HSS Registered

Registered Nurse

Nurses and Midwives Agreement: RN Level 1

Position Number: Various

Royal Perth Bentley Group / East Metropolitan Health Service (EMHS)

Reporting Relationships

Coordinator of Nursing and Midwifery
SRN Level 7

↑

Senior Registered Nurse
SRN Levels 3 and 4

↑

This Position

↑

Directly reporting to this position:

Title	Classification	FTE
• Enrolled Nurse	EN Level 1-4	
• Assistant in Nursing	AIN Year 1-3	

←

Also reporting to this supervisor:
- Clinical Nurse, RN Level 2
- Enrolled Nurse, EN Level 1 – 4
- Assistant in Nursing, AIN Year 1-3

Key Responsibilities

As part of a multidisciplinary team provides comprehensive evidence based nursing care to patients. Facilitates and promotes patient safety and quality of care. The Registered Nurse practices within their scope of practice considerate of the Nursing and Midwifery Board's Nursing Practice Decision-making Flowchart.

EMHS Vision and Values

Our Vision

Healthy people, amazing care.
Koorda moort, moorditj kwabadak.

Healthy people refers to the commitment we have as an organisation to ensure our staff, patients and the wider community have access to comprehensive healthcare services, in order to maintain healthy lives.

Amazing care reflects the sentiment of those consumers accessing our healthcare services from feedback provided to us. This common statement resonates with the health service, and reflects our intentions in our practice and work every day.

As a health service which celebrates diversity of culture and languages, it is also important that our vision is shared in the Noongar language.

Our Values

Our Values reflect the qualities that we demonstrate to each other and our community every day. Our staff make a difference every day to the patients, families and consumers they provide care, advice and support to. The EMHS values capture the shared responsibility that we uphold as most important, which are:

1. **Kindness** – kindness is represented in the support that we give to one another. This is how we demonstrate genuine care and compassion to each and every person.
2. **Excellence** – excellence is the result of always striving to do better. This is represented by constant improvements to the way in which we deliver our services, which results in a high performing health service.
3. **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
4. **Integrity** – integrity is doing the right thing, knowing it is what we do when people aren't looking that is a true reflection of who we are.
5. **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
6. **Accountability** – together we have a shared responsibility for ensuring the best health care outcomes for our community. This is a reminder that it is not only our actions, but also the actions we do not do, for which we are accountable.

Royal Perth Hospital staff share a strong sense of pride in the longstanding principles of Servio, Latin for 'to serve' which adorns our historic crest. The principles of this statement, adopted in 1937 bear testimony to the longstanding tradition of excellence in service that we strive to perpetuate into the future.

Brief Summary of Duties (in order of importance)

1. Clinical

1.1. Provides comprehensive evidence based nursing care to patients including assessment, intervention and evaluation.
1.2. Undertakes clinical shifts at the direction of senior staff and the Nurse Coordinator including participation on the on-call/after-hours/weekend roster if required.
1.3. Participates in ward rounds/case conferences as appropriate.
1.4. Educates patients/carers in post discharge management and organises discharge summaries/referrals to other services, as appropriate.
1.5. Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
1.6. Completes clinical documentation and undertakes other administrative tasks as required.
1.7. Participates in departmental and other meetings as required to meet organisational and service objectives.
1.8. Participates in quality improvement and policy review/development within the practice setting.
1.9. Complies with and demonstrates a positive commitment to Regulations, Acts and Policies relevant to nursing including the International Council of Nurses Code of Ethics for Nurses, the Code of Conduct for Nurses in Australia, the Registered Nurse Standards for Practice, the Medicines and Poisons Act 2014 and the Medicines and Poisons Regulations 2016.
1.10. Promotes and participates in team building and decision making.

2. Education/Training/Research

2.1. Engages in continuing professional development/education and ensures continuous registration in the category of Registered Nurse with the Nursing and Midwifery Board of Australia as per essential criterion 1.
2.2. Participates in supervision, professional development and clinical consultation activities with the supervising senior nurse.
2.3. Assists with supervision and development of undergraduate nursing students and others as directed by senior staff.
2.4. Plans, develops and implements education programs for patients/colleagues/consumers.
2.5. Participates in evidence based clinical research activities where applicable.

3. EMHS Governance, Safety and Quality Requirements

3.1. Ensures, as far as practicable, the provision of a safe working environment in consultation with staff under their supervision.
3.2. Actively participates in the Peak Performance program.
3.3. 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.
3.4. Adheres to the performance framework for procurement and contract management and oversees and promotes to other staff this process and function in accordance with EMHS Policy and the Delegations and Authorisations Schedule.
3.5. Completes mandatory training (including safety and quality training) as relevant to role.
3.6. Performs duties in accordance with the EMHS Vision and Values, WA Health Code of Conduct, Occupational Safety and Health legislation, the Disability Services Act and the Equal Opportunity Act and Government, WA Health, EMHS and Departmental / Program specific policies and procedures.

5. Undertakes other duties as directed

Work Related Requirements

The following criteria should be read together with the Brief Summary of Duties and considered in the context of the EMHS Values.

Essential Selection Criteria

1. Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
2. Demonstrated clinical knowledge and experience in the delivery of evidence based nursing care within the practice setting/specialty.
3. Demonstrated interpersonal, negotiation and conflict resolution skills at an individual and team level.
4. Demonstrated effective written and verbal communication skills.
5. Knowledge and experience in the Quality Improvement Cycle and patient safety initiatives.
6. 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. Knowledge of current clinical governance systems.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Working with Children (WWC) Check, compulsory check for people who carry out child-related work in Western Australia.
- 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**	**or**	**HE Number**	**Date**
Doris Lombardi			**HE66772**	**19/08/2020**
Dept. / Division Head Name	**Signature**	**or**	**HE Number**	**Date**

As Occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Occupant Name	**Signature**	**or**	**HE Number**	**Date**
Effective Date				

HSS Registration Details (to be completed by HSS)

Created on ..... **Last Updated on** August 2021