet the requirements of the advertised role. Please ensure you carefully address the selection criteria outlined in the advertisement.

As recruitment is about identifying the person best suited to the role and the needs of WCHN, not all applicants will progress through every stage of the process.

WCHN is an equal opportunity employer and is committed to creating an inclusive workplace. If you wish to disclose a disability, medical condition, or require reasonable adjustments at any stage of the recruitment process, please inform the nominated contact person so appropriate arrangements can be made.

Timeframes may vary depending on the volume of applications. We appreciate your patience throughout the process.

1. **Application submission**
2. **Initial review & shortlisting**
3. **Phone screening**
4. **WCHN application form**
5. **Interview & assessment**
6. **Shortlisting to Panel**
7. **Panel interview**
8. **Referee checks**
9. **Clearance & pre-employment screening**
10. **Offer & onboarding**



Position description

Role Title:	Associate Nurse &/or Midwife Unit Manager (Neonatal Services)
Classification Code:	Registered Nurse &/or Midwife Level 2
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network
Hospital/ Service/ Cluster	Women's and Children's Health Network
Division:	Women's and Babies Division
Department/Section / Unit/ Ward:	Neonatal Service
Role reports to:	Nurse &/or Midwife Unit Manager
Role Created/ Reviewed Date:	Oct 2025
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider) If applicable - NDIS Worker Check (issued by NDIS Commission)
Immunisation Risk Category	Category A - direct physical contact with patients/clients Click here for more information

Primary objective(s) of role:

- Provide nursing and/or midwifery services in a variety of health service settings which has been consolidated by experience and/or further study with staff at this level developing from competent to proficient practitioners.
- Accepts accountability for their own practice standards, activities delegated to others and the guidance and development of less experienced staff.
- Provide support to the Nurse &/or Midwife Unit Manager or equivalent in the leadership of nurses/midwives in the ward/unit/service.

Employees in this role will undertake a portfolio within which they will:

- Promote continuity and consistency of care in collaboration with other Clinical Nurse & / or Midwife, Associate Nurse &/or Midwifery Unit Managers and the Nurse &/or Midwife Unit Manager or equivalent;
- Assist the Nurse &/or Midwife Unit Manager or equivalent in the implementation of practice changes; and
- Assist the Nurse &/or Midwife Unit Manager or equivalent in undertaking ward/unit/service management responsibilities, eg. Performance management processes, recruitment, staffing, leave management, rostering, work allocation and attendance management; financial and supplies planning and monitoring.

Direct reports:

- Registered Nurse &/or Midwife (Level 1), Enrolled Nurses and Assistant in Nursing &/or Midwife

Key relationships / interactions:

Internal

- The Associate Nurse &/or Midwife Unit Manager maintains a close working relationship Clinical Nurse &/or Midwife (Level 2) and primary supports the role of the Nursing/Midwifery Unit Manager (Neonatal Services).
- The Associate Nurse &/or Midwife Unit Manager maintains a close working relationship with other Neonatal Level 3 Nurses &/or Midwives and Level 4 Nurse Practitioners.
- Associate Nurse &/or Midwife Unit Manager maintains a close working relationship with other Neonatal Level 2 Nurses &/or Midwives (Education).
- Maintains cooperative and productive working relationships within all members of the health care team.
- Supports and works collaboratively with less experienced members of the nursing & or midwifery team.

External

- Maintains relationships with non-government organisations or other government organisations.

Challenges associated with role:

Major challenges currently associated with the role include:

- Keeping up to date with, implementing and monitoring evidence-based practice and quality management initiatives consistent with organisational policies.
- Dealing appropriately and relevantly with children, youth, women and their families where there are multiple complexities, diverse cultural backgrounds and expectations of clients.
- Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.

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.
- Meeting immunisation requirements as outlined by the *Addressing vaccine preventable disease: Occupational assessment, screening and vaccination policy*.
- Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- Addressing 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.
- Maintaining confidentiality.
- Ensuring a smoke free workplace.
- Valuing and respecting the needs and contributions of SA Health Aboriginal staff and clients and committing to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Creating 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.
- Elevating 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.
- Supervising and overseeing 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 Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> • Provide proficient, person centred, clinical nursing/midwifery care and/or individual case management to patients/clients in a defined clinical area; • Monitoring patient/client care plans to ensure appropriate care outcomes are achieved on a daily basis; • Oversee the provision of nursing/midwifery care within a service/ team/unit.
Support of health service systems	<ul style="list-style-type: none"> • Assists and supports the Nurse &/or Midwife Unit Manager or equivalent in management, clinical, and education activities; • Plan and coordinate services including those from other disciplines; • Act to resolve local and/or immediate nursing/midwifery care or service delivery problems; • Support change management processes.
Education	<ul style="list-style-type: none"> • Participate in clinical teaching, overseeing learning experience, and goal setting for students, new staff and staff with less experience; • Assist the Nurse &/or Midwife Unit Manager and Nurse &/or Midwife Educators to maintain a learning culture by being a resource person, encouraging reflection and professional development, and assisting others to maintain portfolios/records of learning.
Research	<ul style="list-style-type: none"> • Participate in clinical auditing, clinical trials and/or evaluative research; • Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed patient/client care outcomes; • Assist the Nurse &/or Midwife Unit Manager or equivalent to maintain and record monitoring and evaluative research activities in the ward/unit.
Professional leadership	<ul style="list-style-type: none"> • Promote continuity and consistency of care in collaboration with the Nurse &/or Midwife Unit Manager or equivalent in management, clinical, and education of the ward/unit/service; • Provide shift by shift leadership in the provision of nursing/midwifery care within a team or unit and facilitate patient flow; • Act as a resource person within an area based on knowledge, experience and skills.

KNOWLEDGE, SKILLS AND EXPERIENCE - ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- Registered or eligible for registration as a Nurse &/or 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:

- Effective communication, problem solving, conflict resolution and negotiation skills.
- Ability to work effectively within a multidisciplinary team.
- Ability to prioritise workload and meet set timelines, whilst working under minimal supervision.
- Ability to be creative, innovative and flexible when approaching issues within the healthcare setting.

Experience:

- Registered Nurse &/or Midwife with at least 3 years post registration experience or currently classified as a Clinical Nurse &/or Midwife.
- Demonstrated competence in the relevant area of nursing practice in accordance with the appropriate standards of practice.
- Experience in the supervision of assistants in nursing &/or midwifery, student nurses &/or midwives, enrolled nurses and less experienced registered nurses &/or midwives.

Knowledge:

- Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- Knowledge of Quality Improvement Systems as applied to a health care setting.
- Knowledge of contemporary professional nursing/midwifery and health care issues.

KNOWLEDGE, SKILLS AND EXPERIENCE - DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- Where applicable, qualifications relevant to practice setting.
- Tertiary qualifications in nursing or human services related discipline.

Personal Abilities/Aptitudes/Skills:

- Ability to work within a team framework that fosters an environment that develops staff potential.
- Skills in using computers and software relevant to the area of practice.

Experience

- Experience with quality improvement activities.
- Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.

Knowledge

- Knowledge of contemporary professional nursing/midwifery issues
- Knowledge of the South Australian Public Health System.