



HSS Registered

Clinical Nurse
Nursing and Midwives Agreement: RN Level 2
Position Number: 009069
Midland Adult Community Mental Health Service / Mental Health Division
East Metropolitan Health Service (EMHS)

Reporting Relationships

Program Manager
 HSO Level G10
 Position Number: 113682



Team Leader
 HSO Level G8
 Position Number: 603041



This Position



Directly reporting to this position:

Title	Classification	FTE
• Nil		

← Also reporting to this supervisor:
 • Various

Key Responsibilities
 As part of a multidisciplinary team practices within care coordination framework and provides clinical expertise using recovery based principles to ensure comprehensive contemporary evidence based nursing care is delivered to consumers. Facilitates and promotes consumer safety and quality of care. The Clinical Nurse practices within their scope of practice considerate of the Nursing and Midwifery Board’s Nursing Practice Decision 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:

- **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.
- **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.
- **Respect** – we demonstrate respect through our actions and behaviours. By showing each other respect, in turn we earn respect.
- **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.
- **Collaboration** – collaboration represents working together in partnership to achieve sustainable health care outcomes for our community with a shared understanding of our priorities.
- **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.

Brief Summary of Duties (in order of importance)

1. Clinical

- 1.1. Using Recovery based principals provides comprehensive contemporary evidence based nursing care and individual care coordination to a specific group of consumers including assessment, intervention and evaluation in the community.
- 1.2. Delivers culturally appropriate and socially inclusive care.
- 1.3. Undertakes clinical shifts at the direction of senior staff and Program Manager, including participation on the on-call/afterhours/weekend roster if required.
- 1.4. Responsible and accountable for consumer safety and quality of care through planning, coordinating, performing, facilitating, and evaluating the delivery of consumer care relating to a particular group of consumers, or staff in the practice setting.
- 1.5. Monitors, reviews and reports upon the standard of nursing practice to ensure that colleagues are working within the scope of nursing practice, following appropriate clinical pathways, policies, procedures and adopting a risk management approach in consumer care delivery.
- 1.6. Participates in ward rounds/case conferences as appropriate.
- 1.7. Provides education to consumer/families/carers in the community setting and organises discharge summaries/referrals to other services, as appropriate.
- 1.8. Supports and liaises with consumers, family and carers, personal support person, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to provide coordinated multidisciplinary care.
- 1.9. Completes clinical documentation and undertakes other administrative/management tasks as required.
- 1.10. Participates in departmental and other meetings as required to meet organisational and service objectives.
- 1.11. Develops and seeks to implement change utilising clinical knowledge through research and evidence based best practice.
- 1.12. 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.
- 1.13. 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. Undertakes supervision and development of undergraduate nursing students and Post-graduate registered nurses.
- 2.3. Actively participates in orientation processes for staff.
- 2.4. Plans, develops and implements education programs for patients/colleagues/consumers.
- 2.5. Participates in evidence based clinical research activities where applicable.
- 2.6. Participates and engages in cultural awareness and diversity training.

3. EMHS Governance, Safety and Quality Requirements

- 3.1. Participates in the maintenance of a safe work environment.
- 3.2. Actively participates in the Peak Performance program.
- 3.3. Supports the delivery of safe patient care and the consumers' experience including participation in continuous quality improvement activities in accordance with the requirements of the National Safety and Quality Health Service Standards and other recognised health standards.
- 3.4. Completes mandatory training (including safety and quality training) as relevant to role.
- 3.5. 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.

4. 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. 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 contemporary evidence based nursing care using recovery based principles within the practice setting/specialty.
3. Working knowledge of the Mental Health Act and other relevant legislation
4. Demonstrated high level interpersonal, negotiation and conflict resolution skills.
5. Demonstrate the ability to plan and conduct consumer/staff education.
6. Demonstrated ability in the development, implementation and evaluation of new and existing policies/procedures/programs/services.
7. Current "C" or "C.A." class drivers licence.

Desirable Selection Criteria

1. Post registration qualification in the area of specialty or evidence of significant progression towards one.
2. Knowledge of current clinical governance systems.
3. Current knowledge and commitment to equal opportunity in all aspects of employment and service delivery.

Appointment Prerequisites

Appointment is subject to:

- Evidence of current registration by the Nursing and Midwifery Board of Australia must be provided prior to commencement.
- Evidence of current "C" or "C.A." class drivers licence.
- 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.

Gail Hogan		He93956	
Manager / Supervisor Name	Signature or	HE Number	Date
Nardeen Fenton		He71492	
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	September 2021
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