



JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA COUNTRY HEALTH SERVICE		Position No:	607503
Division:	Wheatbelt	Title:	Registered Nurse
Branch:	Merredin Hospital	Classification:	RN Level 1
Section:	Nursing	Award/Agreement	Nurses and Midwives Agreement

Section 2 – POSITION RELATIONSHIPS

Responsible To	Title: Director of Nursing/Health Service Manager Classification: RN SRN Level 7 Position No: 608198	↑
Responsible To	Title: Clinical Nurse Manager Classification: RN SRN 3 Position No: 608206/607499	↑
This position	Title: Registered Nurse Classification: RN Level 1 Position No: 607503	↑

OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

Title 613189 Registered Nurse 607709 Registered Nurse-Graduate 607759 Allied Health Assistant 607828 Clerical Officer L2 607788 Assistant in Nursing 607597 Staff Development Nurse 607501 Clinical Nurse

Positions under direct supervision: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Position No.</th> <th>Title</th> </tr> </thead> <tbody> <tr> <td>607507</td> <td>Enrolled Nurse</td> </tr> <tr> <td>607788</td> <td>Assistant in Nursing</td> </tr> </tbody> </table>	Position No.	Title	607507	Enrolled Nurse	607788	Assistant in Nursing	← Other positions under control: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">Category</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Category	Number		
Position No.	Title										
607507	Enrolled Nurse										
607788	Assistant in Nursing										
Category	Number										

Section 3 – KEY RESPONSIBILITIES

The provision of competent nursing services to patients requiring emergency, general nursing and nursing home residential care in accordance with hospital policies, professional standards and statutory requirements.

WA Country Health Service

- 7 NOV 2017

Effective date of document
November 2017

REGISTERED

TITLE	Registered Nurse	POSITION NO	607503
		CLASSIFICATION	RN Level 1



The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State's major maternity hospital – and 40% of the State's emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR PURPOSE – What we are here to do

WACHS improves country people's health and well-being through access to quality services and by supporting people to look after their own health.

OUR STRATEGIC DIRECTIONS TO 2018

1. Improving health the experience of care
2. Valuing consumers, staff and partnerships
3. Governance, performance and sustainable services

OUR GUIDING PRINCIPLES

Consumers first in all we do Safe, high quality services and information at all times Care closer to home where safe and viable. Evidence based services

Partnerships and collaboration

OUR VALUES

Community – making a difference through teamwork, cooperation, a 'can do' attitude and country hospitality.

Compassion – listening and caring with empathy, respect, courtesy and kindness.

Quality – creating a quality health care experience for every consumer, continual improvement, innovation and learning.

Integrity – accountability, honesty and professional, ethical conduct in all that we do

Justice – valuing diversity, achieving health equality, cultural respect and a fair share for all.

WA Country Health Service
 - 7 NOV 2017
 Effective date of document
 November 2017
 REGISTERED

