



JOB DESCRIPTION FORM

Section 1 – POSITION IDENTIFICATION

WA Country Health Service		Position No:	400107
Division:	Pilbara		Title:
Branch:	Pilbara Population Health	Classification:	
Section:	Community Nursing		Award/Agreement

Section 2 – POSITION RELATIONSHIPS

The diagram illustrates the reporting structure for the position of Clinical Nurse, RN Level 2 (400107). It shows three levels of responsibility:

- Top Level:** Director Population Health (Title, Classification: HSO 11, Position No: 608202). This position is responsible to the **Responsible To** entity.
- Middle Level:** Clinical Nurse Manager – Community Health (Title, Classification: SRN Level 3, Position No: 608150). This position is responsible to the Director Population Health and is also responsible to the **Responsible To** entity.
- Bottom Level:** Clinical Nurse (Title, Classification: RN Level 2, Position No: 400107). This position is responsible to the Clinical Nurse Manager – Community Health and is also responsible to the **This position** entity.

Arrows indicate the reporting lines: from the Clinical Nurse to the Clinical Nurse Manager, and from the Clinical Nurse Manager to the Director Population Health. A separate box on the right lists other positions reporting directly to the Clinical Nurse Manager: Aboriginal Health Workers, Clinical Nurses, and Registered Nurses.

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Section 3 – KEY RESPONSIBILITIES

Delivers high standard community nursing services consistent with primary care and interdisciplinary practise. Promotes and maintains collaborative relationships with clients, carers, peers and other members of the multidisciplinary health care team. Responsible for the implementation, monitoring and evaluation of nominated programs.

TITLE	Clinical Nurse	POSITION NO	400107
		CLASSIFICATION	RN Level 2



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 MISSION

To deliver and advance high quality care for country WA communities

OUR VISION

To be a global leader in rural and remote healthcare

OUR STRATEGIC PRIORITIES

Caring for our patients - Providing safe, patient-centred care, ensuring the needs of our patients are at the core of everything we do

Addressing disadvantage and inequity - Delivering focussed and accessible services for those who need it most

Building healthy, thriving communities - Supporting country people to be as healthy as they can be and continuing to play our part in the economic and social viability of country communities

Delivering value and sustainability - Ensuring that the services we provide are sustainable and we are transparent about our performance

Enabling our staff - Supporting our staff to deliver great care, empowering them to learn, grow, innovate and lead

Leading innovation and technology - Embracing innovation and technology to create a safer, more connected and equitable health system

Collaborating with our partners - Partnering to deliver more integrated services that improve patient outcomes and experience, giving consumers more choice and control

OUR VALUES

Community – We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion – We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality – We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity – We bring honesty, collaboration and professionalism to everything that we do.

Equity – We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity – We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

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Section 4 – STATEMENT OF DUTIES

Duty No.	Details	Freq.	%
1.0	CLINICAL MANAGEMENT		100
1.1	Provides nursing care for clients that are consistent with a primary health care philosophy and the development of self-care and personal responsibility for health.		
1.2	Assess the specific needs of an individual/family/community.		
1.3	Plans service delivery to the individual/family/community in relation to priority programs under the guidance of the clinical nurse manager.		
1.4	Provides health promotion and education to individuals/family/community.		
1.5	Performs screening, for example trachoma, as per public health guidelines with follow up of individual community members and client referral as required.		
1.6	Liaises with colleagues and other agencies and organisations as required.		
1.7	Actively participates in the region's STI management program.		
1.8	Actively participates in and is a resource for the region's immunisation programs.		
2.0	RESOURCE MANAGEMENT		
2.1	Manages the performance of self and students.		
2.2	Provides support and supervision to Aboriginal health workers and Registered Nurses.		
2.3	Delivers services and uses resources with respect to staff and client safety, cost and environmental considerations consistent with guidelines and best practice.		
3.0	INFORMATION SYSTEMS		
3.1	Establishes and maintains accurate and appropriate documentation including data input in electronic and paper record systems as required.		
3.2	Participates in the development and maintenance of policies and procedures.		
3.3	Participates on relevant committees and on special projects as requested by the senior community nurse.		
4.0	CONTINUING QUALITY IMPROVEMENT		
4.1	Participates in quality improvement projects.		
4.2	Participates in program planning and goal setting in liaison with team members.		
4.3	Contributes to relevant peer and professional practice review.		
4.4	Actively reflects on professional services and clinical practices to inform nursing service improvements and the evidence base for primary health care.		
5.0	LEADERSHIP		
5.1	Promotes effective leadership.		
5.2	Communicates effectively and appropriately with all members of the health care team.		
5.3	Promotes nursing services and the profession within WACHS Pilbara to clients and patients and to the wider Pilbara community.		
6.0	OTHER		
6.1	Other duties as directed by the clinical nurse manager.		

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 skills in clinical nursing practice within a community setting.
3. Knowledge of primary health care principles and application to practice.
4. Knowledge and understanding of cultural issues and social determinants particularly relating to Aboriginal health.
5. Demonstrated ability to function independently and as part of a multi-disciplinary team.
6. Demonstrated high level verbal and written communication skills.
7. Current immunisation provider certificate and relevant experience.
8. Evidence of a current C or C-A class driver's licence and ability to travel within the region as required including overnight stays.

DESIRABLE

1. Working towards post graduate certificate in relevant area.
2. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

Section 6 – APPOINTMENT FACTORS

Location	Karratha	Accommodation	As determined by WA County Health Service (WACHS) Policy
Appointment Conditions/ Allowances	District Allowance if applicable, Annual Travel Concession if applicable, One week additional Leave for above the 26th parallel, Air conditioning subsidy if applicable. Appointment is subject to: <ul style="list-style-type: none"> • Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement. • Provision of the minimum identity proofing requirements. • Successful Criminal Record Screening clearance • Successful Pre-Employment Health Assessment • Successful WA Health Integrity Check • Successful Working With Children Check • Current C or C-A Class drivers licence and ability to travel within the region with overnight stays as required 		

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:
Director Population Health

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