



## JOB DESCRIPTION FORM

### Section 1 – POSITION IDENTIFICATION

WA Country Health Service		Position No:	609552
Division:	South West	Title:	Clinical Nurse
Branch:	Nursing Services	Classification:	RN Level 2
Section:	Busselton Hospital Nursing	Award/Agreement	Nurses and Midwives Agreement

### Section 2 – POSITION RELATIONSHIPS

Responsible To	Title:	Coordinator of Nursing and Midwifery
	Classification:	SRN Level 7
	Position No:	615180



Responsible To	Title:	Clinical Nurse Manager
	Classification:	SRN Level 3
	Position No:	614416



This position	Title:	Clinical Nurse
	Classification:	RN Level 2
	Position No:	609552



#### OTHER POSITIONS REPORTING DIRECTLY TO THIS POSITION:

##### Title

Clinical Nurses/Midwives  
Advanced Skill Enrolled Nurses  
Enrolled Nurse (1-4)  
Assistant in Nursing



Positions under direct supervision:	← Other positions under control:
Position No. Title	Category Number
	<div>WA Country Health Service South West</div> <div>16 May 2019</div> <div>REGISTERED</div>

### Section 3 – KEY RESPONSIBILITIES

In collaboration with the Clinical Nurse Manager, General Ward the Clinical Nurse is responsible for the provision of quality nursing care to patients referred to the Hospital Nursing Discharge Service. The Clinical Nurse will deliver care using current best practice principles.

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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**

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

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South West**

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### **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.

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#### Section 4 – STATEMENT OF DUTIES

<b>Duty No.</b>	<b>Details</b>	<b>Freq.</b>	<b>%</b>
<b>1.0</b>	<b>CLINICAL</b>	D & R	40
1.1	Demonstrates advanced clinical skills with a high level of competency in home nursing.		
1.2	Applies specialist knowledge and skills in collaboration with a multi-disciplinary team.		
1.3	Documentation of clinical decision making, assessment, process and plan of care.		
1.4	Responsible for the assessment, planning, implementation, facilitation and evaluation of the delivery of post acute patients care following discharge.		
1.5	Monitors each individual client's progress according to an outcomes based care plan.		
1.6	Provide clinical support with the hospital for complex wound management, PORT and PICC management.		
1.7	Participate in telehealth appointments to provide nursing services as required.		
1.8	Provides appropriate client and family education in the home and hospital settings.		
1.9	Promotes positive communication with clients, family and significant others at all times.		
<b>2.0</b>	<b>MANAGEMENT / PROFESSIONAL DEVELOPMENT</b>		45
2.1	Performs duties in manner that reflects efficient use of human and material resources.		
2.2	Acts as a positive role model / educator in the development of staff homecare clinical skills.		
2.3	Demonstrates positive leadership skills / qualities.		
2.4	Develops and presents educational tutorials related to area of expertise.		
2.5	Sets personal goals and accepts responsibility for own performance management and professional development through continuing education and in-service related to area of responsibility.		
<b>3.0</b>	<b>QUALITY MANAGEMENT</b>		10
3.1	Identifies the need for customer focused quality management initiatives.		
3.2	Actively develops, promotes and supports Quality Improvement activity in home nursing services.		
3.3	Participates in the distribution and collection of the Client Satisfaction Survey.		
3.4	Demonstrates and promotes an understanding of the accreditation process.		
<b>4.0</b>	<b>LEGISLATION, OS &amp; S, EEO, INDUSTRIAL RELATIONS</b>		5
4.1	Commitment to maintaining safe work place and practice for self, colleagues, clients and visitors.		
4.2	Specific emphasis on safe manual handling practices.		
4.3	Understanding / awareness of current legislation which impacts upon nursing.		
4.4	Commitment to maintaining safe driving practices.		
<b>5.0</b>	<b>OTHER</b>		
5.1	Performs other duties as directed by the Clinical Nurse Manager, General Ward.		

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. Demonstrated advanced clinical practice skills in Nursing Service provision with prior Medical and Surgical Nursing experience.
3. Demonstrated competence in planning, coordination and decision making in the management of patients, within the relevant practice setting.
4. Demonstrated effective communication, high level interpersonal, and conflict management skills.
5. Demonstrated ability to coordinate and lead other staff members; work independently and as part of a multi-disciplinary team.
6. Demonstrated commitment to professional development of nurses.
7. Demonstrates incorporation of quality and risk management within practice.
8. Eligible for / or in possession of a current C or C-A Class drivers licence.
9. 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.
4. Experience within both inpatient and community palliative care settings.

## Section 6 – APPOINTMENT FACTORS

<b>Location</b>	Busselton	<b>Accommodation</b>	As determined by the WA Country Health Service Policy
<b>Allowances/ Appointment Conditions</b>	Appointment is subject to: <ul style="list-style-type: none"> <li>• Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.</li> <li>• Completion of a 100 point identification check.</li> <li>• Successful Criminal Record Screening clearance.</li> <li>• Evidence of current Working with Children check.</li> <li>• Successful Pre- Placement Health Screening clearance.</li> <li>• Evidence of current C or C-A Class drivers licence and ability to travel within the region.</li> </ul>		
<b>Specialised equipment operated</b>			

## 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**

Signature and Date: \_\_\_\_/\_\_\_\_/\_\_\_\_  
**Chief Executive Officer**

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
<b>WA Country Health Service South West</b>			

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