TITLE	Registered Nurse	POSITION NO	607503
		CLASSIFICATION	RN Level 1

Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
1.0	CLINICAL PRACTICE	D	75
1.1	Performs at a professionally competent level in the areas of acute nursing, accident and emergency and aged care.		
1.2	Demonstrates competence in clinical practice by delivering individualised patient care utilising a problem orientated approach to allocated patients.		
1.3	Develops and documents an appropriate plan of nursing care to achieve optimal health, rehabilitation or a dignified death.		
1.4	Communicates essential information to colleagues and other members of the health team in a timely and appropriate manner.		
1.5	Arranges for patients to access specialised education programs or resource packages where appropriate.		
1.6	Ensures that the patient and family/significant others are involved [where relevant], in patient care decisions and are made aware of patient progress and care, including anticipated discharge dates and after care requirements/appointments.		
1.7	Monitors nursing care provided by other nursing personnel and patient care assistants to ensure adherence to the patient's planned nursing care program and the achievements of planned outcomes, and to ensure that deviations from the expected are assessed and addressed in a timely manner.		
1.8	Acts as a professional role model for colleagues by practising ethically and in accordance with the agreed standards of the profession.		
1.9	Implements changes in hospital policy and/or nursing practices.		
2.0	NURSING MANAGEMENT	R	10
2.1	Plans and facilitates allocated patient care to ensure the highest standard of care possible.		
2.2	Adopts the role of shift co-ordinator when required.		
2.3	Actively participates in ward and professional meetings to ensure a collegiate approach to patient management and nursing practice.		
2.4	Evaluates nursing practises to ensure the most efficient and cost-effective use of resources in collaboration with the CNS and HSM.		
2.5	Participates in multi-disciplinary patient care meetings.		
2.6	Assess the quality of patient care against hospital policies, procedures, standards & nursing protocols in collaboration with healthcare team.		
2.7	Promotes an understanding of Equal Opportunity Legislation, Occupational Safety & Health, Disability Service Act and Industrial Awards requirements.		
3.0	PROFESSIONAL DEVELOPMENT		
3.1	Maintains and develops professional knowledge and skills related to areas of clinical practice and responsibility.		
3.2	Identifies areas where professional growth can occur and implements strategies to achieve this through participation in performance development of self and others, as allocated.		
3.3	Assists and participates in educational activities relevant to areas of general nursing, accident and emergency and aged care for nurses and other health professionals and the community.		
3.4	Actively participates in hospital committees as requested.		
4.0	QUALITY IMPROVEMENT	R	5
4.1	Promotes an understanding of the philosophy and benefits of quality improvement in all nursing and patient care practices.		
4.2	Participates in the development, implementation and review of appropriate nursing quality improvement protocols & processes.		
4.3	Initiates and participates in quality improvement programs/activities.		
4.4	Liaises with colleagues and nursing management in monitoring and reviewing nursing standards, policies and procedures.		
5.0	DEVELOPMENT & EVALUATION	R	5
5.1	Sets realistic professional development goals and evaluates own performances.		
5.2	Uses standards of practice to constructively assess the performance of self and others		
5.3	Participates in the performance development of colleagues as requested, in an ethical and supportive manner.		
5.4	Initiates own performance development within the designated time frame.		
6.0	OTHER	O	5
6.1	Other duties as directed		

The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WA Service values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.

WA Country Health Services
 7 NOV 2017
 REGISTERED

TITLE	Registered Nurse	POSITION NO	607503
		CLASSIFICATION	RN Level 1

Section 5 – WORK RELATED REQUIREMENTS

ESSENTIAL

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated competency in nursing practice, within the relevant practice setting.
3. Demonstrated ability to plan, coordinate and make informed decisions in the management of patients, within the relevant practice setting.
4. Demonstrated ability to function as an effective team member.
5. Demonstrated effective communication (written and verbal) and interpersonal skills
6. Demonstrated knowledge of quality and risk management and how this impacts on nursing practice.
7. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.

DESIRABLE

1. Possession of or progression towards an appropriate post-graduate qualification
2. Knowledge of current health issues and the organisational culture of rural health services.
3. Demonstrated computer skills.

OTHER FACTORS

This is a continuous shift rostering position and incumbents can be rostered on any shift on any day of the week in accordance with roster requirements and award provisions

Section 6 – APPOINTMENT FACTORS

Location	Merredin (may be required to work at any site within the Eastern District)	Accommodation	As determined by the WA Country Health Service Policy
Allowances/ Appointment Conditions	Appointment is subject to: <ul style="list-style-type: none"> • Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement. • Completion of a 100 point identification check • Successful Aged Care Criminal Record Screening clearance • Working with Children (WWC) Check • Successful Pre- Placement Health Screening clearance 		
Specialised equipment operated			

Section 7 – CERTIFICATION

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.

Signature and Date: _____
Executive Services

WA Country Health Service
 - 7 NOV 2017
 REGISTERED

Signature and Date: _____
Chief Executive Officer

WA Country Health Service
 - 7 NOV 2017
 REGISTERED

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name	Signature	Date Appointed	Date Signed