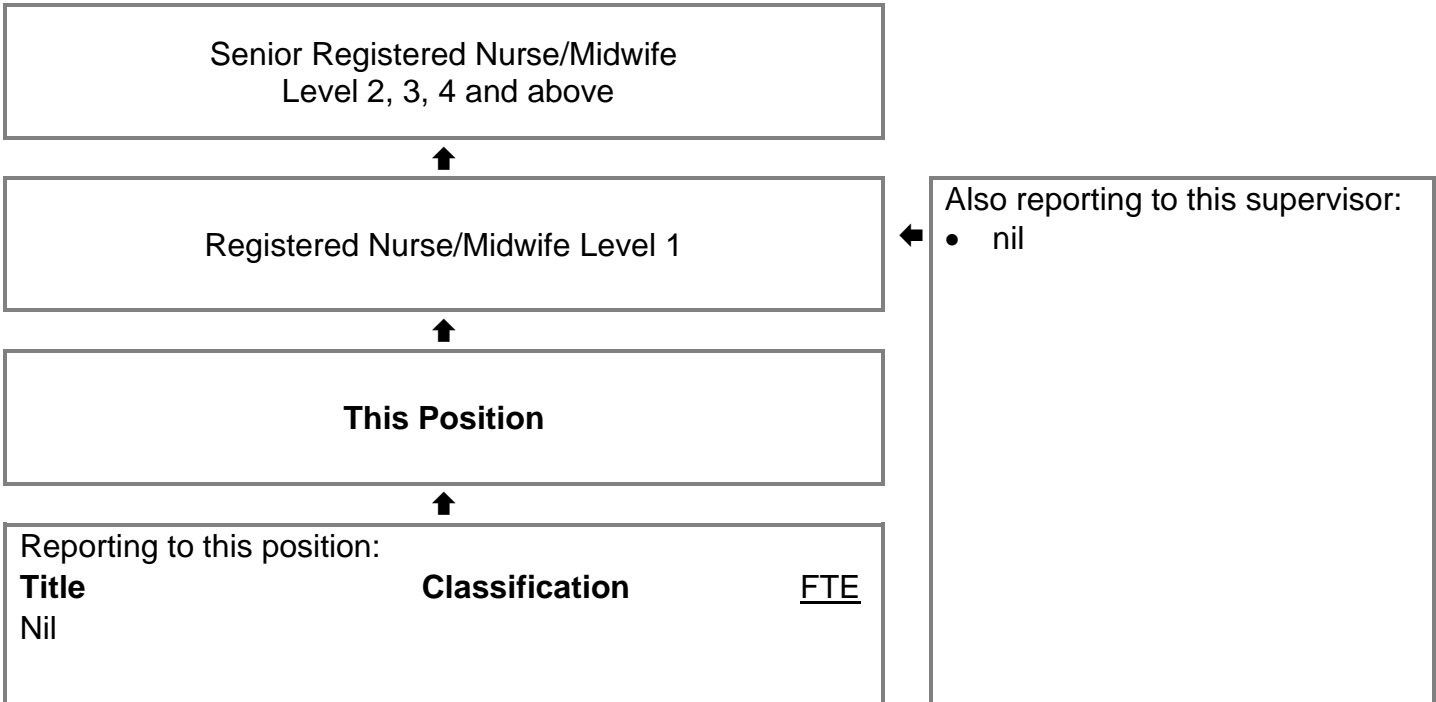




HSS REGISTERED

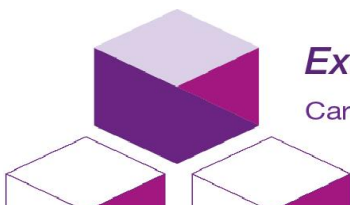
Assistant in Nursing
Enrolled Nurses, Assistants in Nursing and Health Workers Agreement
AIN Year 1-3
Position Number: Various
Various Departments (Medical, Care of the Elderly and Rehabilitation) / Service 4
Fremantle Hospital / South Metropolitan Health Service

Reporting Relationships



Key Responsibilities
 As part of a multidisciplinary team delivers general patient care to patients under the direct supervision and guidance of a Registered Nurse. Performs the primary function of an Assistant in Nursing as defined in Assistant in Nursing Policy MP 0080/18 (January 2022) and WA

- Health Assistant in Nursing Duties Policy (March 2022).



