



## JOB DESCRIPTION FORM

### Section 1 – POSITION IDENTIFICATION

<b>GREAT SOUTHERN</b>		<b>Position No:</b>	005429
<b>Division:</b>	MPS Operations	<b>Title:</b>	<b>Clinical Nurse</b>
<b>Branch:</b>	Plantagenet Cranbrook Health Service	<b>Classification:</b>	RN Level 2
<b>Section:</b>	Community Nursing	<b>Award/Agreement</b>	Nurses and Midwives Agreement

### Section 2 – POSITION RELATIONSHIPS

Responsible To	<b>Title:</b>	Director of Nursing/Health Service Manager
	<b>Classification:</b>	SRN Level 7
	<b>Position No:</b>	615576

Responsible To	<b>Title:</b>	Clinical Nurse Manager
	<b>Classification:</b>	SRN Level 3
	<b>Position No:</b>	615572

This position	<b>Title:</b>	<b>Clinical Nurse</b>
	<b>Classification:</b>	RN Level 2
	<b>Position No:</b>	005429

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

<u>Title</u>
005425 Clinical Nurse RN L2
005429 Clinical Nurse RN L2
005434 Registered Nurse RN L1
005443 Enrolled Nurse EN L1-4
005444 Enrolled Nurse EN L1-4
008036 Staff Development Nurse RN L2

Positions under direct supervision:	← Other positions under control:		
Position No.	Title	Category	Number
005435	Registered Nurse - Community	RN L1	

### Section 3 – KEY RESPONSIBILITIES

The primary responsibility of the Clinical Nurse is to manage; coordinate and deliver advanced practice nursing care for community clients using leadership and advanced nursing practice. Acts as a clinical resource for all employees in the provision of community nursing and complex discharge planning.

**WA Country Health Service –  
Great Southern**

**24 December 2018**

**REGISTERED**

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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 an supporting people to look after their own healthn.

**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.

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#### Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
<b>1</b>	<b>CLINICAL PRACTICE</b>		75
1.1	Provides a high standard of individualised best practice nursing assessment and care for all community clients including the aged, disabled and palliative using an evidence based problem solving approach.	D	
1.2	Is a clinical leader and resource for all clinical staff and provides guidance on complex care management and discharge planning for community clients.	D	
1.3	Ensures accurate documentation, assessment and discharge planning to support care continuity, appropriate referral and clinical care.	D	
1.4	Plans and facilitates the nursing activities in collaboration with the clinical team.	R	
1.5	Participates in multi-disciplinary team, inter-agency and nursing meetings.	D	
<b>2</b>	<b>INTERPERSONAL SKILLS</b>		10
2.1	Collaborates with Clinical Nurse Manager about relevant clinical issues and Community Services Coordinator about non clinical community services.	D	
2.2	Establishes and maintains communication that facilitates teamwork across the MPS.	D	
2.3	Demonstrates respectful workplace behaviour & promotes this culture with other staff.	D	
2.4	Develops and maintains a network of professional contacts.	R	
<b>3</b>	<b>EDUCATION/PROFESSIONAL ROLE</b>	R	5
3.1	Demonstrates commitment to ongoing education for self and others.		
3.2	Is a positive role model.		
3.3	Participates in performance development.		
<b>4</b>	<b>QUALITY IMPROVEMENT</b>		5
4.1	Identifies the need for customer focused quality management initiatives.	R	
4.2	Develops and implements quality improvement programs in conjunction with other staff.	R	
4.3	Promotes knowledge and understanding of the National Standards.	R	
4.4	Maintains a safe workplace and practice for self, colleagues, clients and visitors.	R	
4.5	Understands and is aware of current legislation which impacts upon nursing and health service delivery.	D	
<b>5</b>	<b>OTHER</b>	R	5
5.1	Other duties as directed by the Clinical Nurse Manager.		
	<i>The occupant of this position will be expected to comply with and demonstrate a positive commitment to the highest achievement level in Equal Employment Opportunity, Occupational Safety &amp; 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.</i>		

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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 knowledge and experience in the delivery of evidence based nursing care incorporating quality and risk management within the practice setting of community care.
3. Demonstrated well-developed interpersonal, negotiation and conflict resolution skills including team leadership, the ability to work effectively with others and strong clinical escalation communication skills.
4. Demonstrated computing skills to enable navigation of in-time patient information entry into Health Information Systems, online policy access, internal communication and completing online learning resources.
5. Current knowledge of legislative obligations for Equal Opportunity, Disability Services and Occupational Safety and Health, and how these impact on employment and service delivery.
6. Current 'C' class drivers licence.

**DESIRABLE**

1. Possession of or progression towards a post-graduate qualification in the area of speciality.
2. Knowledge of current health issues and the organisational culture of rural health services.

**Section 6 – APPOINTMENT FACTORS**

<b>Location</b>	Plantagenet/Cranbrook	<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 Aged Care Criminal Record Screening and Working With Children (WWC) Check</li> <li>• Successful Pre- Placement Health Screening clearance</li> <li>• Current 'C' class drivers licence</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: \_\_\_\_/\_\_\_\_/\_\_\_\_  
**Manager**

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

