



North Metropolitan Health Service
Job Description Form

HSS Registered December 2018

Registered Nurse
Nurses and Midwives Agreement: Level 1
Position Number: 707442
Rehabilitation and Aged Care
Osborne Park Hospital / North Metropolitan Health Service

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

Directly reporting to this position:	Other positions under control									
<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left; border-bottom: 1px solid black;">Title</th> <th style="text-align: left; border-bottom: 1px solid black;">Classification</th> <th style="text-align: left; border-bottom: 1px solid black;">FTE</th> </tr> </thead> <tbody> <tr> <td>Enrolled Nurses</td> <td>Level 1-4</td> <td></td> </tr> <tr> <td>Assistants in Nursing</td> <td>Year 1-3</td> <td></td> </tr> </tbody> </table>	Title	Classification	FTE	Enrolled Nurses	Level 1-4		Assistants in Nursing	Year 1-3		<ul style="list-style-type: none"> •
Title	Classification	FTE								
Enrolled Nurses	Level 1-4									
Assistants in Nursing	Year 1-3									

Prime Function / Key Responsibilities

Practices as a Registered Nurse using the Scope of Nursing Practice Decision-Making Framework. Coordination of patient care activities. Supervision and direction of nursing care of Enrolled Nurses and Assistants in Nursing.

Brief Summary of Duties (in order of importance)

1. Clinical

- 1.1 Provides clinical care to patients within Scope of Nursing Practice Decision Making Framework.
- 1.2 Delivers quality nursing care informed by best practice.
- 1.3 Provides emotional support to patients/significant others using appropriate resources.
- 1.4 Demonstrates effective communication when interacting with patients, significant others and other health professionals. Acts as a client advocate and collaborates with them to achieve optimum health outcomes.
- 1.5 Actively participates in multidisciplinary ward team.
- 1.6 Contributes to nursing team functioning and decision making.
- 1.7 Identifies and anticipates common patient problems and when the problem is beyond own scope of practice, accesses appropriate resources.
- 1.8 Manages and communicates rapidly changing situations that may affect patient care and/or workload.

2. NMHS Governance, Safety and Quality Requirements

- 2.1 Ensures as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
- 2.2 Participates in an annual performance development review and undertakes performance development review of staff under their supervision.
- 2.3 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.
- 2.4 Completes mandatory training (including safety and quality training) as relevant to role.
- 2.5 Performs duties in accordance with Government, WA Health, North Metropolitan Health Service and Departmental / Program specific policies and procedures.
- 2.6 Abides by the WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act.

3. 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. Demonstrates relevant clinical skills.
3. Demonstrates effective communication and interpersonal skills.
4. Identifies work related problems and determines appropriate interventions and evaluates outcomes.
5. Participates in and supports nursing and multidisciplinary team processes and goals.
6. Demonstrates ability to adapt to changes in the clinical setting.
7. Describes key Quality Improvement concepts and demonstrates best practice principles.
8. 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 Selection Criteria

1. Recent experience in nursing speciality related to the vacancy.

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: James Hanna
Signature: HE34756
Date:

Dept./Division Head

Name: Marie Slater
Signature: HE75474
Date:

Position Occupant

Name:
Signature:
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 & 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

Teamwork

Teamwork means:

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

We put patients first