Excellent health care, every time

Care ■ Integrity ■ Respect ■ Excellence ■ Teamwork

SMHS Values

The SMHS considers the values, attributes and attitudes of candidates along with the assessment of competency-based criteria of the position as part of employee recruitment and ongoing performance development.

SMHS is unified across its hospitals and services by its values and behaviours that provide a strong expectation of conduct for all SMHS staff no matter where they work.



Brief Summary of Duties (in order of importance)

1. Clinical

- 1.1 Supports Registered Nurses/Midwives and Enrolled Nurses in the delivery of general patient care to patients/groups.
- 1.2 Undertakes shifts under the supervision of a Registered Nurse/Midwife including participation on the after-hours/weekend roster if required.
- 1.3 Works within the Assistant in Nursing duties (see Assistant in Nursing Policy MP 0080/18) by completing delegated tasks which may include assisting with:
 - Patient meals
 - Patient activities of daily living
 - Patient mobility
 - Patient toileting
 - Communication
 - Environmental maintenance
 - General activities
 - Documentation
- 1.4 Supports and liaises with patients, carers, colleagues, medical, nursing, allied health, support staff, external agencies and the private sector to assist with the provision of coordinated multidisciplinary care.
- 1.5 Participates in departmental and other meetings as required to meet organisational and service objectives when appropriate.
- 1.6 Participates in patient safety, quality and risk improvement activities when appropriate.

2 Education/Training/Research

- 2.1 Maintains Assistant in Nursing competencies specific to area of employment.
- 2.2 Makes sure own knowledge is current by attending appropriate educational programs.

3 SMHS Governance, Safety and Quality Requirements

- 3.1 Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct, the SMHS Vision and SMHS Values of Care, Integrity, Respect, Excellence and Teamwork.
- 3.2 Participates in the maintenance of a safe work environment.
- 3.3 Participates in an annual performance development review.
- 3.4 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.
- 3.5 Completes mandatory training (including safety and quality training) as relevant to role.
- 3.6 Performs duties in accordance with Government, WA Health, South Metropolitan Health Service and Departmental / Program specific policies and procedures, and applicable legislative obligations under the Public Sector Management Act, the Health Services Act, Occupational Safety and Health Act, the Disability Services Act and the Equal Opportunity Act.

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 role and the SMHS Values.

Essential Selection Criteria

1. Certificate III qualification in Health Services Assistance (Acute Care) for **AIN (Non-Student)** or evidence of current enrolment and progressing towards attaining a nursing and midwifery qualification for **AIN (Student)**.
2. Demonstrated ability to follow instructions and work under appropriate supervision.
3. Demonstrated effective interpersonal skills including the ability to work well within a team.
4. Demonstrated effective written and verbal communication skills.

Desirable Selection Criteria

1. Previous experience working in a hospital, aged care or health care environment.
2. Current knowledge and commitment to Equal Opportunity in all aspects of employment and service delivery.

Appointment Prerequisites

Appointment is subject to:

- **AIN (non-students).**
 - Evidence of Certificate III qualification in Health Services Assistance (Acute Care) must be provided prior to commencement.
- **AIN (Students)**
 - Evidence of current enrolment and progressing towards attaining a nursing and midwifery qualification. as follows:
 - Stage 1 to 3 (50% completion) of a Nursing and Midwifery Board of Australia (NMBA) approved Bachelor of Nursing program with academic good standing; or,
 - Stage 1 to 4 (50% completion) of a NMBA approved dual Bachelor of Science (Nursing)/Bachelor of Science (Midwifery) program with academic good standing;
 - This evidence must be provided at the commencement of each semester for the duration of the fixed term employment contract.
 - Individuals are not eligible to defer their studies whilst occupying their fixed term employment contract;
 - Evidence of current and successful completion of: ▪ Basic Life Support ▪ Manual/Safe Handling ▪ Infection Prevention and Control Training – including COVID-19 Infection Prevention and Control training.
- Provision of the minimum identity proofing requirements.
- Successful Criminal Record Screening Clearance.
- Successful Pre-Employment Integrity Check.
- Successful Pre-Employment Health Assessment.
- Proof of current Vaccination Status as per current Health Department guidelines.