



North Metropolitan Health Service
Job Description Form

HSS registered June 2017

Clinical Nurse

Nurses and Midwives Agreement: RN Level 2

Position Number: 003180

Emergency Department / Medical Specialties Division

Sir Charles Gairdner Hospital - North Metropolitan Health Service

Reporting Relationships

Coordinator of Nursing – Emergency Department
RN SRN Level 7
Position Number:005930



Nurse Manager
RN SRN Level 3
Position Number: 003609



This Position



Also reporting to this position:

- Registered Nurse
- Advanced Skills Enrolled Nurse
- Enrolled Nurse

Directly reporting to this position:

Title	Classification	FTE
N/A		

Other positions under control:

- N/A

Prime Function / Key Responsibilities

Under the direction of the relevant Senior Registered Nurse(s) practises as a Clinical Nurse in keeping with the Australian Nursing and Midwifery Board Registration Standards and Nursing Practice Decision Making Flowchart. Provides advanced, comprehensive and evidence-based nursing care to patients as part of a multidisciplinary team. Upholds and functions within the core values of the organisation of Accountability, Compassion, and Continuous Learning & Teamwork. Acts as a role model, providing leadership, support, team building and change management through respect, recognition and collaboration.

Brief Summary of Duties

1. Leadership

- Responsible for the planning and coordination of patient care in the relevant practice setting
- Acts as a clinical resource for registered and enrolled nurses in the management of patient care
- Responsible for undertaking the Shift Coordinator role providing leadership, positive role modelling and contributing to interdisciplinary team decision making
- Communicates effectively with patients, family and health professionals to facilitate provision of care
- Advocates for patients, families and carers to ensure individual rights are acknowledged, respected and protected
- Engages and supports management in anticipating and facilitating effective change management

2. Empowerment

- Subscribes to own personal and professional development through ongoing education
- Demonstrates own professional responsibility in achieving the required hours of continuous professional development to meet eligibility standards for registration with the Nursing and Midwifery Board of Australia
- Facilitates the personal and professional development of others through support, preceptorship and mentoring
- Undertakes the clinical supervision, training and development of new and undergraduate nurses

3. Professional Practice

- Provides advanced quality nursing care informed by best practice and National Safety and Quality Healthcare Standards
- Assesses, plans, implements and evaluates nursing care in collaboration with individuals and the multidisciplinary health care team to improve health outcomes
- Delegates aspects of care to others according to their competence and scope of practice
- Practises within relevant legislative and regulatory requirements in accordance with organisational policy and guidelines
- Uses healthcare resources effectively and efficiently to promote optimal nursing and health care
- Participates in ward rounds, multidisciplinary team and patient/family care meetings as required

4. Innovation

- Supports and participates in local department quality improvement, risk management and best practice activities
- Supports and participates in nursing and healthcare research to promote evidence-based practice
- Participates in the continuous quality process to monitor, evaluate and improve patient safety and satisfaction with care
- Demonstrates an active role in quality improvement initiatives, audits, evaluations and promotes implementation of action response

5. Governance, Safety and Quality Requirements

- Participates in the maintenance of a safe work environment
- Participates in an annual performance development review
- Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards
- Completes mandatory training (including safety and quality training) as relevant to role
- Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act

6. Undertakes other duties as directed

Created on: 11 October 2016

Last updated on: 28 June 2017

Registered by HSS: HE02480

Work Related Requirements

Essential Selection Criteria

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia
2. Demonstrates advanced clinical skills and recent experience relevant to the area
3. Demonstrated ability to provide leadership consistent with the organisational values and behaviours
4. Demonstrates effective communication and interpersonal skills
5. Demonstrates advocacy for patients, family and carers within a multi-disciplinary team framework
6. Demonstrated ability to adapt to changes in the workplace (including clinical situations)
7. Demonstrates an active role in quality improvement & risk management activities.
8. Demonstrates knowledge of legislative requirements for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery

Desirable Selection Criteria

1. Possess or be working towards a certificate or qualification relevant to the position

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement
- Working With Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia
- Completion of 100 Point Identification Check
- Successful Criminal Record Screening Clearance
- Successful Pre-Employment Integrity Check
- Successful Pre-Employment Health Assessment

Certification

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

Manager/Supervisor

Name:
Signature/HE:
Date:

Dept./Division Head

Name:
Signature/HE:
Date:

Position Occupant

Name:
Signature/HE:
Date:

Organisational Environment

Our Vision	Exceptional care from dedicated people
Our Motto	We put patients first
Our Values	Accountability, Compassion, Continuous Learning & Teamwork

Conduct and Behaviour

The WA Health Code of Conduct (**Code**) identifies our CORE values, fundamental in all of our work, and translates these values into principles that guide our conduct in the workplace. It defines the standards of ethical and professional conduct and outlines the behaviours expected of all WA Health staff.

The intent of the Code is to promote a positive workplace culture by providing a framework to promote ethical day-to-day conduct and decision making. It does not and cannot cover every situation that may arise in the workplace.

WA Health CORE values are underpinned by the Western Australian Public Sector Code of Ethics which refers to the principles of personal integrity, relationships with others and accountability. WA Health CORE values are; Collaboration, Openness, Respect and Empowerment.

Professional Practice Model for Nursing

The SCGH Professional Practice Model for Nursing is a conceptual framework that supports nurses in their practice. The model defines the practice of nursing at SCGH, and the actions, interactions and partnerships necessary to achieve high quality patient care. Our model emphasises the importance of nursing leadership, best practice, innovation and professional growth, to achieving safe, quality outcomes for patients, staff and the community.

