



North Metropolitan Health Service  
**Job Description Form**

HSS registered September 2018

**Clinical Nurse**  
**Nurses and Midwives Agreement: Level 2**  
**Position Number: 707492**  
**Rehabilitation and Aged Care**  
**Osborne Park Hospital**

**Reporting Relationships**

Coordinator of Nursing  
 RN SRN Level 7  
 Position Number: 707749



Clinical Nurse Manager  
 RN SRN Level 3  
 Position Number: 700610



**This Position**



← Also reporting to this supervisor:

- Staff Development Nurse
- Registered Nurses
- Enrolled Nurses
- Assistant in Nursing

Directly reporting to this position: <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Title</th> <th style="text-align: left;">Classification</th> <th style="text-align: left;">FTE</th> </tr> </thead> <tbody> <tr> <td>Registered Nurses</td> <td></td> <td></td> </tr> <tr> <td>Enrolled Nurses</td> <td></td> <td></td> </tr> <tr> <td>Assistants in Nursing</td> <td></td> <td></td> </tr> </tbody> </table>	Title	Classification	FTE	Registered Nurses			Enrolled Nurses			Assistants in Nursing			Other positions under control <ul style="list-style-type: none"> <li>•</li> </ul>
Title	Classification	FTE											
Registered Nurses													
Enrolled Nurses													
Assistants in Nursing													

**Prime Function / Key Responsibilities**

Practices as a Clinical Nurse using the Scope of Nursing Practice Decision-Making Framework. Coordination of patient care activities. Supervision and direction of nursing care of Registered, Enrolled Nurses and Assistants in Nursing. Maintain and improve the standard of nursing care in the ward. Provide clinical expertise in the area of Aged Care and local leadership.

### Brief Summary of Duties

1. Provides advanced clinical care to patients within Scope of Nursing Practice Decision Making Framework.
2. Initiates and implements quality nursing care informed by best practice.
3. Acts as a clinical resource and problem solver for Registered and Enrolled nurses in management of patient care.
4. Uses effective communication skills when interacting with patients, significant others and other health professionals. Acts as a client advocate and collaborates with them to achieve optimum health outcomes.
5. Promotes and participates in team building and decision making.
6. Subscribes to own personal / professional development and facilitates the personal / professional development of others.
7. Supports the leadership team in the clinical area to implement and / or monitor organisational and clinical strategies related to patient care and interprofessional teamwork.
8. **NMHS Governance, Safety and Quality Requirements**
  - 8.1 Ensures, as far as practicable, the provision of a safe work environment in consultation with staff under their supervision.
  - 8.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
  - 8.3 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.
  - 8.4 Completes mandatory training (including safety and quality training as relevant to role).
  - 8.5 Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
  - 8.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.
9. **Undertakes other duties as directed.**

## **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. Recent experience in the nursing speciality related to the position, including relevant advanced clinical and problem solving skills.
3. Demonstrates effective communication and interpersonal skills and ability to work in a collegiate team environment.
4. Evidence of participation in and commitment to quality improvement and best practice principles.
5. Demonstrates effective leadership, mentoring and coaching skills.
6. Demonstrates application of human resource principles and the ability to adapt to a changing environment.
7. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety and Health and how these impact on employment, people management and service delivery.

### **Desirable Selection Criteria**

1. Possess or be working toward a Bachelor of Health Science or similar.
2. 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.
- 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:  
Date:

### **Dept./Division Head**

Name: Marie Slater  
Signature: HE75474  
Date:

### **Position Occupant**

Name:  
Signature:  
Date:

## Organisational Environment

<b>Our Vision</b>	Exceptional care from dedicated people
<b>Our Motto</b>	We put patients first
<b>Our Values</b>	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 & Midwifery

The OPH Professional Practice Model for Nursing & Midwifery is a conceptual framework that supports nurses and midwives in their practice. The model defines the practice of nursing and midwifery at OPH, and the actions, interactions and partnerships necessary to achieve high quality patient care. Our model aligns to the SCGOPHCG Values supporting safe, quality outcomes for patients, staff and the community.

## Nursing & Midwifery Professional Practice Model



Nurses and Midwives at Osborne Park Hospital value...

### Accountability

Accountability means:

- Being responsible for my actions
- Being honest to my colleagues
- Understanding consequences of my actions
- Giving the best care I can



### Continuous Learning

Continuous Learning means:

- Taking ownership of my learning by reflecting on my practice
- Sharing my knowledge and what I learn
- Being open to change and sharing

### Compassion

Compassion means:

- Treating everyone with respect and dignity without judgement
- Listening to others
- Showing kindness

## We put patients first

### Teamwork

Teamwork means:

- Supporting each other to provide the best patient care
- Making shared decisions to achieve common goals