



Healthy kids, healthy communities

Compassion

Excellence

Collaboration

Accountability

Equity

Respect

Clinical Nurse

Position details

Position Number:	000000000
Classification:	RNM Level 2
Agreement:	Nurses and Midwives Agreement
Directorate:	Medical/Surgical
Department:	As per Specialty
Location:	Perth Children's Hospital

Reporting relationships

This position reports to:

00000000 Clinical Nurse Manager SRN4

Positions under direct supervision:

Nil

Key Responsibility

- As part of a multidisciplinary team provides clinical and professional expertise to ensure comprehensive evidence based nursing care is delivered to patients.
- Facilitates and promotes patient safety and quality of care.
- The Clinical Nurse practices within their scope of practice considerate of the Nursing and Midwifery Board's Nurses Practice Decision Flowchart.

About our health service

The Child and Adolescent Health Service (CAHS) is a comprehensive service that supports and treats children from around Western Australia, and is committed to programs that promote lifelong health in children and adolescents.

CAHS is made up of four service streams:

- **Neonatology:** Neonatology provides state-wide tertiary neonatal services to the sickest newborn babies and infants in Western Australia.
- **Community Health:** a comprehensive range of community based early identification and intervention services, as well as health promotion, to children and families in the Perth metropolitan area. Services are provided in a variety of settings including at home, local community health centres, child and parent centres and schools.
- **Child and Adolescent Mental Health Services (CAMHS):** provide mental health services to infants, children, young people and their families across the Perth metropolitan area. Services include community based programs, inpatient care at Perth Children's Hospital and specialised services for children with complex mental health conditions across the State.
- **Perth Children's Hospital (PCH):** is the specialist State-wide paediatric hospital and trauma centre for Western Australia, caring for children up to the age of 16. PCH is also a centre of excellence for teaching and research, partnering in major paediatric research and education initiatives led by the Telethon Kids Institute (TKI) and the State's universities.

Our vision

Healthy kids, healthy communities

Our vision of 'healthy kids, healthy communities' sees that children and young people get the best start in life through health promotion, early identification and intervention and patient centred, family-focused care.

Our objectives



Our values drive us

CAHS promotes a values based workplace culture and all employees are expected to translate our values into action by providing high quality care through:



Summary of accountabilities

Practices in accordance with the Australian Nursing & Midwifery Council Professional Practice Framework, in particular the ANMC National Competency Standards for a Registered Nurse.

- Acts as an advocate for patients and families and collaborates with them and other members of the health care team to achieve health goals.
- Demonstrates competence in the planning and delivery of complex care to patients and their families.
- Liaises with members of the multi-disciplinary team to resolve complex patient problems and evaluate care.
- Co-ordinates the daily activities of the unit/ward.
- Completes nursing documentation as per the health service/hospital standards and policies.
- Participates effectively as a member of the multi-disciplinary team and fosters continual development of the team to provide expert services.
- Supervises and acts as a resource for staff in the assessment of patients, development of care plans, implementation and evaluation of nursing care.
- Accepts responsibility for own learning and professional development through ongoing education and performance review.
- Participates in multi-disciplinary decision making and contributes to the achievement of unit/ward objectives.
- Facilitates the development of staff in clinical competencies, organisational skills and by participating in their performance review.
- Facilitates the unit/ward based clinical education program by active involvement in planning and presentation of orientation, preceptorship and other learning activities.
- Actively contributes to nursing research to promote evidence based practice and continuous quality improvement.
- Accountable for the delivery of safe standards of care as defined by health service and hospital policy and practice, clinical protocols, and the ANMC [Registered nurse standards for practice](#).
- Accountable for the safe, efficient and effective use of resources.

CAHS governance, integrity, safety and quality requirements

- Commits to undertake the duties of the role in accordance with the WA Health Code of Conduct; the CAHS Vision and Values; and CAHS commitment to protecting children and promoting their safety.
- Maintains a safe work environment by taking reasonable care for own health and safety and that of others.
- Ensures as far as practicable, the provision of a safe working environment in consultation with employees under their supervision.

- Undertakes duties to an agreed performance standard to support safe, high-quality health care with a focus on continual improvement, efficiency, effectiveness and sustainability.
- Directly or indirectly supports the delivery of safe patient care and the consumers' experience ensuring services are family centred.
- Contributes to continuous quality improvement activities by identifying, facilitating or participating in practices in accordance with the requirements of the National Safety and Quality Health Service (NSQHS) Standards, health service strategic direction and the WA Public Sector.
- Completes mandatory and core requirement training as relevant to the role and service.
- Performs duties in accordance with WA Public Sector, WA Health, CAHS and other specific service policies and procedures and applicable legislative obligations under *Public Sector Management Act (WA) 1994*, *Health Services Act (WA) 2016*, *Occupational Safety and Health Act (WA) 1984*, *Disability Services Act (WA) 1993* and the *Equal Opportunity Act (WA) 1984*.
- Actively contributes to the development of the health service by undertaking other duties as directed including additional tasks or projects in line with continual improvement, collaboration and sustainable health initiatives.

Work related requirements

The following criteria should be considered in the context of the CAHS Vision, Objectives and 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 evidence based nursing care within the practice setting.
3. Well developed communication skills, including teaching, negotiation and conflict resolution skills.
4. Knowledge and ability to apply NMBA code of practice and other legislation related to nursing.
5. Proven ability to function effectively in a multidisciplinary team.
6. Demonstrated leadership skills.
7. Demonstrated experience with continuous quality improvement, application of nursing research and the implementation of evidence based practice.
8. 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. Possession of or significant progression toward the attainment of a post graduate qualification in area of specialty.
2. Computer literacy.

Appointment to this position is subject to the following:

- 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.
- Provision of the minimum identity proofing requirements in line with the standards set by the National Security Strategy.
- Successful criminal record screening clearance.
- Successful pre-employment integrity check.
- Successful pre-employment health assessment.

Certification

Created on	Last Reviewed	HSS Registered
Insert date	Insert date	Insert date

I verify that the details in this document are an accurate reflection of the requirements of the position.

 Manager / Supervisor Signature or HE Number Date

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

 Occupant Name Signature or HE Number Date