



JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA Country Health Service		Position No:	300102
Division:	Pilbara	Title:	Clinical Nurse
Branch:	Nursing	Classification:	RN Level 2
Section:	Community Health	Award/Agreement	Nurses and Midwives Agreement

Section 2 – POSITION RELATIONSHIPS

Responsible To	Title:	Director Population Health
	Classification:	HSO Level G-11
	Position No:	608202
		↑
Responsible To	Title:	Clinical Nurse Manager – Community Health
	Classification:	SRN Level 3
	Position No:	608149
		↑
This position	Title:	Clinical Nurse
	Classification:	RN Level 2
	Position No:	300102
		↑

OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

Title
Clinical Nurses
Aboriginal Health Workers
Registered Nurses
Senior Aboriginal Health Worker - Diabetes

Positions under direct supervision:	← Other positions under control:								
<table border="1"> <thead> <tr> <th>Position No.</th> <th>Title</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Position No.	Title			<table border="1"> <thead> <tr> <th>Category</th> <th>Number</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>	Category	Number		
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Section 3 – KEY RESPONSIBILITIES

Promotes the health and well-being of children, families and specific community groups using a range of health promotion, health education, surveillance and early intervention strategies that are based on the principles of primary health care and service priorities.

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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

5th February 2018

REGISTERED

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Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
1.0	COMMUNITY PRACTICE		
1.1	Provides clinical nursing care for clients, which is consistent with Primary Health Care principles and the development of self-care and personal responsibility for health.		
1.2	Plans service provision to individuals, families and the wider community in relation to priority programs.		
1.3	Plans, implements and evaluates evidence based health promotion and education to individuals, families and the wider community according to program priorities and client needs.		
1.4	Maintains relevant clinical and service documentation, including statistical data collection.		
1.5	Works in partnership with key stakeholders (including families, Allied Health staff, Public Health, Community Nurses, Aboriginal Health Workers and health promotion staff) in delivering health programs to achieve desirable health outcomes.		
1.6	Provides culturally appropriate and non-judgemental nursing care, health promotion and education to individuals, families and the community within a partnership model.		
2.0	PROFESSIONAL DEVELOPMENT		
2.1	Maintain competence to practice in accordance with national competency standards for the Registered Nurse as described by the Australian Health Practitioners Regulation Agency.		
2.2	Responsible for own professional development and competency in line with clinical competency for Community Health Nurses.		
2.3	Contributes constructively to the process of performance management.		
2.4	Undertakes student preceptorships when required.		
2.5	Promotes the safety of the client, self and others through the incorporation of Occupational Health and Safety standards into their own health practice.		
3.0	QUALITY IMPROVEMENT		
3.1	Contributes to the development of policies and procedures and maintains practice standards by complying with policies, protocols, procedural guidelines and practices according to appropriate legislation, including Public Sector Standards		
3.2	Initiates and/or participates in quality improvement activities.		
4.0	OTHER		
4.1	Undertakes other program activities and duties as negotiated with the Senior Community Health Nurse.		
	The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS 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.		

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Section 5 – SELECTION CRITERIA

ESSENTIAL

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Possession of, or substantial progress towards, the attainment of a certificate, diploma or masters in Child & Adolescent Community Health Nursing (or equivalent) through an accredited institution.
3. Understanding of the principles of Primary Health Care and application to practice.
4. Demonstrated effective interpersonal, written and verbal communication skills and ability to communicate across a diverse spectrum of the population.
5. Demonstrated ability to work independently and as a member of a multidisciplinary team.
6. Demonstrated knowledge and understanding of cultural issues and social determinants particularly relating to Aboriginal and culturally and linguistically diverse communities in regional/rural areas.
7. A current C or C-A class driver's licence and the ability to travel throughout the region.

DESIRABLE

1. Relevant experience and well developed clinical nursing skills in a Child and Community Health setting.
2. Immunisation certification and demonstrated experience/knowledge in providing immunisation services.
3. Knowledge or experience in group facilitation.

Section 6 – APPOINTMENT FACTORS

Location	South Hedland	Accommodation	As determined by the WA Country Health Service Policy
Allowances/ Appointment Conditions	District Allowance if applicable, Annual Leave Travel Concession if applicable, one week additional leave for above the 26 th Parallel, Air-conditioning subsidy if applicable 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 • Possession of or substantial progress towards the attainment of a certificate, diploma or masters in Child & Adolescent Community Health Nursing (or equivalent) through an accredited institution. • Completion of a 100 point identification check • Successful Criminal Record Screening clearance • Successful Pre- Placement Health Screening clearance • Successful Working With Children clearance • Current C or C-A Class drivers licence Allowances <ul style="list-style-type: none"> • ANF Qualification Allowances as applicable 		
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.

WA Country Health Service
5th February 2018
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Signature and Date: ___/___/___
Director Population Health

Signature and Date: ___/___/___
Regional Director

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

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