



# Job Description Form



SOUTH WEST

Landscape Photos: Tourism Western Australia

## Position Title

Position number: Various

**Registered Nurse**

## Regional Profile

The South West is located in the southern-western corner of Australia and covers an area of nearly 24,000 square kilometres. It is Western Australia's most popular tourist destination and has unique biodiversity and a rich natural environment. The Regional Health Service offers two (2) main health facilities at Bunbury and Busselton. The Health Service is also widely supported with a network of smaller hospitals and Multi-Purpose Service (MPS) sites at: Augusta, Boyup Brook, Bridgtown, Collie, Donnybrook, Harvey, Margaret River, Nannup, Northcliffe, Pemberton and Warren.

## About the WA Country Health Service

### Our Strategic Priorities



### Our Vision

To be a global leader in rural and remote healthcare.

### 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.

### Our Mission

To deliver and advance high quality care for country WA communities.

Position Title: Registered Nurse	Position Number: Various	Classification: RN Level 1-8
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## Directorate overview

Our nursing and midwifery teams are committed to the care of our patients and the improvement of the health of our community. We are focused on the provision of excellence in person and family centred care and are proud of the contribution we make every day to patient experiences, collaborative partnerships with the multi-disciplinary teams and to the functioning of our hospitals and services. As practitioners, we value our workforce and are committed to creating opportunities for continuous learning, mentorship, skills specialisation and career progression.

Our Directorate actively supports and encourages diversity and inclusion across all occupational groups through the development and implementation of initiatives aimed at accessing and improving employment and mentoring opportunities for all people. Our strategies are located at [www.wacountry.health.wa.gov.au](http://www.wacountry.health.wa.gov.au)

## Position Details

Position Number:	Various	Registration Date:	December 2021
Classification:	Registered Nurse Level 1	Location:	Various
Award / Agreement:	Nurses and Midwives Agreement		
Organisational Context:	Nursing and Midwifery Services		

## Position Overview

To provide nursing care for patients within the scope of practice of a Registered Nurse. To provide clinical supervision for Registered Nurses, Enrolled Nurses, Assistants in Nursing and students.

## Reporting Relationships

### Responsible to:

Clinical Nurse Manager



### This position:

Registered Nurse



### Positions under direct supervision:

Enrolled Nurses  
Assistants in Nursing

### Other positions reporting to this position:

Staff Development Nurse  
Clinical Nurses  
Enrolled Nurses  
Assistants in Nursing

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## Key Duties/Responsibilities

### 1. Clinical

- 1.1. Complies with registration requirements of the Nursing and Midwifery Board of Australia (NMBA) and practices in accordance with the NMBA standards for practice for the Registered Nurse.
- 1.2. Provides evidence-based nursing care and is accountable for the delegation of care in accordance with the NMBA Decision-Making Framework.
- 1.3. Is responsible and accountable for the safety and quality of nursing and care through assessment, planning, implementation, facilitation and evaluation of care across the continuum.
- 1.4. Coordinates multidisciplinary services to ensure high standard of consumer focused, evidence-based care delivery.
- 1.5. Plans and facilitates clinical activities and perform role of the shift coordinator (commensurate with experience) as required, including undertaking appropriate escalation of care or concern for support.
- 1.6. Uses technology to improve practice and enhance learning and patient care, including supporting use of telehealth services.

### 2. Governance, Safety and Quality

- 2.1. Actively participates in improvement and research programs in conjunction with others to improve the unit or hospital healthcare service.
- 2.2. Participates in unit based decision-making and supports the achievement of unit, hospital, regional and WA Country Health Service Objectives.
- 2.3. Provides leadership and role modelling that facilitates others in their professional development to support the delivery of appropriate clinical care.
- 2.4. Is accountable for the safe, efficient and effective use of resources, including assisting with forward planning of the unit.
- 2.5. Performs duties in accordance within the relevant legislative frameworks, WACHS policies and procedures and site specific policies, procedures and guidelines
- 2.6. Understands and complies with digital health legislation and policy.

### 3. Education

- 3.1. Promotes education activities including but not limited to orientation, preceptorship, supervision and validation.
- 3.2. Identifies patient education and information needs and implements appropriate patient teaching. Utilises digital health in partnerships with patients and carers to aid culturally appropriate, informed decision-making and health literacy.

### 4. Other

- 4.1. Participates in the on-call roster (if essential to role)
- 4.2. Other duties as required.

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## Work Related Requirements

The following criteria are to be read together with the Brief Summary of Duties and considered in the context of the WACHS Values.

### Essential

1. Eligible for registration in the category of Registered Nurse by the Nursing and Midwifery Board of Australia.
2. Demonstrated clinical knowledge and delivery of evidence-based nursing and care within the relevant practice setting/speciality.
3. Demonstrated ability to function as a team leader and/or team member within a multidisciplinary environment.
4. Demonstrated effective communication (written and verbal) and interpersonal skills; including negotiation, problem solving and conflict resolution skills.
5. Demonstrated incorporation of quality and risk management within practice.
6. Demonstrated digital capability across clinical systems which contribute to the provision of quality care.
7. Current knowledge of legislative and regulatory requirements in the areas of Equal Opportunity, Disability Services and Occupational Safety & Health, and how these impact on employment, people management and service delivery.

### Desirable

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

## Appointment Pre-requisites

Appointment is subject to:

- 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 – if essential to location of employment
- Successful Aged Care Criminal Record Clearance – if essential to location of employment
- Evidence of a current C or C-A Class driver's licence or other specialised licence class – if essential to role.
- Ability to travel within the region – if essential to role

## Endorsement

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the position.



Signature and date: 10/12/2021  
Regional Director of Nursing and Midwifery

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